To implement a new nurse mentorship and preceptorship for precepting program at the implementation facility

To determine if the new mentorship and preceptorship improves new nurses’ intent to leave the organization

**purpose**

**background and significance**

- Nationally, 43% of new nurses leave their job within three years, 33.5% after two years, and 17.5% in one year.\(^1\)
- Nurses’ turnover costs to hospitals is about $4.4 million to $6.9 million each year.\(^1\)
- Most of new nurses are millennials and have different ways of doing things.\(^2\)
- The COVID pandemic has forced many baby boomers to retire.\(^2\)
- Internship and mentoring have been shown to improve nurse retention and reduce turnover.\(^3\)

**design**: Quality improvement project. The data design was quantitative with pre, and post survey and the sample design was convenience sampling

**setting**: A 115-bed, long term care facility in rural southern United States

**sample**: Nursing staff (RNs, LPNs) with 0–1-year experience

**intervention**: Mentorship for at least 3 months

**data analysis**: Data was collected with a pre- and post-intervention survey. The Intention to stay or leave questionnaire is a quantitative, Likert scale survey with 7 questions. The questions measured the intent to stay or leave their current position at the beginning and end of the mentorship program

Positive results were noted, showing that close mentoring, support, and guidance helped retain new nurses

In the first question, the intent to stay for 12 months, there were 2 agree or strongly agree pre-intervention and 4 agree or strongly agree post-intervention, showing improvement in the primary concern

Similar positive results were found in the other 6 questions as well

**structural mentorship for at least 3 months is beneficial to retaining new nurses**

**mentorship empowers new nurses and fosters longevity**

**it is imperative for healthcare facilities to push the idea of providing the support and guidance needed for new nurses to feel valued, appreciated and confident**

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**references**

1. National Database of Nursing Labor
2. Health Affairs
3. JONA: The Journal of Nursing Administration