Title: The Effects of Mentorship Programs for New Graduate Nurse On Turnover and Retention Rates

Objectives (of project and/or presentation): To determine the effects of mentorship programs on new graduate nurse transition into practice and turnover and retention rates.

Introduction OR Rationale: Despite the nursing shortage, new graduate registered nurses are at risk of leaving their organization due to both inadequate support and mentoring beyond orientation. Mentorship programs have been set in place in order to ease the transition of new graduate nurses from academic to clinical practice.

Methods: A search was conducted using CINAHL complete, and Medline and four articles were chosen. Inclusion criteria consisted of at least three RN authors and published between 2010-2016. Terms searched were “Mentoring in nursing”, “mentorship”, “mentorship programs”, “new graduate nurses”, “turnover” and “retention”.

Results OR Practice Implications: The implementation of mentorship programs provided a positive relationship between mentor and mentee resulting in an enhancement of overall practice of the new graduate nurses. Through mentorship implementation, new graduate nurses identified factors that enhanced their career development. Mentoring programs set in place were shown to reduce turnover and retention in the clinical setting.

Conclusions: This review has shown that there is substantial evidence that implementing a mentorship program for new graduate nurses has a positive impact on turnover and retention rates. The preceptorship relationship and the career developmental support was among the most important factors that enhanced nursing practice. Hospitals can utilize this research to set mentorship programs in place to ensure a successful transition for new graduate nurses into clinical practice.

References:


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