

Purpose

- 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

Background and Significance

- Nationally, 43% of new nurses leave their job within three years, 33.5% after two years, and 17.5% in one year¹
- Nurses' turnover costs to hospitals is about \$4.4 million to \$6.9 million each year¹
- Most of new nurses are millennials and have different ways of doing things²
- The COVID pandemic has forced many baby boomers to retirement²
- Internship and mentoring have been shown to improve nurse retention and reduce turnover³



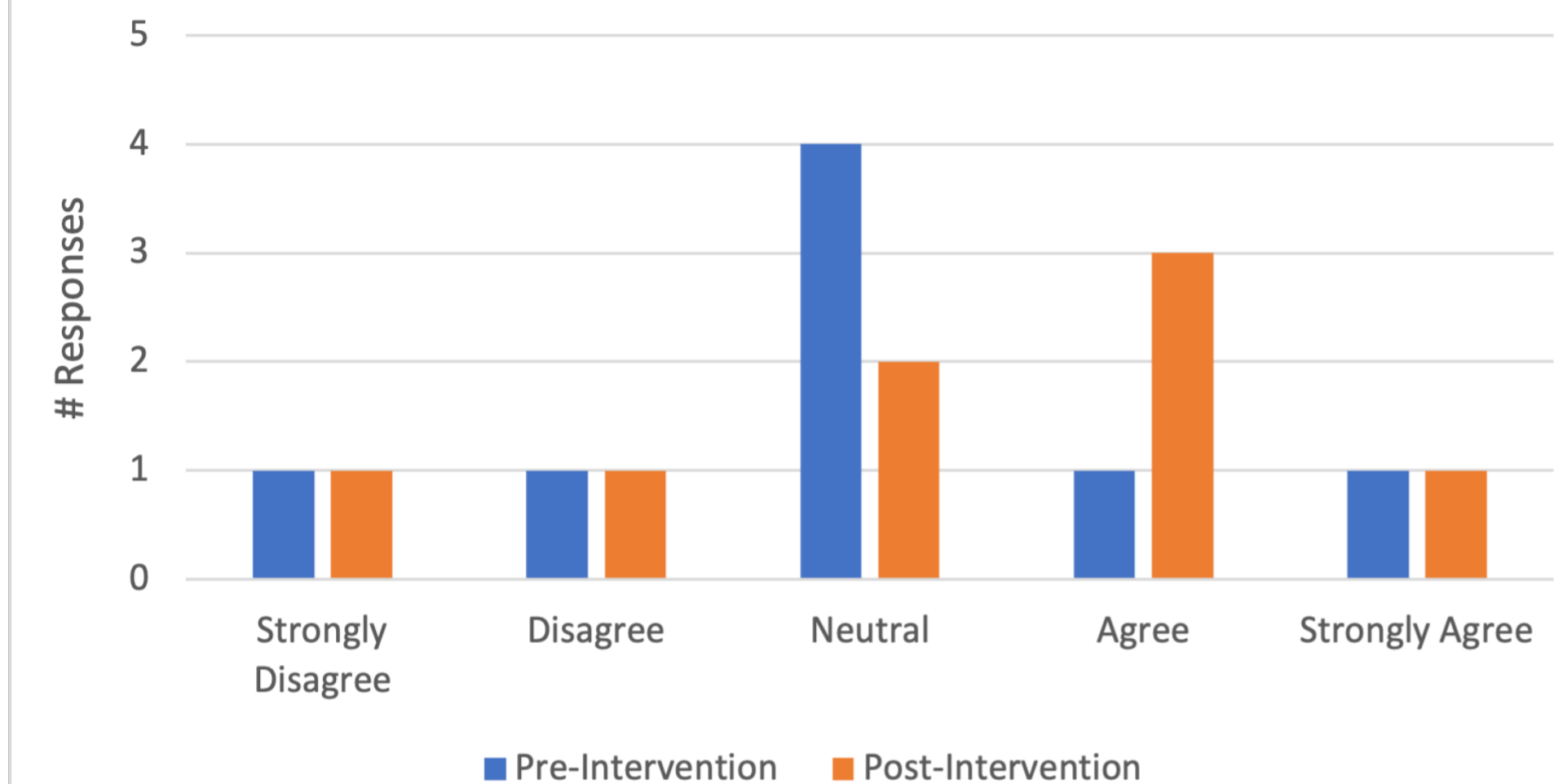
Methods

- **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

Results

- 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

Question 1: Intent to Stay for 12 Months



Conclusions

- 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

References



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