Developing an Evidence-Based Mentorship Program for New Graduate Nurse Practitioners

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INTRODUCTION

Excessive job turnover in the novice nurse practitioner (NP) population is:
- a stressful phenomenon for providers
- adversely affects institutional financial performance
- Potentially leads to poorer health outcomes for patients
- Lack of mentorship for novice NPs exacerbates stress & turnover

Purpose: The purpose of this investigation was to assess the need for the establishment of a structured mentorship program for new graduate nurse practitioners. As an aspect of an institutional quality improvement project, the overall goal is to reduce new graduate NP employment turnover.

METHODS

A literature search was conducted in order to appraise and synthesize available knowledge regarding employment turnover and mentorship programs for the new graduate NP population.

- There was substantial evidence to support the value of mentorship programs for new graduate NPs, as well as cost savings and return on investment.
- Meetings with facility leaders and stakeholders were conducted to better understand the institutional phenomena regarding employment turnover in the NP population.
- Institution specific employment turnover data were obtained to form a basis for comparison to national trends.

MEASURES

- Utilizing this data, a formal needs assessment was prepared for presentation to nursing and hospital leadership.
- Financial projections were made based on an established formula adapted from a nurse mentorship program.

RESULTS

- Institutional experience mirrors national data regarding turnover of new graduate nurse practitioners
- Institutional facilitators and barriers to establishing a formal mentorship program were identified
- The financial estimates for such a program are modest when compared to replacement costs
- Nursing leadership receptive to needs assessment
- A pilot project was approved to start in the fall of 2019.

DISCUSSION

- Leadership openness to consider financial benefits
- Proceeding with a pilot project has the potential to further investigate the practical and theoretical aspects of mentoring

LIMITATIONS

- Better data on direct and indirect replacement costs could better quantify the return on investment (ROI)
- Data regarding the impact on mentoring and the five-year turnover rate could not be identified
- Late approval for pilot project limits the time for program design

CONCLUSIONS

The results of this needs assessment provided valuable data to nursing leadership in planning a mentorship component for a proposed NP residency program in critical care. Further research is needed to better understand programs that foster effective NP mentorship.

REFERENCES


影响士气和经济绩效的现象
- 增强压力
- 影响患者健康结果
- 没有导师的初级NPs加剧压力和离职

目的：这项调查的目的是评估建立结构化的导师项目的新毕业NPs的需求。作为一项质量改进项目的组成部分，总体目标是降低新毕业NPs的就业离职率。

方法

进行文献搜索，以便评估并综合可获取的知识，关于新毕业NPs的离职和导师项目的价值，以及成本节约和投资回报。

- 存在大量证据支持初级NPs的导师项目，以及成本节约和投资回报。
- 与设施领导和利益相关者的会议有助于更好地理解机构关于离职的现状。
- 从一个初级导师计划中获取的特定数据用于比较全国趋势。

措施

- 利用这些数据，编制了一份基于需要的评估结果，用于呈现给护理和医院领导。
- 根据建立的公式，基于一个导师项目进行了财务预测。

结果

- 基于机构的经验，根据全国数据反映了新毕业NPs的离职。
- 确定了建立正式导师项目的机构促进因素和障碍。
- 对这类项目的财务预算是适度的，与替换成本相比。
- 护理领导接受需求评估。
- 将启动一个试点项目于2019年秋季。

讨论

- 领导层对考虑财务利益持开放态度。
- 通过进行试点项目，可以进一步调查实践和理论方面的导师。

限制

- 更好的直接和间接替换成本数据可以更好地量化投资回报（ROI）。
- 无法获得与导师和离职五年率的关联。
- 试点项目的晚批准限制了项目设计的时间。

结论

这些需要评估提供的有价值的数据，供护理领导在规划一个初级导师项目的组成部分时参考。进一步研究需要更好地理解促进有效NP导师的项目。