## WEBER STATE UNIVERSITY
### DUMKE COLLEGE of Health Professions

### ANNIE TAYLOR DEE SCHOOL OF
# NURSING

# The Effects of Mentorship on Nurse Retention:
## A new mentorship program for new graduate nurses in critical care

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## ABSTRACT

The nursing field is having difficulty retaining nurses, specifically new graduate nurses. Due to the aging population and chronic diseases, the need for bedside nurses has never been so great. Unfortunately, many new graduate nurses leave their job or the profession altogether within the first year of practicing at the bedside. Research supports that mentorship programs can increase retention among new graduate nurses, therefore assisting the nursing field with the ongoing shortage. The goal of this project is that a mentorship program will create confident and well-supported new graduate nurses. This will then impact healthcare as a whole with better patient outcomes and satisfaction.

## PICO QUESTION

Does the nurse turnover rate decrease when a nurse mentorship program is implemented within a nurse's first year in practice as compared to those who do not have a nurse mentorship program?

## LITERATURE REVIEW

A thorough literature review was conducted in order to explore further research and themes regarding new graduate nurse mentorship. The major themes found while researching nurse mentorship are:

- **Cost of nurse turnover**
  - When new graduate nurse turnover is high, it costs hospitals large amounts of money that could be saved by utilizing nurse mentorships [1]
- **Stressors associated with being a new nurse**
  - New graduate nurses experience moral distress, anxiety, and burnout during their transition from student to bedside nurse [2]
- **How mentorship impacts nurse retention**
  - Nurses that participate in a mentorship program are more likely to stay in their job & have better job satisfaction [3]
- **The qualities of a successful nurse mentoring program**
  - Experience mentors, personalized support, mutual respect, engagement, frequent debriefing, and commitment [4]

## PROJECT METHODOLOGY

There are many different components that influence the planning and implementation of a new graduate nurse mentorship program for the ICU at McKay-Dee Hospital. This includes collaboration with the leadership team, unit educators, charge nurses, clinical director, and hospital administrators. The project deliverables were chosen based on their relevance to the mentorship program and their effectiveness. It is important that the project deliverables accurately encompass the mentorship program's objectives. The deliverables should be accessible for all of the stakeholders involved in the mentorship program [5].

**Project Deliverables**
- PowerPoint Presentation
- Mentorship Brochure
- Mentorship Confidentiality & Commitment Form
- Mentorship Program Suggested Timeline
- Nurse Mentor Training Lesson Plan
- Self-Reflection Tool for ICU Nurse Mentors
- Mentee Final Survey
- Mentorship Progress Record (Mid-point & Final)

**Project Evaluation**
- Surveys conducted at the beginning, middle, and at the end of the mentorship program.
- Retention rates before and after implementation of the mentorship program will be compared and tracked.
- Informatics and current technology will be utilized to ensure accurate documentation of new graduate retention.
- Using these evaluation methods, subjective and objective data will be obtained to make modifications to the mentorship program as needed.

**Nurse Mentor Teaching Content**
- Goal Setting
- Role as a mentor
- Professional Characteristics
- Intent & Involvement
- Maintaining Engagement
- Communication & Learning Styles
- Cultural Diversity & Mentorship
- Outcomes and Benefits of Mentorship
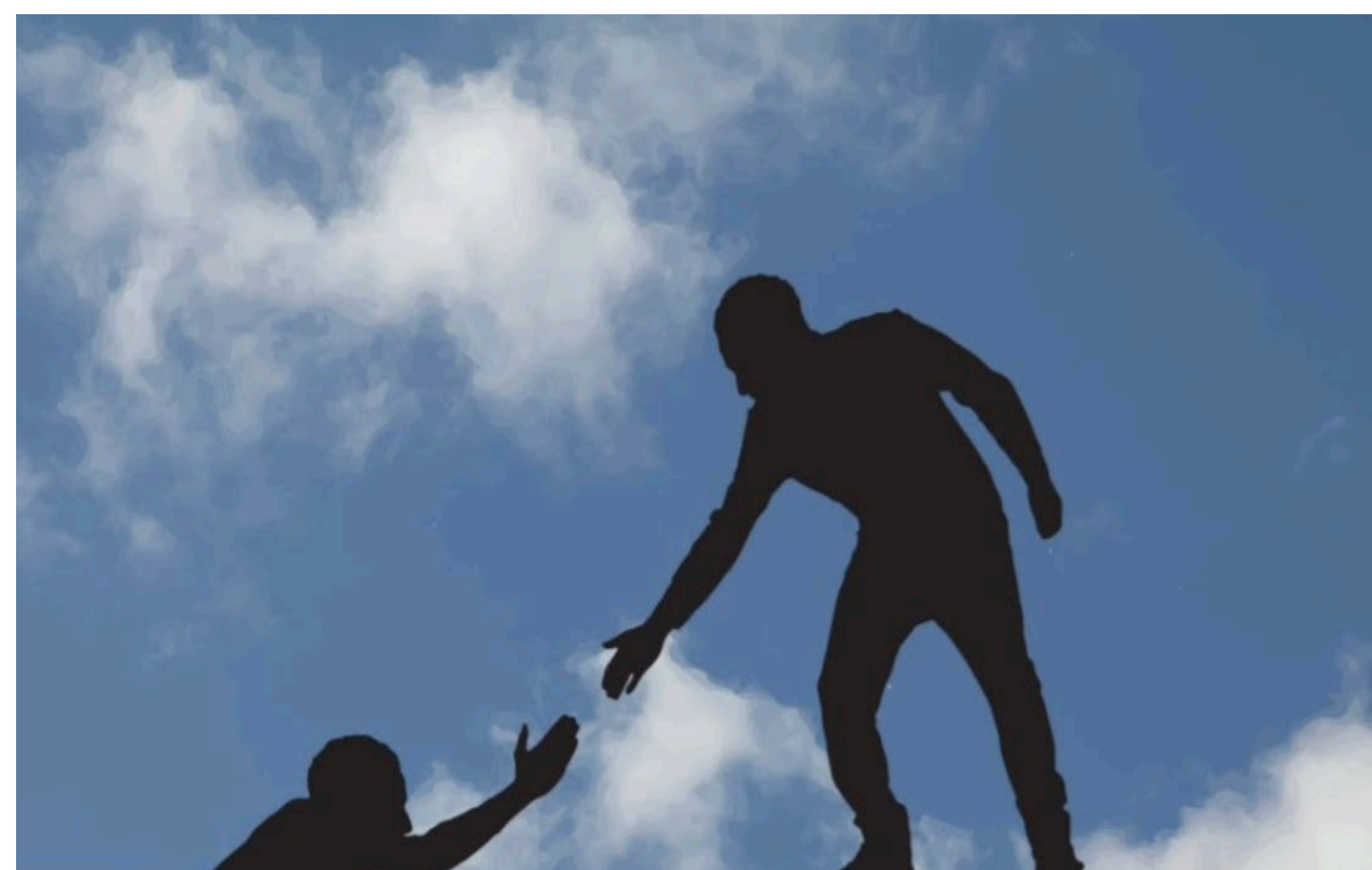

(Photograph from Microsoft PowerPoint, 2021)


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## THEORETICAL FRAMEWORK

**The Iowa Model (Revised)**

This theoretical framework will be beneficial to this project because of its use of incorporating feedback and its multiphase process to evaluate the mentorship program consistently. It creates awareness of the need for change and ends with sustained use and integration of the proposed change

- Encourages healthcare teams to identify opportunities to improve current healthcare practices.
- Multiphase process that includes feedback
- Widely recognized for its ease of applicability by interdisciplinary healthcare teams.
- Allows for a variety of changes to be initiated by improving current practice using evidence-based research. [6]

## CONCLUSIONS

This mentoring program has the potential to decrease the rate of turnover within the nursing field. As new generations of nurses are mentored, this will help prepare them to be confident nurses that will remain in the profession. This increase in retention will build the numbers of experienced and knowledgeable nurses that, in turn, will result in high-quality patient care. Formal mentorship is crucial to prevent the nursing shortage from worsening [7].

## REFERENCES

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