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Canada West Health Leaders  
CONFERENCE

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#CWHLC2024



**Synergies in action: The power of collaboration**

**Engaging others to stay engaged:  
A novel allied health new graduate  
program**

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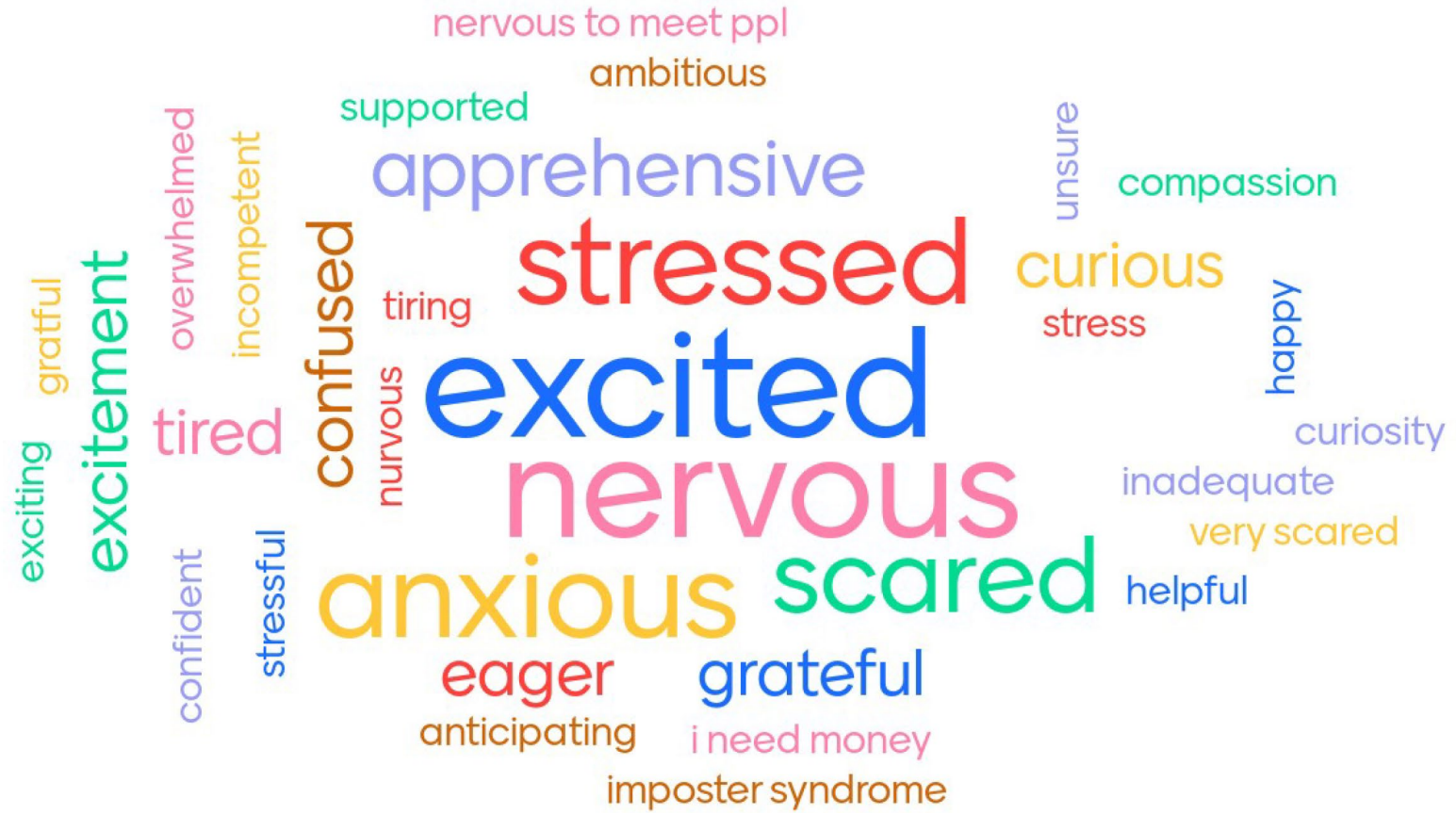
CANADIAN COLLEGE OF  
HEALTH LEADERS



COLLÈGE CANADIEN DES  
LEADERS EN SANTÉ

# Thinking about your job, what emotion(s) are you feeling?

87 responses



# The need for an Allied Health New Graduate Program

- The new graduate nursing transition-to-practice experience is well known and supported
- Needs assessment for allied health
  - Qualitative Focus Groups
  - Consultation with allied health leaders



**“I have some friends who burnt out of the public system pretty quick. I think there was this idea that you actually needed to know everything right off the bat, even though we weren’t necessarily taught it in school. So, I think if we could make it okay for people to not know everything right away, and recognize that that’s okay, I think that’s a pretty big take-home message.” (AH20)**

# Objectives of the Allied Health New Graduate Program



- To develop and improve participants' knowledge and skills to support clinical practice
- To support participants to reflect critically on their practice in relation to their experiences, their work environment, and the healthcare system
- To provide participants with opportunities to engage with peers from their own and other disciplines, for the purpose of learning, support, and socialization



# Content and Delivery of the New Graduate Program

- A series of 4 full-day workshops, 3 months apart
- Developed and delivered by a team of allied health educators
- Modules reflect program objectives and ongoing needs of organization



# Content and Delivery of the New Graduate Program

Month	Cohort
January 2024	A
February	B
March	C
April	A, D
May	B, E
June	C, F
July	A, D, G
August	B, E, H
September	C, F, I
October	A, D, G, J
November	B, E, H, K
December	C, F, I, L

- Informed Consent
- Substance Use
- Cultural Safety
- Caseload Prioritization
- Complex Discharges
- Interprofessional Collaboration
- Documentation
- Self-Care
- The BC Healthcare System
- Evidence-Based Practice
- Person- and Family-Centred Care
- Reflective Practice

# Active Learning activities

Building connections through engagement

- Think-Pair-Share
- Peer-to-peer networking
- Peer coaching
- World Café
- Role play
- Case study discussions



# Evaluation

- Module and session feedback at each workshop
- Qualitative research interviews
- WRS-AH



“I wanted to let you know we heard some really positive feedback from [Mark], one of our new grads who attended the session on Monday. He felt so validated by the discussion and from what we have seen in supervision this week, it also seems to have had direct impact on his stress level. Really happy to see this initiative making such a significant contribution.” (SW Practice Leader)

“I like that there’s different components. And I did like that it helps us to meet people as well. Now, I would see people on the ward that I kind of met through the program, which is quite nice.” (EX01)



# Work Readiness Scale for Allied Health Professionals (WRS-AH)

- A valid and reliable scale for measuring perceived work readiness as allied health graduates transition to the workforce
- 32-items, 4 domains
- New Graduate Program can be evaluated by analyzing changes in scores over time

<b>Factor 1</b>	81.61685
<b>Factor 2</b>	91.18577
<b>Factor 3</b>	56.54589
<b>Factor 4</b>	81.63043
<b>Total</b>	77.85666

21	I remain calm under pressure	1	2	3	4	5	6	7	8	9	10
22	I understand the clinical governance processes of my workplace	1	2	3	4	5	6	7	8	9	10
23	I am passionate about my field of work	1	2	3	4	5	6	7	8	9	10
24	One of my strengths is that I take a holistic approach to patient care	1	2	3	4	5	6	7	8	9	10

## LEADS – Engage Others

Four capabilities of Engage Others are to:

1. Foster development of others
2. Contribute to the creation of healthy organizations
3. Communicate effectively
4. Build teams

# Bringing Leadership to Life in Health: LEADS in a Caring Environment

Putting LEADS to work

Graham Dickson  
Bill Tholl  
*Editors*

*Second Edition*

 Springer

# LEADS – Engage Others

Foster development of others	Contribute to creation of healthy organizations	Communicate effectively	Build teams
Professional Planning	WRS-AH	Conflict Management	Interprofessional Collaboration
Reflective Practice	Strengths and Values	Professionalism	Complex Discharges
Clinical Q&A	Transition-to-Practice	Think-Pair-Share	Role play
Peer Coaching	World Café		

## Engaging Others – Takeaways

- Engage new graduates and their managers (in design, implementation, and activities)
- Embed purposeful evaluation for agile adaptation
- Resoundingly positive feedback

