



RENAL

Specialty Nursing Education (SNE) Pathway

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

Getting started in Renal

The **Renal** career pathway was established through a partnership between Learning Strategies and the Renal 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.

Your Journey in Renal	3
What is Renal?	4
Renal Pathway	4
Early Exposure.....	4
Employed Student Nurse (ESN) – <i>RNs only</i>	4
Final Preceptorship	5
New Graduate	6
Work Experience	6
Internationally Educated Nurses (IENs)	7
Specialty Nursing Education (SNE)	7
Courses.....	9
BCIT Nephrology Program	9



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.

Early Exposure

See what it's all about.

[Learn more >](#)

Nursing students

Employed Student Nurse

RNs only

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 nursing program.

[Learn more >](#)

New Graduate

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

[Learn more >](#)

Work Experience

Consolidate your skills and gain work experience in an acute setting as preparation for specialty nursing practice.

[Learn more >](#)

Specialty Nursing Education (SNE)

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

[Learn more >](#)

Practice as a specialty-trained RN in renal

You've completed your SNE and are now specialized in renal care – congratulations!

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

***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 Renal?

Specialty-trained nephrology nurses work with clients receiving hemodialysis. Hemodialysis is a complex treatment where nurses assess individuals with end-stage renal disease prior to dialysis and manage all aspects of dialysis initiation, monitoring and disconnection. Renal nurses may work in dialysis units attached to an acute care hospital or in a community setting.

Most hemodialysis is done during the day and evening although there are some night positions available. Hemodialysis is a life-sustaining treatment where most patients attend dialysis three times per week for years; the care team gets to know patients and families in a meaningful way as they make a lasting difference in their patients' lives.

Renal 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 an accredited nursing program.

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Employed Student Nurse (ESN) – RNs only

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 Renal?

Opportunities for ESNs are site-specific. Units that focus on nephrology care or peritoneal dialysis are an asset.

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

- Abbotsford Regional Hospital - Baker 2

- Royal Columbian Hospital – 6N, 5N, ICU, 4N
- Surrey Memorial Hospital – N43, T7, 5W and 5E

[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.

What does this mean for Renal?

Opportunities for final preceptorship are site-specific. Units that focus on nephrology care or peritoneal dialysis are an asset.

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

- Abbotsford Regional Hospital - Baker 2
- Royal Columbian Hospital – 6N, 5N, ICU, 4N
- Surrey Memorial Hospital – N43, T7, 5W & 5E

[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 Renal?

Opportunities for New Grads are site-specific. Units that focus on nephrology care or peritoneal dialysis are an asset.

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

- Abbotsford Regional Hospital - Baker 2
- Royal Columbian Hospital – 6N, 5N, ICU, 4N
- Surrey Memorial Hospital – N43, T7, 5W and 5E

[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. This 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 Renal?

Opportunities for New Grads are site-specific. Units that focus on nephrology care or peritoneal dialysis are an asset. Use this time to consolidate your skills related to central venous catheter management, infection control and chronic disease management.

Consider practicing at the following site(s) to consolidate your learning:

- Abbotsford Regional Hospital – Baker 2
- Royal Columbian Hospital – 6N, 5N, ICU, 4N
- Surrey Memorial Hospital – N43, T7, 5W and 5E

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 (RNs) and licensed practical nurses (LPNs) 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.



For registered nurses (RNs) - To view and apply for specialty nursing education on the unit, visit the [Fraser Health Careers website](#) or MyCareer Hub (internal portal) and search for "Registered Nurse - expression of interest-specialty education" (2022-11046)



For licensed practice nurses (LPNs) - To view and apply for specialty nursing education on the unit, visit the [Fraser Health Careers website](#) or MyCareer Hub (internal portal) and search for "LPN Specialty Nursing Education expression of interest" (#15603)

Fraser Health offers one (1) stream of sponsored education programs for nurses wishing to pursue a career in renal nursing:

- [BCIT Nephrology Program](#)

The BCIT renal curriculum prepares nurses with novice competencies suitable for safe and independent renal nursing practice.

Sponsorship for renal education is offered at the following sites:

- Abbotsford Regional Hospital
- Royal Columbian Hospital
- Surrey Memorial Hospital
- Abbotsford community renal services
- New Westminster community renal services
- Newton community renal services
- Tri-cities community renal services
- Panorama community renal services

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

Courses

BCIT Nephrology Program

Fraser Health offers partial sponsorship of BCIT's nephrology certificate. Completion of sponsored education will give the learner the required novice nephrology competencies, suitable for safe and independent practice.

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

Sponsorship includes:

- **Prerequisites:** Offered online over seven (7) weeks
 - NSNN 7200 – Nephrology nursing theory 1
 - NSNN 7400 – Nephrology nursing theory 2
- **Full-time studies:** Offered as a compressed time frame (CTF) over seven (7) weeks with four (4) weeks of instructor-led clinical followed by three (3) weeks of preceptor-led clinical
 - NSNN 7500 – clinical 2

Graduates will have earned 11 credits towards the BCIT nephrology certificate if they wish to pursue this independently. BCIT certification is not required to work in the hemodialysis setting.

Learn more about [BCIT's Nephrology Speciality](#) program.