

Training Nurse Practitioner Mentors to Improve New Graduate Retention

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Background

- ❖ New graduate Nurse Practitioners (NP) frequently experience anxiety and imposter syndrome.
- ❖ These stressors may contribute to low job satisfaction and high attrition.
- ❖ Mentorship can alleviate these stressors.
- ❖ For a mentoring relationship to be most successful, the mentors must be engaged and adequately trained in the mentor role
- ❖ No 'best practice' to achieve this.

Aims

The purpose of this project was to implement and evaluate a mentor training program for experienced NPs who mentor new graduate NPs in the hospital setting. This project had two specific aims:

Improve NP confidence in mentoring new NPs through a simulation-based training program

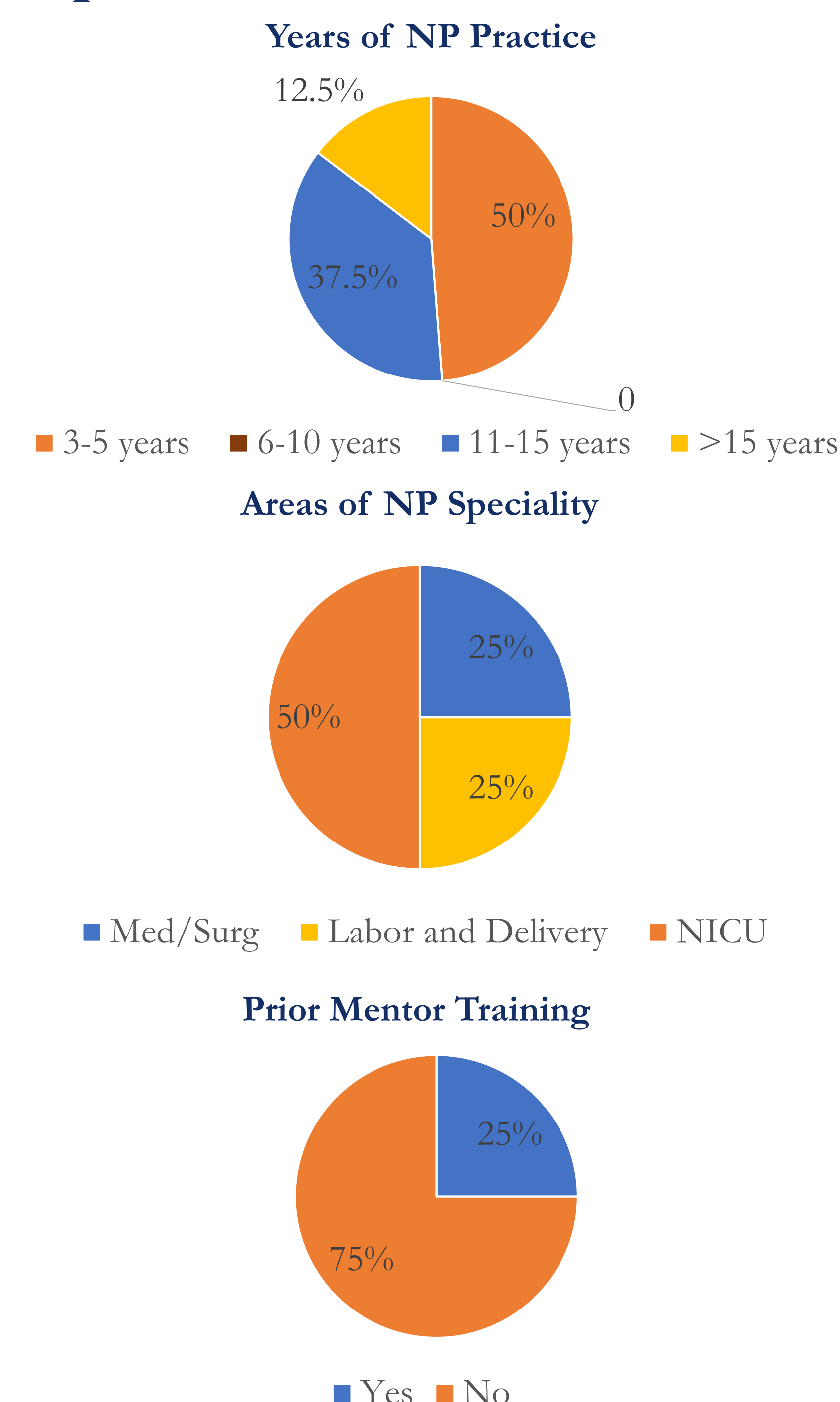
Improve NP feedback delivery skills when mentoring new graduate NPs

Methods

- ❖ Design: Prospective pretest/posttest
- ❖ Setting: Moderate sized, suburban community hospital
- ❖ Sample: Hospital inpatient- based NPs with 3 or more years of NP experience
- ❖ Intervention: Combo class & simulation session to teach a method of feedback delivery
- ❖ Data Collection and Analysis:
 - Aim 1: Student Satisfaction & Self-Confidence in Learning Scale; descriptive statistics
 - Aim 2: Mentoring Competency Assessment; single t-test

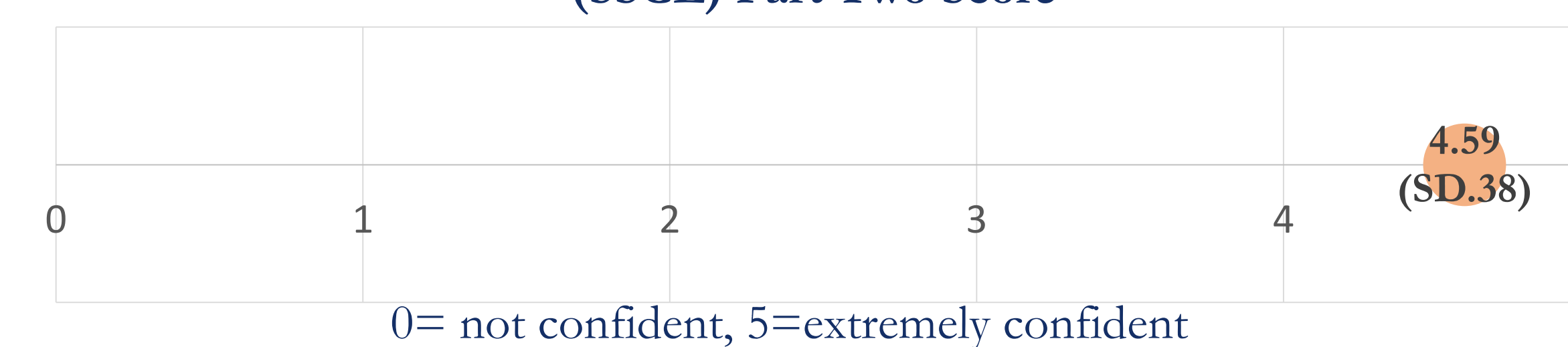
Data/Results

Key Sample Characteristics, n=8



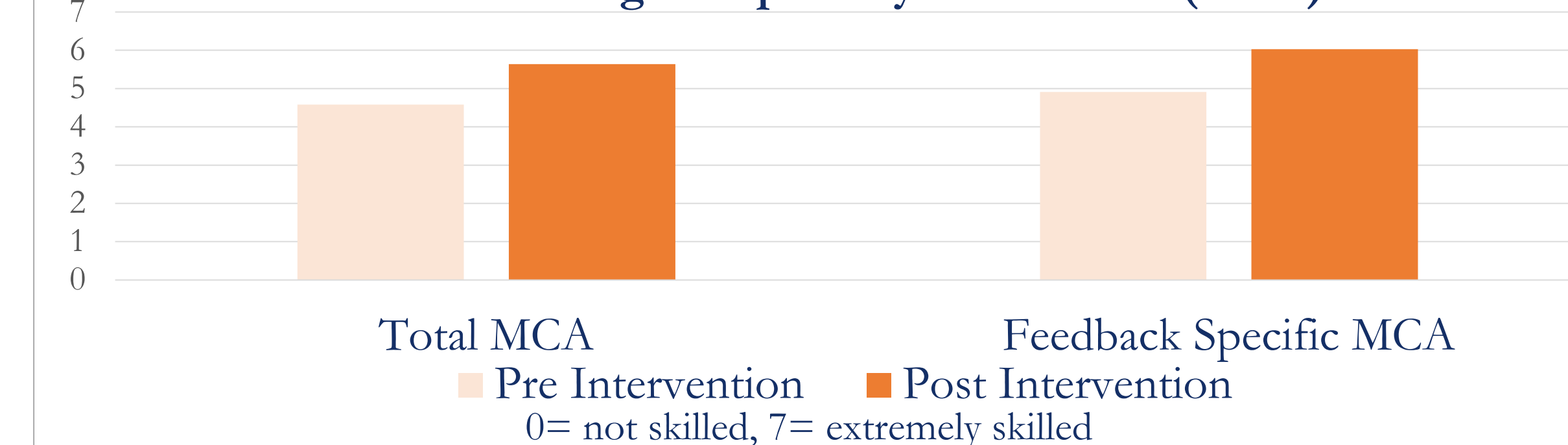
Aim 1

Mean Student Satisfaction and Self-Confidence In Learning (SSCL) Part Two Score



Aim 2

Mean Mentoring Competency Assessment (MCA) Scores



Change in Mentoring Competency Assessment (MCA) Scores, Pre and Post Intervention

	N	Pre-Mean (SD)	Post-Mean (SD)	Mean Diff	t	95% Confidence Interval Lower	95% Confidence Interval Upper	p value
Pre/Post MCA score	8	4.58 (.55)	5.64 (.78)	1.06	5.16	0.57	1.54	.001
Pre/Post MCA score- feedback specific	8	4.91 (.58)	6.03 (.65)	1.13	13.74	0.93	1.32	<.001

Conclusion

- ❖ After receiving training via simulation, NP mentors felt more confident that they gained the required skills to effectively deliver feedback to a new graduate mentee.
- ❖ After training, NP mentors felt more skilled delivering feedback and more effective performing this essential mentor skill.
- ❖ Implementing a simulation-based mentor training program significantly improved the NP mentor's ability and confidence when delivering feedback to a mentee.
- ❖ Providing mentor training to NPs can improve their confidence and skills as mentors, which may positively impact the mentoring relationship for new grad NPs

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