

How does it work?



The Ministry of Health and Long-Term Care recently launched the HealthForceOntario web site, focused on the recruitment and retention of health care professionals in Ontario. Once new graduates register with the Nursing Graduate

Portal, they can apply for

temporary full-time bridging positions that have been posted by employers. Interested employers can then invite new graduates for interviews. Following interviews, employers will send their own letters of offer through the online system, giving new graduates the chance to choose the position they desire. Once an offer is accepted by a new nursing graduate, an automated confirmation form will be generated which must be completed by employers and sent to the Ministry to request funding. The Ministry strongly encourages early consultation and ongoing dialogue with collective bargaining representatives to fulfil reporting requirements and ensure success.



These full-time bridging positions, offering sector-appropriate starting salaries and benefits, may begin once offers have been accepted and as soon as Temporary Registration has been obtained by the new graduate from the College of Nurses of Ontario. The Nursing Graduate Portal can be accessed by new graduates for further advice and supports in finding the right employer.

How do employers participate?

Employers must complete the following requirements to participate:

- Register by going to www.healthforceontario.ca and clicking on the “Nursing Graduate Guarantee” employer registration link. A link is also provided for more information about the Nursing Graduate Guarantee, along with Frequently Asked Questions. Employer resources, including guidelines for participation and information on the Temporary Registration process, are also available on the web site
- Create a profile (which will include information on the facility and community) and post positions
- Accept applications from new graduates
- Conduct interviews and select new graduates
- Submit a letter of offer through the portal
- If the graduate accepts the position, complete the match confirmation letter and submit it to the Ministry for funding
- Employ new graduates for the length of time specified in the funding letter that they receive
- Provide a comprehensive orientation for the new graduate (minimum guidelines for orientation will be outlined in the funding agreement)
- Complete certain reporting requirements specified by the Ministry

Go to www.healthforceontario.ca today to see how quick and easy it is to register and post positions.

For more information on the Nursing Graduate Guarantee initiative, please contact info@healthforceontario.ca or 1-866-989-9699; TTY 1-800-387-5559



The Nursing Graduate Guarantee 2007

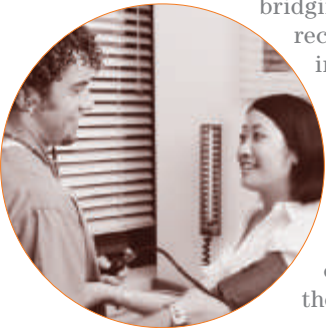
What is the Nursing Graduate Guarantee?

The Nursing Graduate Guarantee is a comprehensive initiative of the Ministry of Health and Long-Term Care aimed at ensuring that every new nursing graduate (RN and RPN) who wishes to work full-time in Ontario will have that opportunity. Employment opportunities for the 4,000 Ontario nursing graduates expected this year will be in hospitals, as well as the long-term care, home care, mental health, public health, and primary health care sectors.

The Nursing Graduate Guarantee uses a simple, automated, and confidential online application and matching process to link new graduates with employers seeking to hire graduates into full-time bridging positions. The government is providing funding to create these bridging positions for a minimum of three months and a maximum of six months.

Employers are required to make best efforts to bridge new graduates to permanent full-time employment. If the new graduate is not bridged by the end of the six-month funding period, the employer will be required to fund an additional six weeks of the full-time bridging position. Graduates will receive an extensive orientation in “above regular staffing complement” supernumerary positions. These positions will not replace existing staff and they will create important opportunities for graduates to transition to clinical practice with all of the right supports in place.

If the new graduate is bridged to a permanent full-time position after three months, but earlier than six months, the employer can retain the balance of salary dollars for other selected front line nursing priorities. A complete list of eligible nursing priorities will be contained in the Nursing Graduate Guarantee Guidelines available on the HealthForceOntario web site (www.healthforceontario.ca).



Supports for creating more full-time positions

Employer practices in human resource management play a key role in Ontario's ability to successfully recruit and retain health professionals in the province. As part of the Nursing Graduate Guarantee, a number of capacity-building resources for employers will also be developed to support the creation of more full-time positions across the health care system such as:

- sector specific toolkits to create more full-time employment through innovative practices that have been demonstrated as effective by employers here in Ontario (e.g. converting overtime and sick time into full-time positions, creating full-time float pools, better scheduling, etc);
- sector-specific coaching teams to support employers as they move towards implementing best practices in human resource management; and
- expert workshops to bring industry leaders to groups of employers via tele/video conferencing to discuss innovative models for meeting goals such as recruitment, retention and good nursing human resources management.

What is the rationale behind the Nursing Graduate Guarantee?

The Nursing Graduate Guarantee, an \$89 million endeavour, is part of the province's Health Human Resource Strategy known as HealthForceOntario, which is designed to ensure the right mix and supply of appropriately educated professionals to care for the people of Ontario. As part of this strategy, the government is helping to create stability in the nursing workforce, improve work environments, and increase opportunities for nurses in Ontario.

How does the Nursing Graduate Guarantee benefit nurses and employers?

The Nursing Graduate Guarantee positively impacts all nurses and workplaces. It offers employment opportunity across all sectors and opens doors to nursing as a profession. New graduates gain access to invaluable employment opportunities and a good chance to gain permanent full-time employment that they might not have had access to otherwise. The extended orientation supports a more effective transition to practice for new graduates, thereby allowing them to become fully engaged as key members of the health care team.



Experienced nurses benefit from the addition of confident and well-prepared new graduates as members of the team, providing some relief for the workload pressures they currently experience. At the same time, the initiative provides leadership opportunities for staff to mentor the next generation of nurses. If employers are able to bridge new graduates into full-time permanent positions before the end of the six-month funding period, all nurses will benefit from the re-investment of remaining salary dollars into other front line nursing priorities.

For employers, the Nursing Graduate Guarantee offers 100% salary dollars and benefits, along with other resources to support employers' recruitment and retention efforts. It levels the playing field for all organizations regardless of size, and particularly helps with recruitment to rural and northern areas.