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.\(^1\) 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