

2019 WNA Professional Policy Committee Report and Recommendations: WNA Commitment to Mentoring New Graduates of Nursing Programs

Background

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.

WNA does not at this time have a formal structure to support the mentoring needs of new graduate nurses of nursing programs. However, WNA has provided a variety of programs and goals that include mentorship that include the following:

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

The Board of Directors wanted to seek WNA members input on the current activities and products that are available to nursing students and recent graduating nurses. This includes the newly licensed RN or the RN who has graduated with an advanced degree.

The Board of Directors used the Dialogue Forum process for members to provide feedback and advice on WNA's commitment to mentorship for the future.

Report of the October 26, 2018 Dialogue Forum

There were 85 participants that attended the October 26, 2018 WNA Dialogue Forum. Fifty-eight (58%) of the participants were undergraduate nursing students. The participants were provided an overview of the latest information regarding mentoring of new nurse graduates of nursing programs. Following the presentation the participants were asked that at each table to reviewed and discuss specific questions.

WNA does not at this time have a 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?

Question 1. Should WNA formalize a mentoring program? n=23 tables

NO (43.5%)

1. WNA should serve as an advocate to encourage/influence mentor programs in the workplace.
2. WNA website should include mentoring tools and resources on how to implement a program.
3. WNA should support employers/organizations to create mentor programs.
4. WNA should serve as a backup to what is provided at places of employment.
5. Geographic and facility differences may not align in mentor programs.
6. WNA should form partnerships with schools/facilities to support programs.
7. WNA should support existing nurse mentorship programs. Provide a toolkit for employers to implement their own program.

YES (56.5 %)

1. WNA should facilitate mentor-mentee connection in geographic areas, especially rural areas.
2. WNA should offer someone to talk to not at the site of employment and broaden the scope of people with knowledge.
3. Nurses like to talk about their work and both parties can gain from the relationship.
4. WNA mentors would be unbiased and are strong, experienced nurses.
5. A formal mentor program would help to retain nurses.

Question 2. In which part of WNA's structure should a mentoring program be located? n=9

1. WNA Workforce Advocacy Council (66.6%)
2. WNA TriCouncil (Practice, Education, Research council) (33.3%)
3. WNA Mutual Interest Group - create mentorship interest group (33.3%)

Question 3. What should be offered to WNA members that are seeking mentor services? (select all that apply) n=66

1. Workshop—Surviving Your First Year (SYFY)- partner with schools of nursing, consider cost of the workshop for attendees. (36.3%)
2. Future Nurse Leader Award - not for just WNA members, but open participation. (25.8%)
3. Mentor-related article in each edition of The Wisconsin Nurse (21.2%)
4. Formalized mentor-mentee relationship - (9.1%)
5. Monthly calls with mentors and mentees - (6.1%)
6. Other: access to information from mutual interest group, duration > 12 months, annual meeting for awards and learning opportunities (1.5%)

Question 4. Please prioritize your top 3 choices. n=48

1. SYFY workshop (37.5%)
2. Future Nurse Leader Award (20.8%)
3. WNA partnership with schools & facilities for mentor programs (10.4%)
4. Mentor program specific to WNA new members (8.3%)
5. Mentor-related article in The Wisconsin Nurse (6.3%)
6. Informal pairing of mentor-mentee (6.3%)
7. Outreach to schools for new members to reduce membership costs and explain importance of the program (4.2%)
8. Online discussion board for Q&A (2.1%)
9. Mutual interest group within WNA for mentorship (2.1%)
10. Monthly contact between mentor-mentee (2.1%)
11. WNA to provide networking opportunities to new nurses (2.1%)

Recommendations:

That the WNA Board of Directors develop a formal policy that describes the purpose, goals, activities and outcomes related to mentoring of new graduates of nursing programs.