

Transition to Practice: Developing Newly Licensed Registered Nurses

The Department of Education has developed a program for the newly licensed registered nurse to transition into clinical practice. Registered nurses are not proficient clinicians upon graduation. The transition from advanced beginner to competent nurse can take 12 months or more; our goal was to move beyond traditional orientation and provide training and support throughout the new nurse's first year. Elliot Hospital wants to ensure that the right nurse is in the right place with the right skills.

The goals of the Transition to Practice program are to develop clinical competence, create professional practice behaviors, and enhance job satisfaction and organizational commitment.

The first session of *Transition to Practice* was implemented on July 21, 2008 for 45 nurses.