

## Wisconsin Nurses Association

### 2010 Reference Report #4

**Subject:** Mentoring Programs for Novice Nurses

**Introduced by:** WNA Delegates to the 2010 ANA House of Delegates Meeting

**WNA Core Issue(s):** Workplace Health, Rights & Safety, Nurse Shortage/Safe Staffing, Continuing Competencies, Patient Safety/Advocacy

#### Summary

There needs to be increased attention to the very frequently overwhelming challenges that novice nurses experience entering the workforce. Upon completion of orientation or preceptor programs, which usually place emphasis on the development of skill-based competencies and meeting organizational priorities, novice nurses frequently describe a sense of being left on their own to negotiate the difficult transition from novice to professional nurse. Mentoring programs, framed to empower the relationship between the novice and the experienced nurse, are recommended as a means of promoting not only nurse retention but also for promoting the development of successful nursing careers.

According to the ANA Reference passed in June 2010:

- Novice nurses' first years in practice have been identified as a critically important time for successful transition to the professional role.
- The issue of burnout and the need for improved retention among the nursing workforce, in particular recent nurse graduates, is a national issue and concern.
- Investments in successful mentoring programs in which strong nursing values and professional development can be nurtured, will not only benefit individual nurses but also contribute to the creation of a stronger, more committed nurse workforce.
- Well designed mentoring programs support the growth and development of novice nurses in their transition to professional practice and provide opportunities for leadership development.
- The importance of mentoring in the nursing profession has been identified but model mentoring programs have not been developed.

One of WNA's Core Issues is to support and promote continued competencies of the nurse workforce which means that WNA is dedicated to ensuring that an adequate supply of highly skilled and well-educated nurses is available and is committed to meeting the needs of nurses as well as healthcare consumers.

Recommendations: That the Wisconsin Nurses Association:

1. Reaffirm its support of initiatives to facilitate the successful integration of novice nurses into the work environment; and
2. Partner with the ANA and other nursing organizations to support the development of mentoring program demonstration projects; and
3. Disseminate the findings of mentoring program projects.

WNA Goal: Goal II. Assure that the registered nurse is an essential provider in all practice settings through education, research, workplace advocacy, legislation and regulation.

Fiscal Note:

<u>Activities</u>	<u>Responsible</u>	<u>Cost</u>
Nnew nursing graduates needs assessment survey. <ul style="list-style-type: none"> <li>• Face-to-face meeting (20 members)</li> <li>Travel 20 x \$.30/mile x 150 miles round trip</li> <li>Meal/refreshments</li> <li>Electronic materials</li> </ul>	Communication and Membership Council	\$900.00 200.00 0.00
Total Face-to-Face Meeting		\$1,100.00
<ul style="list-style-type: none"> <li>• Two follow-up conference calls</li> <li>20 x \$.10/minute x 60 minutes x 2</li> </ul>	Communication and Membership Council	\$240.00
Total Meetings		\$1,340.00
Development of new graduate nurse mentor demonstration project Grant application submitted to ANA August, 2010.	Executive Director	\$6,450.00

References:

American Nurses Association (2010). House of Delegates Report: Mentoring Programs for Novice Nurses.