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Nurturing our SEED – Skills Enhancement Empowerment & Development Program for Nurse Graduates
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Introduction
New graduate nurses enter the workforce and find they neither confidence to practice what they have learnt nor navigate what has become at highly intense clinical environment. Apart from generic Induction program, a newly designed innovative skill-based program, Skills Enhancement Empowerment & Development (SEED) Program for Nurse Graduates has been developed by Nursing Services Division (NSD) of PYNEH for uplifting nurse graduates' confidence and competence on key practice skills to safeguard patients' safety.

Objectives
To strengthen graduate nurses' integration of knowledge into skill set via hands on scenario-based learning at the following areas: 1) Blood Transfusion 2) Naso-gastric tube feeding 3) Oxygen therapy & Physiological monitor 4) Urethral catheterization 5) Wound care

Methodology
SEED Program, a three-hour skill workshop, was offered to new graduate nurses within their first three months of appointment from August to November 2017. Every graduate nurse was assessed by Skill assessment checklists which were designed based on the Basic Nursing Standards for Patient Care. Key practical tips and incident sharing were delivered. New graduate nurses were presented with a self-designed list of 18 items asking for a self-report about perceived uplift in confidence and competence on demonstrating key clinical skills using a (6-point) Likert scale after the program.

Result
Total 123 new graduate nurses were recruited to SEED Program. Six classes of SEED Program with around 20 participants per class were organized. New graduate nurses' self-perceived uplift in confidence were with mean score 5.10 (SD 0.71) and perceived competence were with mean score 5.08 (SD 0.72) at the above 5 key

practice skills. New graduate nurses' transition is one of a crucial determinant to patients' outcome. Numerous studies demonstrated that improved new graduate nurses' competencies, skills and increased self-confidence could reduce turnover. SEED Program is an innovative program that could not only fill up the gaps in strengthening basic knowledge and skills of key nursing skills practice, but also uplifting self-confidence and competence amongst new graduate nurses in their early transition period. Special thanks to support from LUI KLG (Department of Surgery), all APNs from Nursing Training & Development Team and part-time Clinical Preceptors in Nursing Services Division, PYNEH.