



EMERGENCY

Specialty Nursing Education (SNE) Pathway

This document outlines a recommended path to support your specialty nursing career journey at Fraser Health.

Getting started in Emergency

The **Emergency** Career Pathway was established through a partnership between Learning Strategies and the Emergency Network.

This pathway offers a recommended approach to your specialty nursing career journey with Fraser Health. You decide where to begin, and you can enter or exit the pathway whenever needed.

Each person's journey into specialty nursing will be unique.

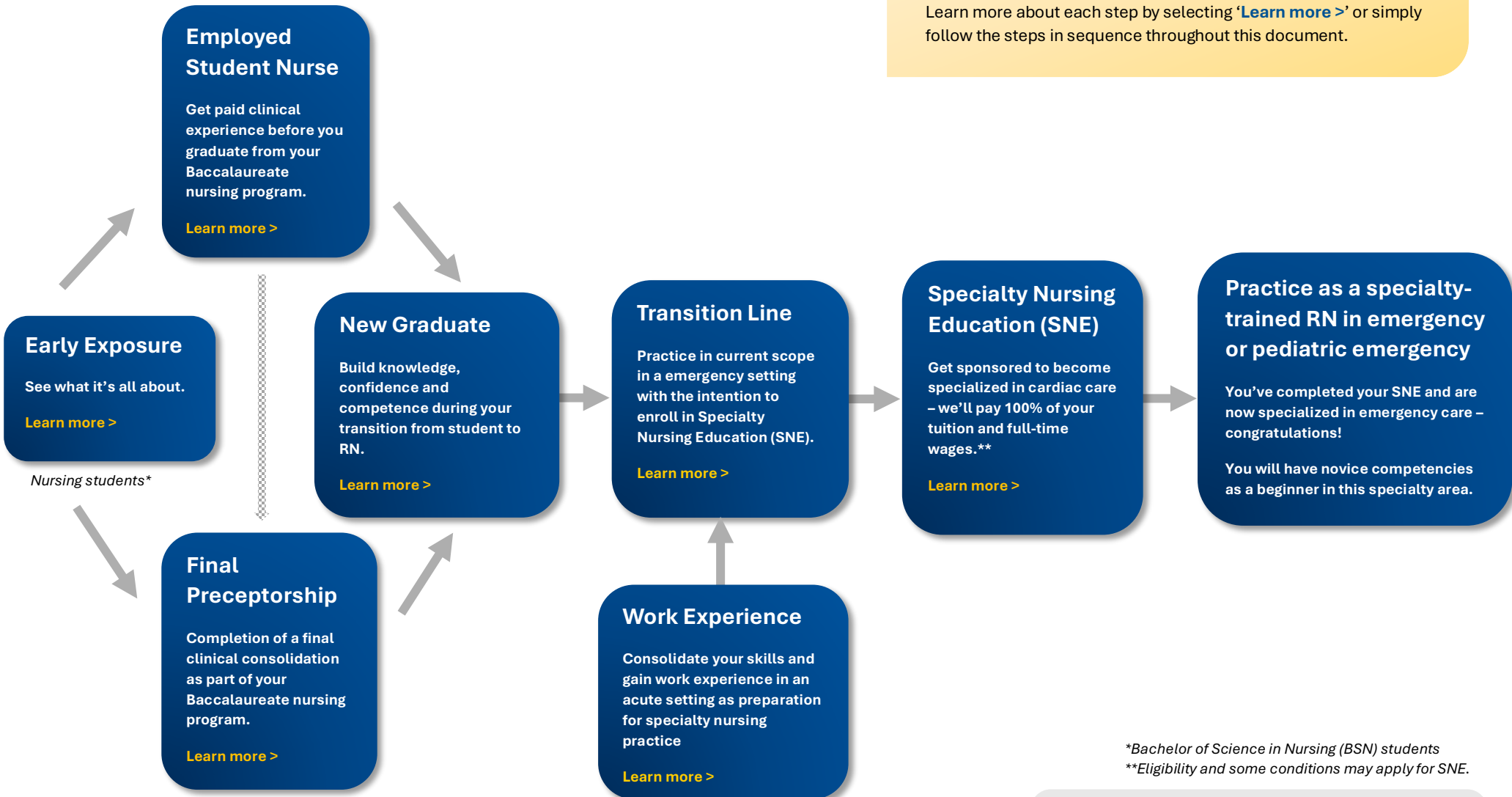
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Self-reflection: Take time to consider whether this specialty is the right fit for you. The option to exit the pathway remains throughout.

This pathway offers a recommended approach to your specialty nursing career journey with Fraser Health. You decide where to begin, and you can enter or exit the pathway whenever needed. Each person's journey into specialty nursing will be unique.

Learn more about each step by selecting '[Learn more >](#)' or simply follow the steps in sequence throughout this document.



*Bachelor of Science in Nursing (BSN) students
**Eligibility and some conditions may apply for SNE.

Internationally Educated Nurses (IENs)
For more information on specialty nursing opportunities for IENs: [Learn more >](#)

What is Emergency?

Emergency nursing in Fraser Health is fast-paced, dynamic and deeply rewarding.

Nurses provide initial care to patients of all ages, managing a wide range of acute and complex conditions. They work closely with interdisciplinary teams and are skilled in rapid assessment, trauma care, and supporting patients through urgent health challenges.

Emergency departments across Fraser Health vary from smaller community sites to large urban trauma centers, offering nurses diverse experiences and environments to practice in.

This specialty offers strong opportunities for growth, with clear pathways for career advancement and a variety of roles available across the region.

Emergency Pathway

Early Exposure

What is Early Exposure?

Nursing students may obtain exposure to specialty practice areas through early acute care learning experiences embedded within their basic nursing programs, coordinated by their post-secondary institution.

Requirements

You must be enrolled in a Baccalaureate Registered Nursing (RN) Program (ie. BSN)

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Employed Student Nurse (ESN)

What is an Employed Student Nurse?

Get hired by Fraser Health to gain paid, clinical job experience before you graduate from your Baccalaureate nursing program.

What does this mean for Emergency?

No specific education is required. Must have an interest in emergency nursing.

Considering practicing at the following site(s) as an ESN to consolidate your learning:

- Opportunities are available at all Fraser Health emergency departments.
- ESN experience in other acute settings (e.g. medicine, surgical, cardiac) is also an asset.

[Learn more](#) about becoming an ESN at Fraser Health.

If you require more information, please reach out to Student.Placement@fraserhealth.ca

***Self-reflection:** Take time to consider whether this specialty is the right fit for you. The option to exit the pathway remains throughout.*

Final Preceptorship

What is Final Preceptorship?

Final preceptorship happens during the completion of your final clinical consolidation as part of your Baccalaureate nursing program. Learners may consider preceptorship options to align with future career laddering plans. Placement on the same unit as previous ESN work is possible through mutual agreement between learner, post-secondary institution and unit manager.

Note: Final preceptorships must only be arranged through formal channels of communication between the post-secondary institution and Fraser Health (i.e. HSPnet). Connect with your BSN clinical coordinator at your post-secondary institution for more information.

BSN Learning Pathway (LP) opportunity exists in emergency. Connect with your BSN LP lead at your post-secondary institution for more information.

What does this mean for Emergency?

No specific education is required. Must have an interest in emergency nursing.

Consider practicing at the following site(s) as a preceptorship student to consolidate your learning:

- Opportunities are available at all Fraser Health emergency departments.
- Final practicum in other acute settings (e.g. medicine, surgical, cardiac) is also an asset.
- For those interested specifically in pediatric emergency specialty care, consider a final preceptorship at Surrey Memorial Hospital, Abbotsford Regional Hospital (Zone 4) or Royal Columbia Hospital (Zone 4). Final practicum in other acute pediatric settings is also an asset.

[Learn more](#) about student placements.

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New Graduate

What is a New Graduate?

Grow your knowledge, confidence and clinical competence as you transition from student to registered nurse.

New graduates are hired into a 0.7–1.0 full-time equivalent (FTE) position (for at least six months) and are supported through supernumerary time, structured education and dedicated mentorship.

You will also participate in New Graduate Program workshops throughout your first year, designed to help you thrive, build resilience and manage the challenges of your new role.

Throughout this period, your manager and educator will meet with you to support you through this stage and the stages that follow.

What does this mean for Emergency?

Work experience in all acute care settings is beneficial. Considering practicing at the following site(s) as a new graduate RN to consolidate your learning:

- All emergency departments

[Learn more](#) about the New Graduate Nurse Program.

If you require more information, please reach out to NurseNEP@fraserhealth.ca

***Self-reflection:** Take time to consider whether this specialty is the right fit for you. The option to exit the pathway remains throughout.*

Work Experience

After the new graduate phase, you may choose to gain work experience in any acute care area or be hired directly into an emergency department transition line. Either path will help in consolidating your skills and gain work experience in an acute setting as preparation for specialty nursing practice. You will receive support to attend clinical readiness education covering essential skills.

What does this mean for Emergency?

Work experience in all acute care settings is beneficial.

Transition Line

What is a transition line?

When available, transition lines allow you to work in the specialty care area at your current level of competence while you consolidate towards registration in Specialty Nursing Education within 6-12 months, or a mutually agreed-upon timeframe with your leadership.



To view and apply for available transition line opportunities on the unit, visit the [Fraser Health Careers website](#) or MyCareer Hub (internal portal) and search for “*transition line emergency*”.

Support during your transition

- Emergency Competency Education Pathway (ECEP) Essentials
 - Offered to transition line staff. ECEP Essentials offers an in-person workshop shortly after hire into an emergency care setting. The workshop provides a theoretical foundation in emergency care and includes theory and simulation days.

- Following the workshop, a ECEP regional clinical nurse educator will provide follow-up support as you transition

Self-reflection: *Take time to consider whether this specialty is the right fit for you. The option to exit the pathway remains throughout.*

Internationally Educated Nurses (IENs)

All internationally educated nurses (IENs) will be screened to determine qualifications for the specialty care area. Based on previous experience, IENs may be hired into either a transition line (if available) or a specialty-qualified line.

For those who are eligible, the New Entrant Program provides a paid, supported transition into practice within Canada's health care system.

Start your career at Fraser Health with a minimum of 132 supernumerary hours and 9.5 hours of program-funded education. These experiences support the development of a competency-based learning plan aligned with your career goals. You'll build on your international nursing experience while engaging in interactive educational workshops and simulation sessions.

[Learn more](#) about the Nurse New Entrant Program.

Specialty Nursing Education (SNE)

What is Specialty Nursing Education?

Registered nurses (RN) can apply for sponsored specialty nursing education programs at Fraser Health, and we'll pay 100% of your tuition and full-time wages. Some eligibility and conditions apply.

Fraser Health offers two (2) streams of sponsored education programs for registered nurses (RNs) wishing to pursue a career in emergency nursing:

- [Fraser Health's Emergency Competency Education Pathway \(ECEP\)](#) and
- [BCIT Emergency program](#) , or [BCIT Emergency - Pediatrics](#)

Both Fraser Health ECEP and BCIT Emergency curriculums prepare nurses with novice competencies suitable for safe and independent emergency nursing practice in Zones 1-5.

Sponsorship into emergency education is offered at the following sites:

- Abbotsford Hospital
- Burnaby Hospital
- Chilliwack Hospital
- Delta Hospital
- Eagle Ridge Hospital

- Fraser Canyon Hospital
- Langley Memorial Hospital
- Mission Memorial Hospital
- Peace Arch Hospital
- Ridge Meadows Hospital
- Royal Columbian Hospital
- Surrey Memorial Hospital

Sponsorship into pediatric emergency education is offered at the following sites:

- Abbotsford Regional Hospital
- Surrey Memorial Hospital

For more information, please reach out to SNE@Fraserhealth.ca

Courses and Training

Fraser Health's Emergency Competency Education Pathway (ECEP)

- Fraser Health Return of Service Agreement required: **Yes**

Prerequisite for application: RN status and employment with Fraser Health in an emergency department transition line.

Program Details

➤ **ECEP Phase One**

In-house advanced education program that prepares you with the required competencies to work as a novice nurse in an emergency care setting. This twelve (12) week blended learning program includes a combination of modular online theory, virtual classrooms, skills and simulation days, and preceptor-led clinical. Upon successful completion you will be able to work in Zones 1-5, excluding trauma or resuscitation.

- Fraser Health Return of Service agreement required: **Yes**

Sponsorship includes:

- **Prerequisites:** Offered online
 - Pre-readings include Mosby's ECG education and modules from Emergency Nursing Orientation (ENO) curriculum
- **Full-time studies**
 - Offered over twelve (12) weeks
 - Elements of Blended Learning:
 - Modularized theory: Emergency Nursing Orientation (ENO)
 - Advanced Cardiac Life Support (ACLS) certification

- Pediatric Emergency Assessment and Recognition (PEARs) course
- High-fidelity simulation and skills lab
- Clinical experience at the sponsoring site through a preceptor-led model

Graduates will receive a certificate of completion from ENO, ACLS and PEARs in addition to a certificate of program completion from Fraser Health.

➤ **ECEP Phase Two**

Offered to graduates of ECEP Phase 1 who have completed approximately 500 hours of practice consolidation and are demonstrating readiness for advanced competencies. Phase 2 is a four (4) week blended learning curriculum focusing on trauma and resuscitation competencies. Upon successful completion, graduates are qualified for novice practice in trauma and resuscitation areas.

- Fraser Health Return of Service Agreement Required: **No**
- Elements of Blended Learning:
 - Modularized theory: Emergency Nursing Orientation (ENO)
 - Modules are released to learners prior to the start of ECEP Phase 2
 - High-fidelity simulation and skills lab
 - Pediatric Advanced Life Support (PALS)
 - Clinical experience at the sponsoring site and trauma centers within Fraser Health

BCIT Emergency Program

Fraser Health offers sponsorship to the [BCIT Emergency Nursing Specialty program](#). The clinical site may be at either Fraser Health and Vancouver Coastal Health locations and follow an instructor-led model.

- Fraser Health Return of Service Agreement required: **Yes**

Sponsorship includes:

- **Prerequisites:** Offered online over twelve (12) weeks - includes five (5) mandatory in-person days
 - NSCC 7150 – Dysrhythmia Interpretation and Management
 - NSER 7110 – Emergency Nursing theory 1
- **Full-time studies:** Offered as a compressed time frame (CTF) over twelve (12) weeks
 - NSER 7210 – Emergency Nursing theory 2
 - NSER 7300 – Emergency Nursing clinical 1
 - NSER 7410 – Emergency Nursing theory 3
 - NSER 7500 – Emergency Nursing

Graduates will receive an Advanced Cardiac Life Support (ACLS) certificate and a BCIT emergency certificate. View course details ([Emergency Nursing Specialty – BCIT](#)).

BCIT Emergency – Pediatrics

Fraser Health offers one stream of sponsored education for registered nurses (RNs) wishing to pursue a career in the emergency setting with a specialization in pediatrics. Completion of sponsored education will give the learner the required novice neonatal competencies, suitable for safe and independent practice. The clinical site may occur at either Fraser Health and Vancouver Coastal Health locations and follow an instructor-led and preceptor-led model.

- Fraser Health Return of Service Agreement required: **Yes**

Sponsorship into the BCIT Emergency - Pediatric program is offered by the following sites:

- Abbotsford Regional Hospital
- Surrey Memorial Hospital

Sponsorship includes:

- **Prerequisite:** Offered online over twelve (12) weeks - includes five (5) mandatory in-person days
 - NSCC 7150 – Dysrhythmia Interpretation and Management
 - NSER 7110 – Emergency Nursing Theory 1
- **Full-time studies:** Offered as a compressed timeframe (CTF) over twelve (12) weeks
 - NSER 7610 – Pediatric Emergency Theory 1
 - NSER 7620 – Pediatric Emergency Theory 2
 - NSER 7630 – Pediatric Emergency Clinical
 - NSER 7640 – Pediatric Emergency Theory 3

Graduates will receive a Pediatric Advanced Life Support (PALS) and Basic Life Support (BLS) certificate. Learners will have earned 24 credits towards the BCIT emergency-pediatric certificate.

View course details ([Pediatric Emergency Nursing Specialty – BCIT](#))