Nurse Mentor Program to Improve Nurse Retention

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PROJECT METHODOLOGY

The demands of health care are constantly changing, and it is essential to develop a plan to decrease turnover and retention of newly hired nurses. The health care organization will need to use the resources and talents to develop and foster employee engagement and retention and continue to give quality care. Nurse mentoring is an Evidence-Based Practice that healthcare organizations can adopt.

Plan and Development

The pilot program will be at the Sharp Chula Vista Medical/Surgical Department. Buy-in for the mentorship program is essential for it to be successfully implemented. Support is needed from the Director of Nursing, unit Manager and unit’s caregivers. The outline of the six-month program is as follows:

- Program review and request for approval from leaders.
- Recruiting of the mentors as well training, pairings of mentor/mentee.
- Start of the program will be in June.
- Surveys will be sent at intervals.
- At the three-month mark there will be a lunch and learn activity for participants.
- Conclusion of the six-month program will be in November.
- Program outcomes will be presented in March to the Director of Nursing and unit Manager with poster presentation.

Evaluation

Feedback will be requested throughout the program from participants. Survey Monkey will be used for ease of use, anonymity, confidentiality, and cost. The final survey results presented to the Director of Nursing and the Unit Manager.

- Survey given to participants at thirty- days, ninety days, and the six-month mark.
- Final post program survey three months after the program has ended.
- Surveys will gauge the participants’ views and experiences.
- Evaluate and strengthen the current program and refinement for future cohorts.

REFERENCES

3. Vincenzi, T. (2017). Advancing Research and Clinical Practice Through Close Collaboration (ARCC) model is the model that was used for this project. This model has five steps. The ARCC Model provides the health care organization with a systematic process to support developing EBP mentors to achieve improved patient nurse, and healthcare organization outcomes (1).
4. Strengths
- EBP trained mentors, administrator support, and EBP is practiced in the health care setting.
- Implementing the ARCC Model in healthcare systems can enhance clinicians’ beliefs and implementation of evidence-based care, improve patient outcomes, and move towards the culture of EBP (17).
- The mentor program and the outcomes give information that can be adopted by others who are creating and sustaining effective EBP cultures (6).
- Development of nurses as EBP mentors will improve the quality of care in the healthcare setting, leading to increased job satisfaction, decreased turnover rate, and cost savings to the healthcare system (6).

CONCLUSIONS

Mentoring in healthcare can aid in recruitment retention and boost morale in the unit. Experienced nurses impart their years of nursing skills to the new hire allowing for a safe place to ask questions, learn new skills, and continue to be a support during this time and in the future. There are strengths and limitations to nurse mentorship. Mentorship brings about personal and professional growth to those that participate. Although mentorship has a positive impact on nurses, there are also limitations. Barriers include expectations between the mentor and mentee that are not aligned and a lack of experienced mentors (10). There may also be a lack of dedicated time between the mentor and mentee. These concerns can be addressed individually with those involved, with the goal of resolution. The success of this mentor program are mentors who invest in new hires’ success, which overall improves learning, healthcare delivery, and the nursing profession.