

Retention of Nurses Through a Nursing Mentorship Program

Colleen O'Leary DNP, RN, AOCNS® Miranda Osborne MSN, RN-BC, CEN®

The Ohio State University Comprehensive Cancer Center Arthur G. James Cancer Hospital and Richard J. Solove Research Institute



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WEXNER MEDICAL CENTER

Significance and Background

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

Purpose

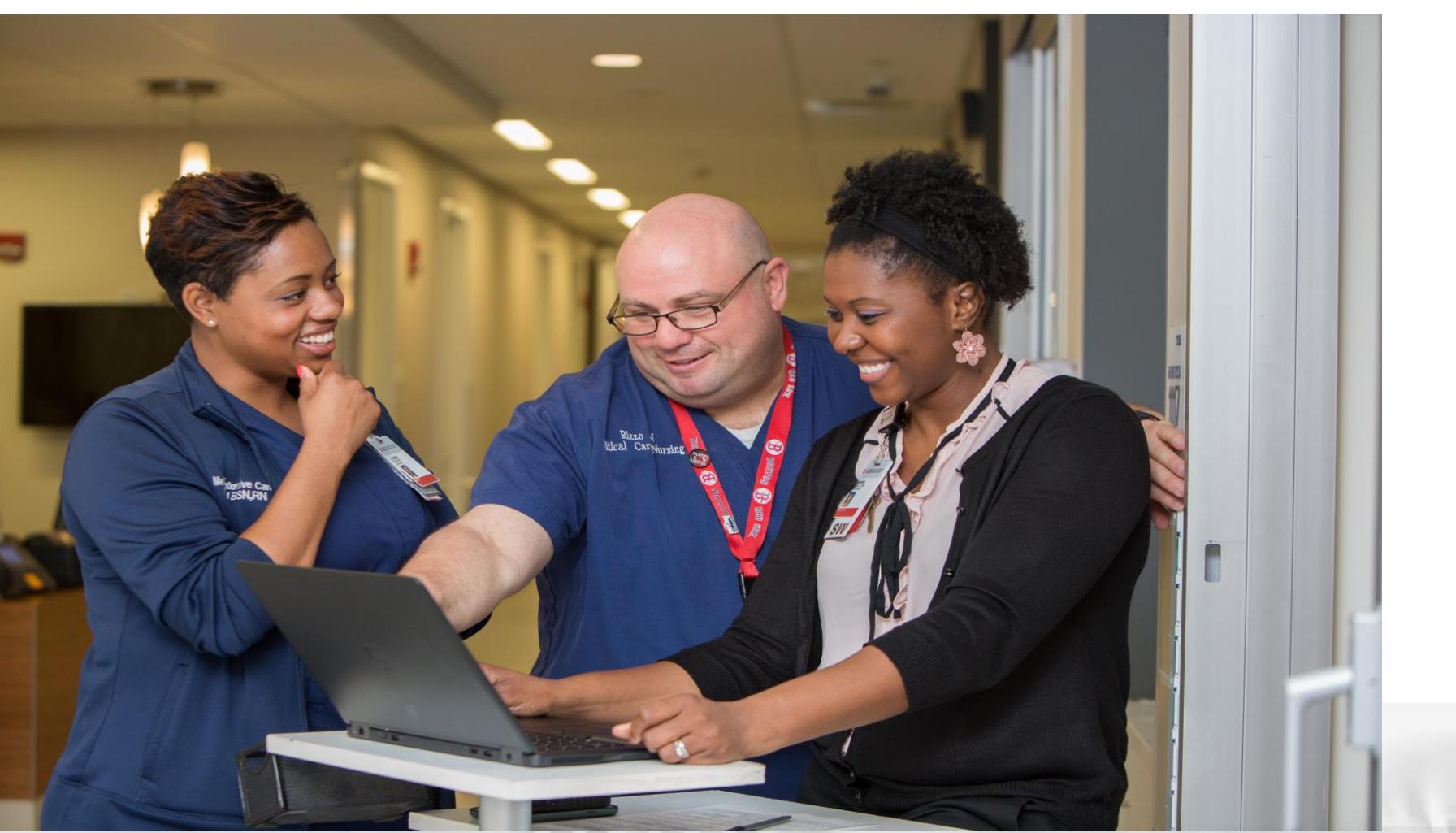
To institute a program geared at retention of new nurses to mitigate the cost of onboarding and to retain nurses longer.

Discussion

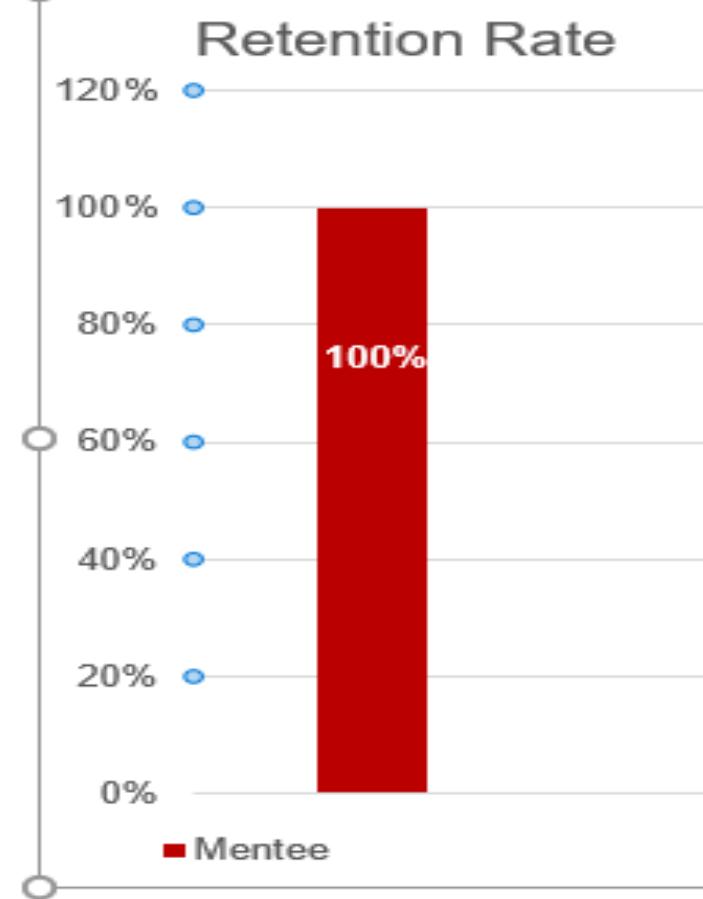
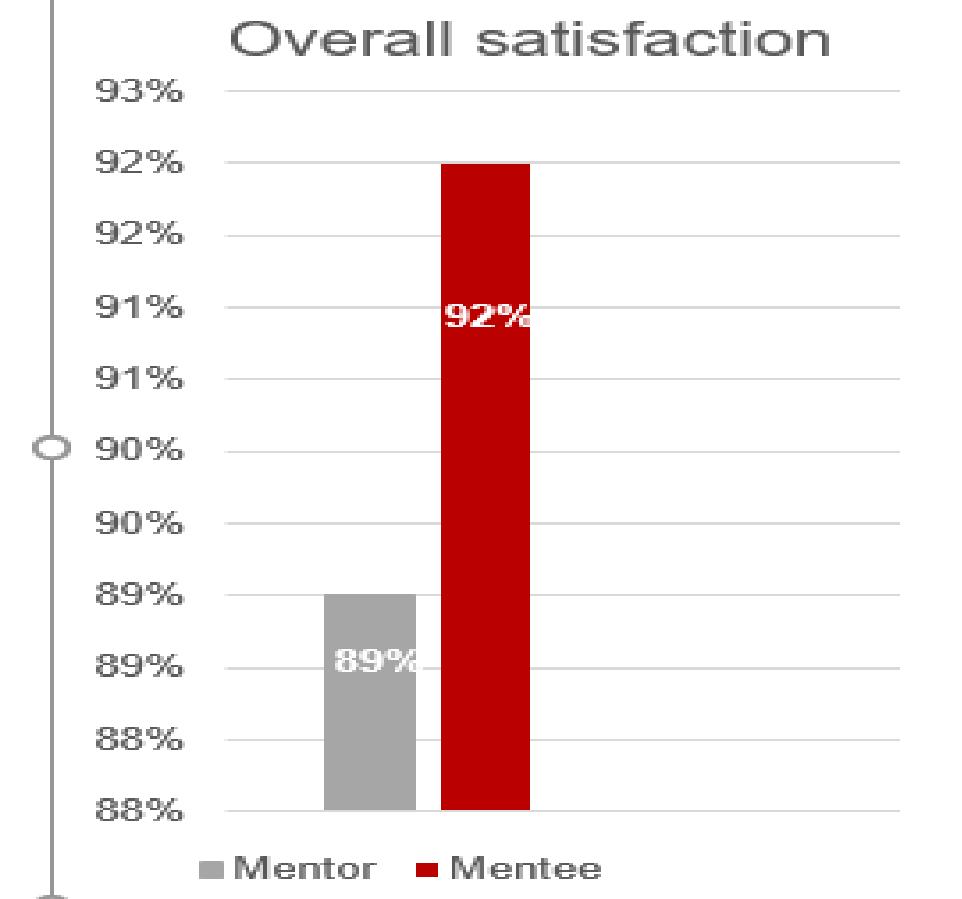
- Mentoring plays a crucial role in assisting the nurse's transition to practice.
- Establishing professional relationships and building confidence in new nurses are essential components of a mentoring program.
- Establishing professional relationships and building confidence have a long lasting impact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

Interventions

- Academy of Medical Surgical Nurses (AMSN) mentorship program.⁴
 - 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

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