To The Registered Nurses’ Foundation of Ontario,

It is my great pleasure to write this letter of reference for Rita Gogna, a Masters prepared, Registered Nurse with the Professional Practice at the Mississauga Hospital, Trillium Health Partners (THP). Rita current co-leads the Transition to Independent Practice Support (TIPS) program, a residency program that supports the transition of new and aspiring nurses into acute care through the delivery of education and hands-on support.

In my current role as a Manager in Professional Practice, I provide strategic leadership and oversight for various programs, many of which involves supporting our novice nursing workforce. Trillium Health Partners (THP) is a leading hospital with an outstanding record of performance, fiscal responsibility, and quality patient care. The hospital encompasses three main sites: Credit Valley Hospital, Mississauga Hospital, and Queensway Health Centre, offering the full range of acute care hospital services as well as a variety of community-based specialized programs. Guided by our Anti-Black Racism strategy, and informed by principles of equity, diversity, and inclusion, THP continues to attract and retain talent, where everyone can thrive and creating strategies that support a skilled, adaptable and agile workforce.

Professional Practice is a key enabling service that provides support for the practice of all regulated staff, ensuring that they have the knowledge, skills, and competencies to provide exceptional care to our patients. This is particularly important for our new and aspiring nurses, who must adjust to the complexities of working in the hospital setting. The TIPS program has and continues to support this group of nurses however, recent evaluation methods have revealed the need for more creative and sustainable methods for the delivery of education. As it stands, TIPS has been delivering all educational content via live webinar, simulations, and skills sessions (via cart of knowledge), however, staff have voice the need for more accessible education that can utilize during off-hours.

Rita has specialized in the development and delivery of distance education through her graduate degree however requires further training and subscription to various online platforms to be able to develop and deliver educational content. Rita aims to become an expert in this area of e-learning, that will in turn help our organization with the development of more relevant and organization-specific content that will be able to be utilized for years to come.

I am highly confident that Rita’s project will make a significant impact to new and aspiring nurses at THP. I do hope that you would strongly consider Rita’s application for the RNFOO Grant.

Please do not hesitate to contact me for any questions or concerns regarding this reference letter.

Respectfully,

Mike Cass