



CRITICAL CARE Intensive Care Unit (ICU)

Specialty Nursing Education (SNE) Pathway

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

Getting started in Critical Care, Intensive Care Unit (ICU)

The **Critical Care, Intensive Care Unit (ICU)** Career pathway was established through a partnership between Learning Strategies and the Critical Care 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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What is Critical Care, Intensive Care Unit (ICU)?

Intensive Care Unit nursing is a dynamic and rewarding specialty where you will care for the most critically ill patients using advanced technology, life-saving interventions and highly specialized skills. As an ICU nurse, you will become an expert in ventilators, vasoactive medications, continuous monitoring, and rapid decision-making, playing a pivotal role in stabilizing patients and supporting patients and families during their most vulnerable moments.

Fraser Health is home to eight (8) Intensive Care Units, offering diverse learning and practice environments:

- Three (3) Tertiary ICUs and one (1) Intermediate ICU which provide care for complex, multi-system conditions which can include trauma, neurosurgery, and advanced organ support like Continuous Renal Replacement Therapy (CRRT) and Extracorporeal Membrane Oxygenation (ECMO) depending on the specialties at the site.
- Four (4) Community ICUs deliver excellent critical care in smaller hospital settings, managing a wide range of acute medical, surgical and cardiac patients.

Fraser Health's three (3) tertiary Intensive Care Units:

1. Abbotsford Regional Hospital and Cancer Centre
2. Royal Columbian Hospital
3. Surrey Memorial Hospital

Fraser Health's intermediate Intensive Care Unit:

1. Burnaby Hospital

Fraser Health's four (4) community Intensive Care Units:

1. Chilliwack General Hospital
2. Langley Memorial Hospital
3. Peace Arch Hospital
4. Ridge Meadows Hospital



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

Early Exposure

See what it's all about.

[Learn more >](#)

Nursing students*

Employed Student Nurse

Get paid clinical experience before you graduate from your Baccalaureate nursing program.

[Learn more >](#)

Final Preceptorship

Completion of a final clinical consolidation as part of your Baccalaureate nursing program.

[Learn more >](#)

New Graduate

Build knowledge, confidence and competence during your transition from student to RN.

[Learn more >](#)

Work Experience / Transition Line

Supported acute practice and readiness education to prepare you for transition into specialty nursing training.

[Learn more >](#)

Specialty Nursing Education (SNE)

Get sponsored to become specialized in critical care, ICU – we'll pay 100% of your tuition and full-time wages.**

[Learn more >](#)

Practice as a specialty-trained RN in critical care, ICU

You've completed your SNE and are now specialized in critical care, ICU – congratulations!

You will have novice competencies as a beginner in this specialty area.

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)



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

Critical Care, ICU 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)

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

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 Critical Care?

No specific education is required. However, preference will be given to candidates going into their final year of the Baccalaureate nursing program and candidates who may have completed an accredited electrocardiogram (ECG) education.

Optional courses and training for Critical Care

It is optional to take the following course as a prerequisite for Specialty Nursing Education for critical care nursing practice:

- British Columbia Institute of Technology (BCIT): [Nursing Specialty Critical Care \(NSCC\) 7150](#) - Dysrhythmia Interpretation and Management
 - Self-sponsored
 - Format: online, 12 weeks

Recommended Critical Care sites for ESN experience

Consider practicing in the following area(s) as an ESN:

- First ESN experience:
 - Abbotsford Regional Hospital: Baker 3-Surgical, Baker 2 – Medical, Cheam 3 – Medical
 - Burnaby Hospital: 3B/D: Medical, 3C: Cardiac telemetry
 - Chilliwack General Hospital: 3 North: Medical telemetry, 4North, 5North
 - Langley Memorial Hospital: 1N: Medical telemetry, 2S, 3S, 4S, 4SC
 - Royal Columbian Hospital: 6N: Internal Medicine, 4N: Neurosurgery, 4S: Ortho/Trauma
 - Peace Arch Hospital: 6N: Telemetry, 5 East

- Ridge Meadow Hospital: 3W: Internal Medicine/Telemetry, 3S: Surgical
- Surrey Memorial Hospital: 4N: Internal Medicine, 3W Internal Medicine, T7: Cardiac Care Unit, 3S: Surgical high acuity
- Second ESN experience:
 - Any Fraser Health:
 - Internal medicine unit
 - Abbotsford Regional Hospital: Cheam 3
 - Burnaby Hospital: 3B
 - Eagle Ridge Hospital: C2B
 - Langley Memorial Hospital: 4SC
 - Royal Columbian Hospital: JPACT 7A/B, JPACT 6B
 - Ridge Meadows Hospital: 3W
 - Surrey Memorial Hospital: 3W,4N (N41, N42, N43)
 - Cardiac level 3 (medicine/telemetry)
 - Delta Hospital: 2North
 - Ridge Meadows Hospital: 3West
 - Royal Columbian Hospital: 2North
 - Langley Memorial Hospital: 1North
 - Chilliwack General Hospital: 3North
 - Peace Arch Hospital: 6North
 - Burnaby Hospital: 3C
 - Cardiac level 2 (cardiac high acuity)
 - Eagle Ridge Hospital: Monitored Care Unit (MCU)
 - Surrey Memorial Hospital: Cardiac Care Unit (CCU)
 - Abbotsford Regional Hospital: Cardiac Care Unit (CCU)
 - Royal Columbian Hospital: Cardiac Intensive Care Unit (CICU), Cardiac Surgery Step-Down (2South)
 - Tertiary, Intermediate, or Community Intensive Care Unit
 - Tertiary: Abbotsford Regional Hospital and Cancer Centre, Royal Columbian Hospital, Surrey Memorial Hospital
 - Intermediate: Burnaby Hospital
 - Community: Chilliwack General Hospital, Langley Memorial Hospital, Peace Arch Hospital, Ridge Meadows Hospital

[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 open 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 critical care. Connect with your BSN LP lead at your post-secondary institution for more information.

What does this mean for Critical Care?

No specific education is required. However, preference may be given to candidates with accredited electrocardiogram (ECG) education.

Optional courses and training for Critical Care

It is optional to take the following course as a prerequisite for Specialty Nursing Education for critical care nursing practice:

- British Columbia Institute of Technology (BCIT): [Nursing Specialty Critical Care \(NSCC\) 7150 - Dysrhythmia Interpretation and Management](#)
 - Self-sponsored
 - Visit: [Dysrhythmia Interpretation and Management \(NSCC 7150\) – BCIT](#)
 - Format: online, 12 weeks

Recommended Critical Care sites for Final Preceptorship experience:

Consider practicing in the following critical care area(s) as a final preceptorship student:

- Any Fraser Health:
 - Internal Medicine unit
 - Abbotsford Regional Hospital: Cheam 3
 - Burnaby Hospital: 3B
 - Eagle Ridge Hospital: C2B
 - Langley Memorial Hospital: 4SC
 - Royal Columbian Hospital: JPACT 7A/B, JPACT 6B
 - Ridge Meadows Hospital: 3W
 - Surrey Memorial Hospital: 3W, 4N (N41, N42, N43)
 - Cardiac level 3 (medicine/telemetry)
 - Burnaby Hospital: 3C
 - Cardiac level 2 (cardiac high acuity)
 - Eagle Ridge Hospital: Monitored Care Unit (MCU)
 - Surrey Memorial Hospital: Cardiac Care Unit (CCU)

- Abbotsford Regional Hospital: Cardiac Care Unit (CCU)
- Royal Columbian Hospital: Cardiac Intensive Care Unit (CICU), Cardiac Surgery Step-Down (2South)
- Tertiary, Intermediate, or Community Intensive Care Unit
 - Tertiary: Abbotsford Regional Hospital and Cancer Centre, Royal Columbian Hospital, Surrey Memorial Hospital
 - Intermediate: Burnaby Hospital
 - Community: Chilliwack General Hospital, Langley Memorial Hospital, Peace Arch Hospital, Ridge Meadows 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 open 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 Critical Care?

No specific education is required. However, preference may be given to candidates with accredited electrocardiogram (ECG) education.

Required courses and training for Critical Care

It is optional to take the following course(s) as a prerequisite for Specialty Nursing Education for critical care nursing practice:

- British Columbia Institute of Technology (BCIT): [Nursing Specialty Critical Care \(NSCC\) 7150](#) - Dysrhythmia Interpretation and Management
 - Self-sponsored
 - Visit: [Dysrhythmia Interpretation and Management \(NSCC 7150\) – BCIT](#)
 - Format: online, 12 weeks; or
- Fraser Health's [Mosby's ECG 4.0](#) Dysrhythmia Interpretation and Management Program

- Fraser Health sponsored
- Format: online for 5.5 weeks and three (3) in-person sessions

Recommended Critical Care sites for New Graduate experience:

Consider practicing in the following critical care area(s) as a new graduate RN:

- Any Fraser Health:
 - Internal Medicine unit
 - Abbotsford Regional Hospital: Cheam 3
 - Burnaby Hospital: 3B
 - Eagle Ridge Hospital: C2B
 - Langley Memorial Hospital: 4SC
 - Royal Columbian Hospital: JPACT 7A/B, JPACT 6B
 - Ridge Meadows Hospital: 3W
 - Surrey Memorial Hospital: 3W,4N (N41, N42, N43)
 - Cardiac level 3 (medicine/telemetry)
 - Burnaby Hospital: 3C
 - Cardiac level 2 (cardiac high acuity)
 - Eagle Ridge Hospital: Monitored Care Unit (MCU)
 - Surrey Memorial Hospital: Cardiac Care Unit (CCU)
 - Abbotsford Regional Hospital: Cardiac Care Unit (CCU)
 - Royal Columbian Hospital: Cardiac Intensive Care Unit (CICU), Cardiac Surgery Step-Down (2South)
 - Tertiary, Intermediate, or Community Intensive Care Unit
 - Tertiary: Abbotsford Regional Hospital and Cancer Centre, Royal Columbian Hospital, Surrey Memorial Hospital
 - Intermediate: Burnaby Hospital
 - Community: Chilliwack General Hospital, Langley Memorial Hospital, Peace Arch Hospital, Ridge Meadows Hospital

[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 open throughout.

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. You will receive support to attend clinical readiness education covering essential skills, including peripheral IV insertion and central line management.

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 – critical care*”.

What does this mean for Critical Care?

During your critical care transition line experience, it is recommended that you practice in the role and consolidate your current competencies for a minimum of **3–6 months** before beginning any specialty education.

During your acute work experience or critical care transition line nursing experience, you may expect to participate in an:

- An accredited ECG program
- Core Learning in Critical Care (CLCC) – *currently in pilot, not a required program*

Required courses and training for Critical Care

At some point in your critical care transition line nursing journey, you will be required to take one of the following two accredited ECG courses as a prerequisite for qualified critical care nursing practice.

- British Columbia Institute of Technology (BCIT): [Nursing Specialty Critical Care \(NSCC\) 7150](#) - Dysrhythmia Interpretation and Management
 - Self-sponsored
 - Visit: [Dysrhythmia Interpretation and Management \(NSCC 7150\) – BCIT](#)
 - Format: online, 12 weeks; or
- Fraser Health’s [Mosby’s ECG 4.0](#) Dysrhythmia Interpretation and Management
 - Fraser Health sponsored
 - Format: online for 5.5 weeks and three (3) in-person sessions

Recommendation: Consolidate ECG practice for a minimum of three (3) months in a setting that provides consistent telemetry prior to advancing competencies.

While in your critical care transition line, and after successful completion of an accredited ECG program, you may be enrolled into the [Core Learning in Critical Care \(CLCC\) Program](#) – a theory

course with a focus on introducing the learner to advanced competencies, including oxygen supply and demand, comprehensive patient assessment, central line and arterial line management.

- Core Learning in Critical Care (CLCC)
 - Fraser Health sponsored
 - Format: full-time over three (3) weeks, Monday-Friday in a blended learning model including online and in-person session.
 - You will consolidate CLCC competencies for 6-8 months on a critical care setting as a transition line nurse and have a readiness conversation with your clinical manager and CNE prior to advancing competencies

Recommended Critical Care sites for Work/Transition Line experience:

- Any Fraser Health tertiary, intermediate, or community ICU
 - Tertiary: Abbotsford Regional Hospital and Cancer Centre, Royal Columbian Hospital, Surrey Memorial Hospital
 - Intermediate: Burnaby Hospital
 - Community: Chilliwack General Hospital, Langley Memorial Hospital, Peace Arch Hospital, Ridge Meadows Hospital

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

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.

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

Planning your next steps

At this stage, you may have completed an accredited ECG program and the CLCC course. Please review the education program options below to help determine your next steps.

Fraser Health offers two streams of sponsored education programs for RNs wishing to pursue a career in critical care

- [Fraser Health's Critical Care Program \(CCP\)](#), or
- [BCIT Critical Care Program](#)

The CCP and BCIT critical care curriculums prepare nurses with entry-level competencies suitable for novice critical care nursing practice.

Core Learning in Critical Care Pathway

*Fraser Health is currently offering a pilot Critical Care Education Pathway. This pathway includes accredited ECG education (such as Mosby's ECG, BCIT NSCC 7150, or equivalent), followed by the Core Learning in Critical Care (CLCC) course, and concludes with either the Critical Care Program (CCP) or the BCIT Critical Care program. BCIT pre-requisite courses can not be taken simultaneously with Core Learning in Critical Care (CLCC) course.

This pathway is designed to support the gradual development of critical care nursing competencies while you gain hands-on experience working in a transition line within a critical care setting. As space in the pathway is limited, please connect with your sponsoring site to confirm your eligibility and discuss next steps.

Courses and Training

BCIT NSCC 7150 Dysrhythmia Interpretation and Management

This course builds foundational knowledge for analyzing and interpreting basic cardiac dysrhythmias. Learners study myocardial electrophysiology and develop a systematic approach to rhythm interpretation. The course also explores predisposing factors, consequences, and interventions for common conduction defects. Finally, it highlights the importance of dysrhythmia recognition and management in critical care nursing practice. Learners will continue to work on their unit while participating in BCIT NSCC 7150.

[Learn more](#) about this course offered through BCIT.

Mosby's ECG 4.0 Dysrhythmia Interpretation and Management

The Fraser Health Dysrhythmia Interpretation and Management program commonly referred to as Mosby's ECG 4.0 is an approximately six-week primarily self-paced online program for registered nurses who have been hired to areas where they will be responsible for caring for patients on telemetry. Learners will continue to work on their unit while participating in Mosby's ECG 4.0.

Pre-requisite: RN status and employment with Fraser Health

Program details

- **Online (28 hours):** Includes 17 accredited content modules and a practice final exam.
- **Exam prep session (two (2) hours):** Optional attendance. Session helps to narrow down focus of study for the final exam.
- **Final exam (two (2) hours):** In-person exam with a minimum passing score of 80%. Learners get two attempts to write the exam and obtain the passing score.
- **Classroom Education Day (7.5 hours):** In person (8:00 a.m. to 4:00 p.m.)
Focused on:
 - Practicing dysrhythmia interpretation
 - Identifying dysrhythmia impact to cardiac output
 - Understanding patient assessments for dysrhythmias
 - Recognizing treatments for dysrhythmias
- **Simulation day (7.5 hours):** In person (8:00 a.m. to 4:00 p.m.)
Focused on:
 - Practicing dysrhythmia interpretation in real time
 - Recognizing deteriorating patients with high fidelity simulation mannequins
 - Understanding the roles and responsibilities of a tele nurse
 - Escalating care for deteriorating patients
 - Understanding appropriate treatments for dysrhythmias and what is within tele nurse scope.

Upon successful completion of the program, students will receive a certificate of completion for the Fraser Health Dysrhythmia Interpretation and Management course. Learners will leave the program with knowledge and skills to perform as telemetry nurses at a novice level.

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Core Learning in Critical Care (CLCC)

Pilot – not a required course at this time.

Core Learning in Critical Care (CLCC) is an optional three (3) week, full-time program, Monday to Friday 8:00 a.m. – 4:00 p.m. for registered nurses who have been hired to a critical care transition line. Learners obtain an entry level understanding of critical care competencies and will be able to practice select critical care skills in an ICU.

Pre-requisite: Accredited Dysrhythmia Interpretation and Management course ([BCIT NSCC 7150](#) or Fraser Health's [Mosby's ECG 4.0](#))

Program details

- Online theory (82.5 hours):
 - Essentials of Critical Care Orientation (29.5 hours) accredited modularized content
 - Regular synchronous online sessions with Clinical Nurse Educator's are included for discussion of online theory
 - Case studies (independent and group)
- Subject matter expert guest speakers
- Relevant Learning Hub courses (4.5 hours)
- Skills and High Fidelity Simulation (30 hours): Includes hands on exposure for skills and interaction with high fidelity simulation equipment to support bridging from theory to practice.

Fraser Health's Critical Care Program (CCP)

The CCP** curriculum focuses on early socialization to the critical care setting where learners will have the opportunity to focus on theory, high fidelity simulation and clinical experiences each week. CCP offers flexibility for asynchronous learning with required synchronous sessions for guest expert speakers and regional clinical nurse educator lectures, in addition to in-person participation for simulation and clinical. Clinical consolidation will occur at a regional tertiary level ICU in critical care environment at Abbotsford Regional Hospital (ARH), Royal Columbian Hospital (RCH) or Surrey Memorial Hospital (SMH) depending on the learners' sponsoring site.

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

Pre-requisite: Accredited Dysrhythmia Interpretation and Management course ([BCIT NSCC 7150](#) or Fraser Health's [Mosby's ECG 4.0](#))

Program details

- **13.5-weeks full-time blended learning curriculum:**
 - Modularized accredited theory: Essentials of Critical Care Orientation (ECCO)
 - High fidelity simulation
 - Expert guest speakers
 - Regional clinical nurse educator lectures
 - Unique transition to home site
 - Clinical experience at a tertiary hospital (ARH, RCH, or SMH) via Instructor-led model
 - Competency based evaluation

Upon successful completion of the program, graduates will receive a certificate of completion from ECCO and Fraser Health.

****A modified CCP full-time curriculum is available to those who have previous high acuity or emergency education. Individual learner assessment by the CCP lead is required to confirm registration.**

BCIT Critical Care Nursing Specialty

BCIT offers a [Critical Care Nursing Specialty program](#). The clinical component occurs at a regional tertiary level critical care environment at Abbotsford Regional Hospital, Royal Columbian Hospital or Surrey Memorial Hospital following an instructor-led model.

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

Pre-requisite:

- **24-weeks online:**
 - NSCC 7120 - Critical Care Theory 1
 - [NSCC 7150](#) - Dysrhythmia Interpretation and Management
 - NSCC 7220 - Critical Care Theory 2

Program details

- **13-weeks full-time studies**
 - NSCC 7320 - Critical Care Theory 3
 - NSCC 7420 - Clinical 1
 - NSCC 7520 - Critical Care Theory 4
 - NSCC 7620 - Clinical 2

View course details [here](#).

Upon successful completion of the program, graduates will receive a certificate from BCIT.

***A bridge-in option is available to those learners who have previous high acuity or emergency education. Individual learner assessment by BCIT is required to confirm registration.