

BC Cancer Nursing Development Continuum

EMPLOYED STUDENT NURSE (ESN)

ESNs are part of the team and employed by BC Cancer with a goal to consolidate knowledge and skills they have ALREADY learned. They may observe new skills but cannot perform them. ESNs are registered with BCCNM and require regulatory supervision by an RN.

- [PHSA Leaders Resource: Employed Student Nurse \(ESN\) and Employed Student Psychiatric Nurse \(ESPN\)](#)
- [PHSA ESN Leader FAQs](#)
- [BC Cancer Employed Student Nurse \(ESN\) Overview](#)
- [BC Cancer Employed Student Nurse \(ESN\) Resource for Leaders](#)
- [BC Cancer ESN Sample Orientation Schedule](#)

FOUNDATIONS IN ONCOLOGY & DEVELOPMENT OPPORTUNITIES

Bachelor of Science (BSN) - Student Nurse

BSN student nurses are student nurses completing their final preceptorship before graduating from their post-secondary institution (PSI). BSN students can learn new skills under the guidance of their preceptor nurse. Nursing students with an interest in BC Cancer specialization areas may complete additional education as part of the BC Cancer Oncology Learning Pathway to support competence and confidence in specialty area practice.

- [BC Cancer BSN Student Learning Pathway - Systemic Therapy](#)
- [BC Cancer BSN Student Learning Pathway - Ambulatory Care Radiation Therapy](#)

New Grad Nurse (NGN)

A New Graduate (NG) RN is a Canadian nursing school graduate employed with a BC health employer with less than 18 months of employment experience.

- [BC Cancer Resource for New Graduate Registered Nurse](#)
- [BC Cancer New Grad RN Resource for Leaders](#)
- [PHSA New Grad Transition to Practice Program](#)

NEW GRADS ARE SUPPORTED BY CLINICAL NURSE MENTORS

NURSING DEVELOPMENT OPPORTUNITIES

BC Cancer Provincial Nursing Orientation:

- Introduction to BC Cancer Resources
 - [BC Cancer Professional Practice Nursing Teamsite](#)
 - [PHSA Shared Health Organizational Portal \(SHOP\)](#)

BC Cancer Regional Nursing Orientation:

- Cancer Fundamentals, Supporting People with Cancer, and more. Navigate to the BC Cancer Nursing Development Continuum Inventory to learn more.

Oncology Health Assessment and Decision Making:

- [Oncology Comprehensive Intake](#)
- [Symptom Management Guidelines](#)
- [Oncological Emergencies](#)

Skills:

- [Alaris Pump Education](#)
- [Infusion Therapy Education and Simulation Lab \(IV/CVC Certification\)](#)

Ambulatory Care:

- Modified Systemic Therapy Education Program (LPN/RN)
- Nasogastric Tube Education

Tumour Specific Education:

- Learn Oncology Tumour Specific Modules

Surgical Brachytherapy:

[BC Cancer/AORN periOperative course for Brachytherapy Nurses](#)

Virtual Oncology Nurse:

- BC Cancer Telephone Care Nursing
- Virtual Health Competencies

Systemic Therapy Delivery:

- Systemic Therapy Course
 - Theory & Exam
 - Workshop
 - Practicum
 - Continuing Competency

Other BC Cancer Specialty Areas:

- Clinical Trials
- Medical Day Care
- Inpatient Unit (Vancouver)

Ambulatory Care (Radiation Therapy):

- Radiation Therapy Program (RN)
 - Theory & Exam
 - Practicum
 - Continuing Competency
- Modified Radiation Therapy Program (LPN)
- Wound Care
- Nasogastric Tube Education

Pain & Symptom Management:

- LEAP Core - Palliative Care course for Health Care Professionals

PROFFESIONAL DEVELOPMENT & LEADERSHIP

Opportunities:

- PHSA Preceptorship Workshop
- PHSA Preceptorship Modules
- PHSA Educator Pathway
- Core LINX
- Experience LINX
- Mentorship

Certifications:

- [Canadian Nurses Association Certification - CON\(C\) @Certified in Oncology Nursing \(C\)anada](#)
- [CHPCN\(C\) Certified in Hospice Palliative Care Nursing in \(C\)anada](#)

Memberships:

- [Nurses and Nurse Practitioners of British Columbia](#)
- [Canadian Association of Nurses Oncology / Association canadienne des infirmières en oncologie](#)
- [Canadian Nurses Association](#)

Academic Advancement:

- Nurse Practitioner
- Master's Degree/PhD

CONTINUING COMPETENCY

- Professional and Leadership:
 - [British Columbia College of Nurses and Midwives](#)
- Observership and consolidation
- [San'yas Cultural Safety Training](#)
- [Anti-Indigenous Racism Response Training \(ARRT\)](#)
- Survivorship

- Health Promotion
- [Diversity, Equity, Inclusion](#)
- Health Equity/ Vulnerable Populations
- Smoking Cessation
- [Understanding Autonomous Practice & Nurse Independent Activities \(NIA\) / Nurse-Initiated Protocols \(NIP\)](#)

- Smoking Cessation
- Foundations in Oncology (LearnOncology)
- Motivational Interviewing
- Ongoing Tumour Site Education (LearnOncology)
- Cultural Safety, Humility