

**2019 WNA Professional Policy Committee
Report and Recommendations: WNA Commitment to Mentoring New Graduates of Nursing Programs
Adopted by the WNA Membership January 18, 2019**

Report Summary

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 sought WNA members using the Dialogue Forum process to seek input on the current future activities and products available to nursing students and recent graduating nurses. This includes the newly licensed RN or the RN who has graduated with an advanced degree.

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.