

# Retention of Nurses Through a Nursing Mentorship Program

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## Significance and Background

- Mentoring programs provide new nurses with guidance and support as they transition into practice.<sup>1</sup>
- Turnover rates within the first year range from 18%-69%.<sup>2</sup>
- The cost to replace a new graduate nurse ranges from \$49,000 to \$92,000 per nurse.<sup>3</sup>
- Mentors report reduced burnout and improved feelings of value after participation in the mentoring program and its processes.

## Purpose

To institute a program geared at retention of new nurses to mitigate the cost of onboarding and to retain nurses longer.

## Discussion

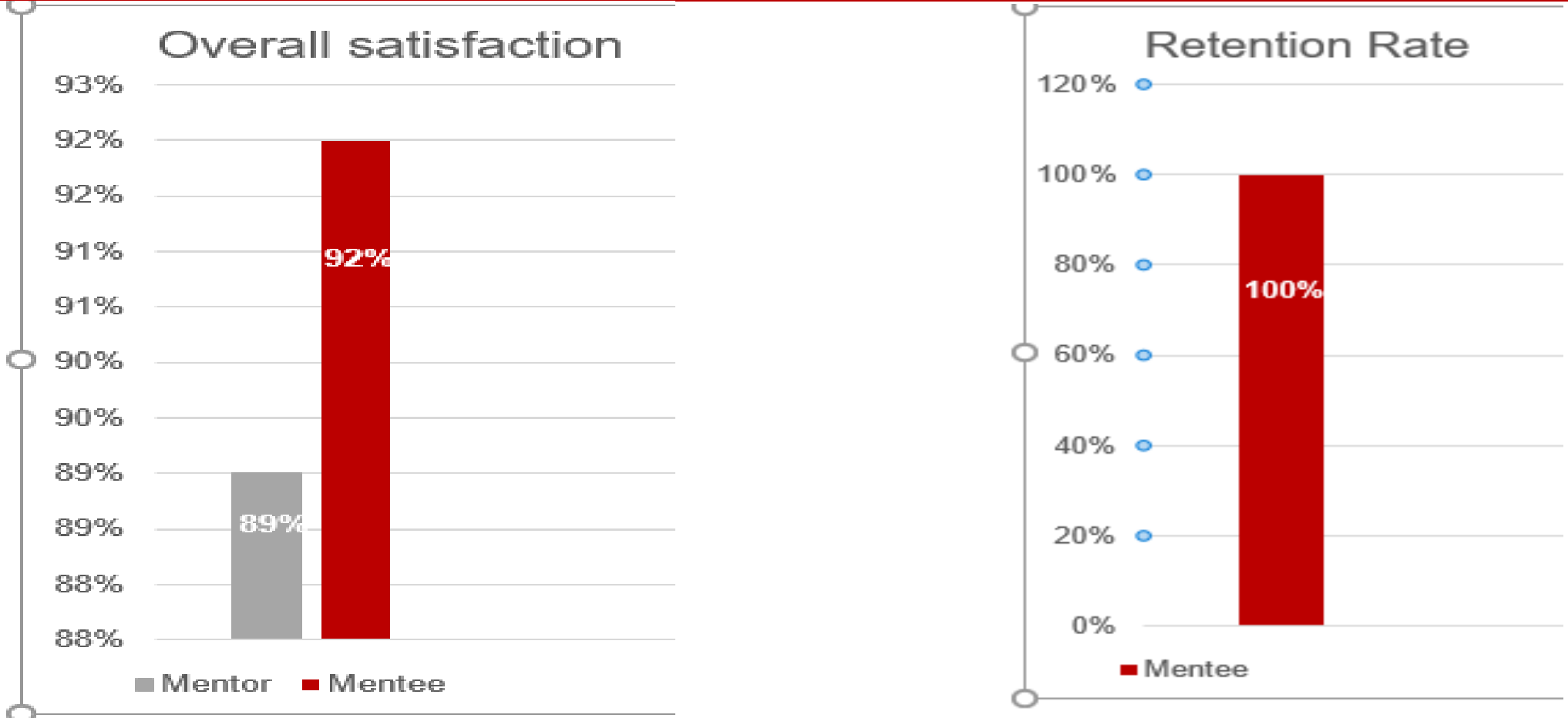
- Mentoring plays a crucial role in assisting the nurse’s transition to practice.
- Establishing professional relationships and building confidence in new nurses are essential components of a mentoring program.
- Establishing professional relationships and building confidence have a long lasting impact on staff retention and satisfaction.

## Interventions

- Academy of Medical Surgical Nurses (AMSN) mentorship program.<sup>4</sup>
  - Program Coordinator assigned to project
  - The mentor
    - 2-3 years experience
    - Attended 4-hour course
      - conflict management
      - crucial conversations
      - personality traits
      - benefits of mentoring
  - The mentee
    - attended 4-hour class
      - focused on relationship building
  - Both
    - complete a program plan
    - identify goals & areas of growth
- Two units enrolled in the program
  - 18 mentors and 18 mentees
  - planned progressive roll out to other units



## Evaluation



*Due to program coordinator changing positions & the time & resource intensity of this program, it has been put on hold until the right fit to our resources & needs can be established.*

## Innovation

Strategies to enhance program participation

- An online activity tracker that gives program participants points that can be used towards incentives.
- An online webpage that can be accessed anywhere to assist with monthly meetings and discussions.

## References

1. National Council of State Boards of Nursing (2018). In focus: measuring the right things. Retrieved from [https://www.ncsbn.org/InFocus\\_Winter\\_2018.pdf](https://www.ncsbn.org/InFocus_Winter_2018.pdf).
2. Zhang, Y., Qian, Y., Wu, J., Wen, F., & Zhang, Y. (2015). The effectiveness and implementation of mentoring program for newly graduated nurses: A systematic review. *Nurse Education Today*, 37, 136-144
3. Trepanier, S., Early, S., Ulrich, B., & Cherry, B. (2012). New Graduate Nurse Residency Program: A Cost-Benefit Analysis Based on Turnover and Contract Labor Usage. *Nursing Economics*, 30(4), 207-214.
4. Academy of Medical-Surgical Nurses. (n.d.). Retrieved November 15, 2017, from <https://www.amsn.org/professional-development/mentoring>