

BACKGROUND

Nursing has a higher turnover rate than the national average¹. Mentors can impact the implementation of evidence-based practice, improving patient outcomes and nurse retention. This project aims to develop a mentor-training program for nurses who have completed a clinical nurse ladder (CNL) so they can guide others through the CNL.

- Mentees who participated in structured mentor training reported professional growth, making a difference, and less burnout.²
- Clinical ladders can effectively engage nurses, leading to higher satisfaction and retention rates, but participation in the program tends to be low.¹
- Nurse mentors self-reported increased confidence in locating resources, training materials and implementing evidence-based practice (EBP) after training.³

METHODS

Developing and implementing a mentor training program for the CNL will use the Iowa Model to increase participation in professional development activities and EBP.

- Flyers to attract mentors will be distributed in the facility and newsletter.
- Online mentor trainings were developed to teach skills for successful mentor relationships.
- Mentors and mentees are matched based on a questionnaire.
- Mentors are provided CNL resources so they guide peers.
- Pre- and post-surveys will be administered.

REFERENCES

¹Mijares, A., Radovich, P. (2020). Structured mentorship and the nursing clinical ladder. *Clinical Nurse Specialist* 34, 276-281. <https://doi.org/10.1097/NUR.0000000000000558>

²Drury, Z., Kotobalavu, C., Hofmann, L., & Austria, M.J. (2022). Examining the effects of a structured mentorship program on the nurse mentor: A pilot study engaging oncology nurses. *Clinical Journal of Oncology Nursing* 26(1), 27-30. <https://doi.org/10.1188/22.CJON.27-30>

³Lott, F.L., Hughes, R.G., & Johnson, E. (2020). The implementation of an evidence-based practice mentoring program. *Nursing Management* 51(4), 11-14. <https://doi.org/10.1097/01.NUMA.0000657292.87970.06>

⁴Watts, M. (2010). Certification and clinical ladder as the impetus for professional development. *Critical Care Nursing Quarterly*, 33, 52-59. <https://doi.org/10.1097/CNQ.0b013e3181c8e333>

INTERVENTIONS

- Step 1: Mentor interest form aims to create a network and database of people who are interested in mentoring.
- Step 2: iAspire flyer gathers contact information with a QR code that links to the mentor interest form.
- Step 3: Pre-mentor training survey used to assess the effectiveness of the training materials.
- Step 4: The PowerPoint for mentor training is intended for iAspire leadership stakeholders to outline the benefits of mentoring and provide an overview of what a mentoring program would include.
- Step 5: Post-mentor survey has the same questions as the pre-survey to compare confidence in mentoring.

IMPACTS

- Mentors can impact EBP, patient outcomes, and nurse retention.
- Mentors can increase participation in professional development.
- The CNL can improve professional development, specialty certification, and implementation of EBP.⁴
- The CNL can empower nurses to practice EBP, gain certification, and increase the professional development of clinical bedside nurses.



CONCLUSIONS

- CNL can increase hospital rates of certified nurses, EPT-trained nurses, and involvement in quality improvement and research.
- There are barriers to completing a CNL, and organizations may consider implementing a mentor program to facilitate CNL participation and completion.
- The mentor training program has multiple benefits, including increased CNL participation, engagement, EBP, retention, and lower burnout among nurses.