

## **2024 Global BPSO Symposium**

### **Improving outcomes and advancing equity diversity and inclusion**

**Title:** Trillium Health Partners' Transition to Independent Practice Support (TIPS) Program

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Trillium Health Partners' (THP) relies on a highly trained, experienced nursing workforce to meet the complex care needs of our patients across specialized programs. Currently, half of THP's nursing workforce are under the age of 29 and have less than 5 years of experience. With the demanding nature of their role and novice skill set, this group of nurses are reporting high rates of burnout and are at risk of leaving the profession.

In September 2023, THP introduced the **Transition to Independent Practice Support (TIPS)** program in response to evidence-based practice literature and feedback from new nurses. TIPS aims to support new nurses through mentorship and clinical guidance, fostering a positive learning environment and facilitating a smooth transition to autonomous practice. The program also targets retention of skilled nurses, particularly those in highly specialized areas.

The TIPS Program introduces an integrated learning environment, with both virtual & in-person learning components to build clinical competence and confidence. Professional Practice Clinical Educators lead webinars and simulation sessions utilizing competency checklists to evaluate knowledge and skills. This approach caters to individual learning needs while providing valuable insights for managers and educators.

Since the launch, the TIPS program has engaged over 370 nurses, garnering enthusiastic feedback. Participants consistency rate sessions highly for relevance and engagement with a notable 62% increase in staff confidence levels observed post-program, and some individuals experiencing up to a 102% boost in confidence levels. These results underscore the program's effectiveness in enhancing clinical competence and reinforcing commitment to patient care excellence. By systematically evaluating outcomes, we aim to continually refine and strengthen the TIPS Program, ensuring it remains a cornerstone in nurturing our nursing workforce and advancing patient care excellence at THP.