

References

- Aiken, L. H., Clarke, S. P., Sloane, D. M., Sochalski, J., & Silber, J. H. (2002). Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction. *JAMA*, 288(16), 1987-1993. <https://doi.org/doi:10.1001/jama.288.16.1987>
- Algonquin College. (2025). Registered Nurse Critical Care Nursing. <https://www.algonquincollege.com/health-sciences/program/registered-nurse-critical-care-nursing-part-time/>
- Baxter, R., & Edvardsson, D. (2018). Impact of a critical care postgraduate certificate course on nurses' self-reported competence and confidence: A quasi-experimental study. *Nurse Education Today*, 65, 156–161. <https://doi.org/10.1016/j.nedt.2018.03.004>
- Baudoin, C. D., McCauley, A. J., & Davis, A. H. (2022). New Graduate Nurses in the Intensive Care Setting: Preparing Them for Patient Death. *Critical Care Nursing Clinics of North America*, 34(1), 91–101. <https://doi.org/10.1016/j.cnc.2021.11.007>
- Benner, P., Tanner, C., Chesla, C. (1992). From beginner to expert: Gaining a differentiated clinical world in critical care nursing. *Advances in Nursing Science*, 14(3), 13–28. <https://doi.org/10.1097/00012272-199203000-00005>
- British Columbia Institute of Technology (BCIT). (2025). Critical Care Nursing Specialty. <https://www.bcit.ca/programs/critical-care-nursing-specialty-advanced-certificate-part-time-680xadcrt/>

CADTH. (2015). *Environmental Scan Processes*.

<https://www.cadth.ca/sites/default/files/pdf/ES%20External%20Audience%20Process%20Doc.pdf>

Canadian Association for Critical Care Nurses. (2024). *Standards for critical care nursing practice* (6th ed.). <https://caccn.ca/publications/standards-for-critical-care-nursing-practice/>

Canadian Association of Critical Care Nurses. (n.d.). *Certification*.

<https://caccn.ca/education-certification-resources/certification/>

Canadian Association of Critical Care Nurses. (n.d.). *Critical care nursing programs*.

<https://caccn.ca/education-certification-resources/nursing-programs/>

Canadian Nurses Association (2021, April 9). *Critical Care Nurses Need Our Critical Care*. <https://www.cna-aicc.ca/en/blogs/cn-content/2021/04/27/critical-care-nurses-need-our-critical-care>

Canadian Nurses Association (2025). *Building a Healthier Canada, Powered by Nurses: A Policy Roadmap for 2025 and Beyond*. <https://www.cna-aicc.ca/en/policy-advocacy/2025-federal-election-platform>

Cardel, M. I., Dhurandhar, E., Yarar-Fisher, C., Foster, M., Hidalgo, B., McClure, L. A., Pagoto, S., Brown, N., Pekmezi, D., Sharafeldin, N., Willig, A. L., & Angelini, C. (2020). Turning chutes into ladders for women faculty: A review and roadmap for equity in academia. *Journal of Women's Health*, 29(5), 721–733.
<https://doi.org/10.1089/jwh.2019.8027>

Centennial College. (2025). Registered Nurse Critical Care Nursing.

<https://secure.centennialcollege.ca/webreg/progdetail.do?ProgramCode=7910>

Chamberlain, D., Pollock, W., & Fulbrook, P. (2018). ACCCN workforce standards for Intensive Care Nursing: Systematic and evidence review, development, and appraisal. *Australian Critical Care*, 31(5), 292–302.

<https://doi.org/10.1016/j.aucc.2017.08.007>

Charlton, P., Doucet, S., Azar, R., Nagel, D. A., Boulos, L., Luke, A., Mears, K., Kelly, K. J., & Montelpare, W. J. (2019). The use of the environmental scan in health services delivery research: A scoping review protocol. *BMJ*, 9(9), 1-8.

<https://doi.org/10.1136/bmjopen-2019-029805>

Chung, J. & Lim, F. (2025). Effect of nurse residency programs on new graduate nurses entering the critical care setting. *Critical Care Nursing Quarterly*, 48 (2), 120-142.

<https://doi.org/10.1097/CNQ.0000000000000543>.

Conestoga College. (2025). Registered Nurse - Critical Care Nursing Ontario College Graduate Certificate. [https://continuing-](https://continuing-education.conestogac.on.ca/programs/registered-nurse-critical-care-nursing)

[education.conestogac.on.ca/programs/registered-nurse-critical-care-nursing](https://continuing-education.conestogac.on.ca/programs/registered-nurse-critical-care-nursing)

Critical Care Services Ontario (2018). *Practice standards for critical care nursing in Ontario*. <https://criticalcareontario.ca/wp-content/uploads/2020/10/2018-Practice-Standards-for-Critical-Care-Nursing-in-Ontario-English-Final.pdf>

Durham College. (2025). Critical Care Nursing – e-learning (graduate certificate).

<https://durhamcollege.ca/programs/registered-nurse-critical-care-nursing-e-learning>

Eastern Health. (2025). Centre for Nursing Studies Critical Care Program.

<https://cns.easternhealth.ca/programs-and-courses/continuing-nursing-studies/continuing-rn-studies-program-courses/critical-care-program/>

George Brown College. (2025). Registered Nurse – Critical Care Nursing Program.

<https://www.georgebrown.ca/programs/registered-nurse-critical-care-nursing-program-postgraduate-s402>

Georgian College. (2025). Foundations of Critical Care Nursing.

<https://www.georgiancollege.ca/academics/courses/foundations-of-critical-care-nurs-1075>

Giesbrecht, S. K. (2020). *Alberta Novice Critical Care Nurses' Learning Styles, Self-Efficacy, and Perceptions of Their Orientation Program* (Master's thesis,

University of Calgary, Calgary, Canada). Retrieved from <https://prism.ucalgary.ca>

Graham, P., Evitts, T., & Thomas-MacLean, R. (2008). Environmental scans: How useful are they for primary care research? *Canadian Family Physician Médecin de famille canadien*, 54(7), 1022–1023.

Health Canada. (2024). *Nursing retention toolkit: Improving the working lives of nurses*

in Canada. <https://www.canada.ca/en/health-canada.html>

Hospital for Sick Kids. (2025). Critical Care New Graduate Nurse Residency Program.

<https://www.sickkids.ca/en/learning/student-centre/nursing-learners/critical-care-new-graduate-nursing-residency-program/>

Humber College. (2025). Critical Care Nursing Introductory (Level 2 ICU).

<https://healthsciences.humber.ca/programs/critical-care-nursing-introductory-certificate-level-2-icu.html>

Innes, T., & Calleja, P. (2018). Transition support for new graduate and novice nurses in critical care settings: An integrative review of the literature. *Nurse Education in Practice*, 30, 62–72. <https://doi.org/10.1016/j.nepr.2018.03.001>

MacEwan University. (2025). Critical Care/Emergency Nursing Professional

Development Certificate. https://www.macewan.ca/academics/faculties-schools/school-of-continuing-education/programs/?id=SCE_00000000589

McKillop, A., Doughty, L., Atherfold, C., & Shaw, K. (2016). Reaching their potential: Perceived impact of a collaborative academic–clinical partnership programme for early career nurses in New Zealand. *Nurse Education Today*, 36, 145–151.

<https://doi.org/10.1016/j.nedt.2015.09.005>

Michener Institute. (2025). Critical Care Nursing Certificate Program.

https://michener.ca/ce_course/critical-care-nursing-certificate/

Mohawk College. (2025). Registered Nurse - Critical Care Nursing.

<https://cereg.mohawkcollege.ca/certificate?certificateCode=CP0871>

Monforto, K., Perkel, M., Rust, D., Wildes, R., King, K., & Lebet, R. (2020). Outcome-focused critical care orientation program: From unit based to centralized. *Critical Care Nurse*, 40(4), 54–64. <https://doi.org/10.4037/ccn2020585>

Mount Royal University. (2025). Advanced Studies in Critical Care Nursing. <https://www.mtroyal.ca/ProgramsCourses/FacultiesSchoolsCentres/HealthCommunityEducation/Programs/AdvancedStudiesinCriticalCareNursingCertificate/index.htm>

Murphy, G. T., Sampalli, T., Bearskin, B. L., Cashen, N., Cummings, G., Rose, A. E., Etowa, J., Grinspun, D., Jones, E. W., Lavoie-Tremblay, M., MacMillan, K., MacQuarrie, C., Martin-Misener, R., Oulton, J., Ricciardelli, R., Silas, L., Thorne, S., & Villeneuve, M. (2022). Investing in Canada's nursing workforce post-pandemic: A call to action. *Facets*, 7(4), 1051–1120. <https://doi.org/10.1139/facets-2022-0002>

Nowrouzi, B., Giddens, E., Gohar, B., Schoenenberger, S., Bautista, M. C., & Casole, J. (2016). The quality of work life of registered nurses in Canada and the United States: A comprehensive literature review. *International Journal of Occupational and Environmental Health*, 22(4), 341–358. <https://doi.org/10.1080/10773525.2016.1241920>

Oldland, E., Redley, B., Botti, M., & M Hutchinson, A. (2023). Nurses' motivations and desired learning outcomes of postgraduate critical care studies: A descriptive exploratory study. *Australian Critical Care*, 36(4), 586–594. <http://dx.doi.org/10.1016/j.aucc.2022.05.004>

- Patil, S. J., Ambulkar, R., & Kulkarni, A. P. (2023). Patient Safety in intensive care unit: What can we do better? *Indian Journal of Critical Care Medicine*, 27(3), 163–165.
<https://doi.org/10.5005/jp-journals-10071-24415>
- Ross, P., Jaspers, R., Watterson, J., Topple, M., Birthisel, T., Rosenow, M., McClure, J., Williams, G., Pollock, W., & Pilcher, D. (2024). The impact of nursing workforce skill-mix on patient outcomes in intensive care units in Victoria, Australia. *Critical Care and Resuscitation*, 26(2), 135–152.
<https://doi.org/10.1016/j.ccrj.2024.03.002>
- Saskatchewan Polytechnic. (2025). Critical Care Nursing Advanced Certificate.
<https://saskpolytech.ca/programs-and-courses/programs/Critical-Care-Nursing.aspx>
- St. Lawrence College. (2025). Registered Nurse Critical Care Nursing.
<https://caccn.ca/wp-content/uploads/2019/09/St-Lawrence-College-Nursing-Program.pdf>
- Sunah Park, & Bokyoung Kim. (2024). Assessing needs for practical training in intensive care unit to enhance nursing education: A focus group interview. *Journal of Korean Critical Care Nursing*, 17(2), 55–70.
<https://doi.org/10.34250/jkccn.2024.17.2.55>
- Trinier, R., Dryden-Palmer, K., & Spence, T. (2017). Critical care certification: A national program for success. *Canadian Journal of Critical Care Nursing*, 28(2), 47.

University of New Brunswick. (2025). New Brunswick Critical Care Nursing Program (NBCCNP). <https://www.unb.ca/cel/nursing/nbcc-np.html>

University of Prince Edward Island. (2025). Critical Care and Emergency Nursing Program. <https://www.upei.ca/nursing/critical-care-and-emergency-nursing-program>

University of Windsor. (2025). Introduction to Critical Care. <https://www.uwindsor.ca/continuingeducation/583/introduction-critical-care>

Wallander Karlsen, M., Sørensen, A. L., Finsand, C., Sjøberg, M., Lieungh, M., & Stafseth, S. K. (2023). Combining clinical practice and education in critical care nursing—a trainee program for registered nurses. *Nursing Open*, 10(6), 3666–3676. <https://doi.org/10.1002/nop2.1617>

Wei, H., Haddad, L. M., Nwokocha, T. A., Powers, M., Wei, A., Carroll, Q., & Ballard, N. (2023). Organizational culture and roles in promoting nurse specialty certifications: A qualitative study in the United States. *International Journal of Nursing Sciences*, 10(2), 189–198. <https://doi.org/10.1016/j.ijnss.2023.03.003>

Yarbrough, S., Martin, P., Alfred, D., & McNeill, C. (2016). Professional values, job satisfaction, career development, and intent to stay. *Nursing Ethics*, 24(6), 675–685. <https://doi.org/10.1177/0969733015623098>