



NEONATAL

Specialty Nursing Education (SNE) Pathway

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

Getting started in Neonatal Care

The **Neonatal Care** Career Pathway was established through a partnership between Learning Strategies and the Maternal, Infant, Child and Youth (MICY) program.

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.

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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)



Nurses trained outside of Canada can participate in the [New Entrant Program](#). You are encouraged to have a readiness conversation with a neonatal manager to map out your nursing career pathway. [Learn more >](#)

What is Neonatal Care?

Neonatal nurses specialize in caring for newborns who require extra support transitioning into the world. This includes infants who are critically ill, who are premature or who are born with congenital health issues. Neonatal nurses can work in a nursery (LMH) or a neonatal intensive care unit (ARH, BUH, SMH, RCH).

Neonatal nursing practice through a family-centered, trauma-informed lens and is highly collaborative. Neonatal nurses work along a multidisciplinary team of neonatologists, pediatricians, respiratory therapists, dietitians, lactations consultants, pharmacists and social workers.

Fraser Health provides neonatal care at five (5) sites:

- Abbotsford Regional Hospital (ARH)
- Langley Memorial Hospital (LMH)
- Royal Columbian Hospital (RCH)
- Burnaby General Hospital (BUH)
- Surrey Memorial Hospital (SMH)

Neonatal Care 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 Neonatal Care?

No specific education is required. However, preference may be given to candidates with BCIT NSNE 7100 Theory 1.

Recommended sites for ESN experience

- Burnaby Hospital
- Surrey Memorial Hospital
- Royal Columbian Hospital
- Abbotsford Regional Hospital

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

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

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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 ladder 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 neonatal. Connect with your BSN LP lead at your post-secondary institution for more information.

What does this mean for Neonatal?

No specific education is required. However, preference may be given to candidates with BCIT NSNE 7100 Theory 1

Recommended sites for final preceptorship experience

- Burnaby Hospital
- Surrey Memorial Hospital

- Royal Columbian Hospital
- Abbotsford Regional Hospital

[Learn more](#) about student placements.

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

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 Neonatal?

In general, no specific education is required, however, preference may be given to candidates with BCIT NSNE 7100 Theory 1 and BCIT NSNE 7200 theory 2. If a new graduate has completed BCIT NSNE 7100 and NSNE 7200, they will be independent after new grad hours complete.

Have a conversation with your hiring neonatal manager. You may be hired but not able to start work in the neonatal intensive care unit prior to completion of these courses. You may be deployed to other units in the Maternal, Infant, Child and Youth (MICY) program such as perinatal or pediatrics. If deployment is not possible, you may be hired and bought on to work as supernumerary until required education is completed.

During new graduate orientation and mentorship, you will complete the Neonatal Resuscitation Provider (NRP) certification

All hires are expected to transition towards specialty training and move into full-scope neonatal nursing practice.

Recommended sites for new graduate experience:

- Burnaby Hospital
- Surrey Memorial Hospital
- Royal Columbian Hospital
- Abbotsford Regional Hospital

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

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

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Work Experience / Transition Line

What is work experience or a transition line?

As you begin your role, you will work towards consolidating your skills and gaining work experience in an acute setting as preparation for specialty nursing practice.

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 neonatal*”.

In general, no specific education is required, however, preference may be given to candidates with BCIT NSNE 7100 Theory 1 and BCIT NSNE 7200 theory 2. If a new graduate has completed BCIT NSNE 7100 and NSNE 7200, they will be independent after new grad hours are complete.

Have a conversation with your hiring neonatal manager. You may be hired but not able to start work in the neonatal intensive care unit prior to completion of these courses. You may be deployed to other units in the Maternal, Infant, Child and Youth (MICY) program such as perinatal or pediatrics. If deployment is not possible, you may be hired and bought on to work as supernumerary until required education is completed.

During orientation and mentorship, you will complete the Neonatal Resuscitation Provider (NRP) certification

All hires are expected to transition towards specialty education and move into full-scope neonatal nursing practice.

Recommended sites for transition line experience

- Burnaby Hospital
- Surrey Memorial Hospital
- Royal Columbian Hospital
- Abbotsford Regional Hospital

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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 get sponsored to complete 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 one (1) stream of sponsored education for registered nurses (RNs) wishing to pursue a career in neonatal nursing: the BCIT neonatal certificate program. Learners will graduate with novice neonatal competencies, suitable for safe and independent practice. Your Neonatal Resuscitation Provider (NRP) credential must be valid for the duration of the education program.

Sponsorship into the BCIT neonatal program is offered at the following sites:

- Abbotsford Regional Hospital
- Burnaby Hospital
- Langley Memorial Hospital
- Royal Columbian Hospital
- Surrey Memorial Hospital

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

Courses

BCIT Neonatal Specialty Program

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

Prerequisite for application: RN status and employment with Fraser Health

Program Details

- **Prerequisite course:** This is offered online over 12 weeks
 - NSNE 7100 Theory 1
- **Full-time studies:** This is offered as a compressed time frame (CTF) over 11 weeks
 - NSNE 7200 Theory 2
 - NSNE 7300 Clinical 1
 - NSNE 7911 Neonatal Respiratory Care
 - NSNE 7900 Clinical 2

Learners will complete 18 credits towards the BCIT neonatal certificate. [Learn more](#) about BCIT's Neonatal Nursing Specialty program.

BCIT Neonatal Acute Care NSNE 7920 and NSNE 7940

Prerequisites: Previous completion of BCIT Neonatal specialty program. For those working a level 2 or level 3 sites, minimum 6 months.

- Fraser Health Return of Service Agreement required: **No**
- **BCIT Neonatal Acute Care 7920:** sponsorship offered by Royal Columbian Hospital and Surrey Memorial Hospital
- **BCIT Neonatal Advanced Concepts in Neonatal Nursing 7940:** sponsorship offered by Abbotsford Regional Hospital

Program details:

BCIT Neonatal 7920 and 7940 are equivalent in theory and workshop component. NSNE 7920 includes a clinical component.

- 12-week guided independent online theory course that addresses the care of infants experiencing life-threatening health challenges. The purpose is to prepare nurses for the complex care needs of neonates in higher level-of-care neonatal setting. Includes a one-day in-person workshop for hands-on experience with equipment and procedures.
- For learners sponsored in NSNE 7920: additional 40-hours of clinical will be completed at your sponsoring site.