

# Nurses Supporting Nurses

## Nursing Orientation Peer Support Program

**Connect. Support. Grow. Succeed.**



The Nursing Orientation Peer Support Program (NOPSP) is a structured 6-week peer mentorship program that supports newly hired RNs and RPNs as they transition into the long-term care (LTC) environment.

It enhances confidence, competence, and connection—leading to stronger teams and better resident care.

### How it works.

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| <b>1</b>                                                                                                                                              | <b>2</b>                                                                                                                                   | <b>3</b>                                                                                                       | <b>4</b>                                                                                                                                                                               | <b>5</b>                                                                                                                                                         | <b>6</b>                                                                                                                                               |
| <b>Built into Orientation</b>                                                                                                                         | <b>Matched with an Orientation Partner</b>                                                                                                 | <b>6-Week Partnership</b>                                                                                      | <b>Connect Regularly</b>                                                                                                                                                               | <b>Supported Every Step</b>                                                                                                                                      | <b>A Safe and Inclusive Environment</b>                                                                                                                |
| A distinct phase in the onboarding process.<br>Begins after classroom orientation and unit shadow shifts, when new hires start working independently. | Each new hire is paired with a trained, experienced nurse (Orientation Partner).<br>Partnerships are facilitated by the NOPSP Coordinator. | A dictated 6-week peer support partnership.<br>Introductions and regular check-ins are facilitated throughout. | Paired nurses connect weekly through in-person meetings, phone calls, or email.<br>Conversations focus on learning needs, resources, workplace culture, and reflecting on experiences. | Orientation Partners provide both scheduled and responsive support to the new hire.<br>The NOPSP Coordinator offers ongoing support to the program participants. | Orientation Partners foster a respectful, inclusive space where new hires feel comfortable asking questions, sharing challenges, and growing together. |

### Why it matters.

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| Eases the transition into practice in complex LTC settings. | Builds confidence, competence, and professional growth. | Strengthens connections and integration within the clinical team. | Supports retention and high-quality, person-centred resident care. |

**Together, we support new nurses.**