

## WNA Dialogue Topic # 2

### WNA Commitment to Mentoring of New Graduates of Nursing Programs

**Topic to be addressed:** WNA's demonstrated commitment to providing mentoring services for new graduates of nursing programs

**Submitted by:** WNA Mentorship Workgroup

**Mentorship:** "In my experience, a mentor is a wise, trusted, influential counselor, teacher or supporter. A mentor may be a peer (rather than a manager) and may or may not be an employee of the same organization. A mentored relationship is a one-to-one relationship that spans over many years (usually at least two). A mentor assists a less experienced nurse to develop and meet his or her career goals by providing resources, learning opportunities, and ideas to improve performance, as well as helping to identify strengths and weaknesses, and evaluating successes and failures. Mentoring is essential for the career development and establishment of new nurses and the transfer of years of wisdom and expertise of mature, experienced nurses." Sharon A. Cusanza, MSN, RN, NEA-BC, Magnet®, American Nurses Association, 2018.

<https://www.nursingworld.org/organizational-programs/ana-consultation-services/tips-articles--videos/mentoring-or-succession-planning/>

The data show that a number of new RN graduates leave nursing due to, "imbalance of effort and reward, high psychological demands, and higher job strain." Flinkman, M. Isopahkala-Bouret, U. & Salanterä, S., Young Registered Nurses' Intention to Leave the Profession and Professional Turnover in Early Career: A Qualitative Case Study 2013, ISRN Nurs. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3762080/>

The 2016 RN Workforce Survey reports that in less than two years 3,115 or 6.3 percent of nurses providing direct care will be leaving the workforce. This is more than the number of nurses that are obtaining a RN license per year. If any of these RNs are leaving for the reasons stated above, we have an opportunity to support their retention. Zahner, S.J, Pinekenstein, B.J. Wisconsin Center for Nursing, Wisconsin 2016 RN Workforce Survey. 2016. [Wisconsin 2016 RN Workforce Survey Full Report](#)

ANA has implemented *ANA's Mentoring Program* in August 2018. The program is a members-only benefit designed specifically to match new RNs with more experienced nurses. The program is completely virtual allowing the Mentor/Mentee relationship take place online or via phone.

Over the years WNA has identified and implemented a variety of nurse mentor activities that include:

- Future Nurse Leader Award
- Surviving Your First Year
- One of the members developed a document "Mentorship within WNA"
- Monthly Mentor calls
- Mentor Corner

Rationale for why this topic should be discussed by the WNA members during the WNA Membership Assembly Dialogue Forum

WNA is lacking a visible and formal structure to support the mentoring needs of new graduate nurses of nursing programs. WNA has many programs and goals that include mentorship. Given the multiple demands on WNA:

1. Should a mentoring program exist within WNA?
2. Should this program be formalized?
3. How should it be structured?
4. What are the minimal services that should be included?

Recommendations for action to be taken by WNA (be specific)

1. Approve a structure for WNA mentorship activities targeting newly graduated nurses (RN and Masters, DNP)
2. Recommend the mentorship program categories.