



STATE OF MENTORSHIP IN NURSING FALL 2022

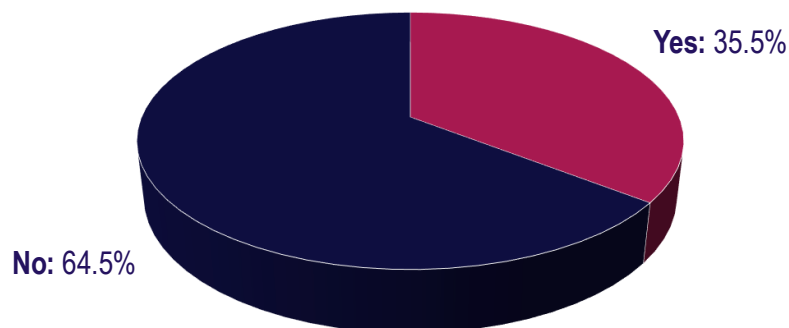
Lead for Care's Fall 2022 research initiative focused on the presence of formal nurse mentorship programs among healthcare organizations. We conducted a nationwide survey of healthcare organizations to understand the prevalence of mentorship programs, framework and outcomes of existing mentorship programs, and barriers for those who do not have mentorship programs available in their organizations.

An immediate lesson from our research: mentorship is a powerful strategic tool that can help organizations battle the staffing crisis. Why? First, with turnover and vacancies at record levels, ensuring we rapidly train new nurses to perform at the top of their licensure has never been more important, and mentorship can help accelerate this process. Second, with so many of our seasoned nurses exiting patient care, finding mechanisms to transfer their institutional knowledge to newer team members is also a priority. Perhaps most important, research has proven that mentoring brings a range of halo benefits to nursing organizations: mentorship improves retention, transfers key knowledge to newer nurses, improves safety, and even brings greater joy to the nursing work environment.

Fall Research Findings:

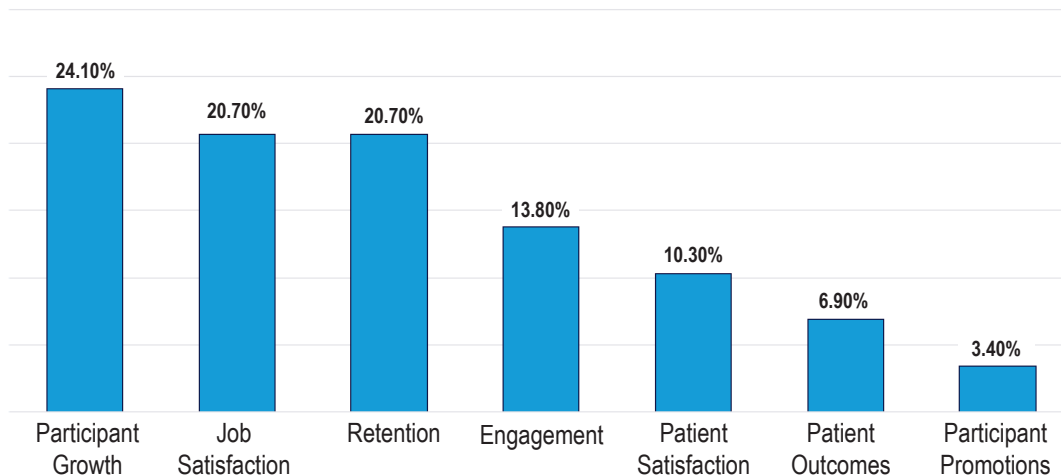
Despite the evident power of mentorship in nursing, we were surprised to learn that only 35% of respondents have a formal program specific to nursing. That's not to say that nursing leaders aren't aware of the power of mentorship: of the 65% of organizations that don't have programs in place, 100% would be interested in implementing a mentoring program at their organizations.

Does Your Organization Have a Mentoring Program?



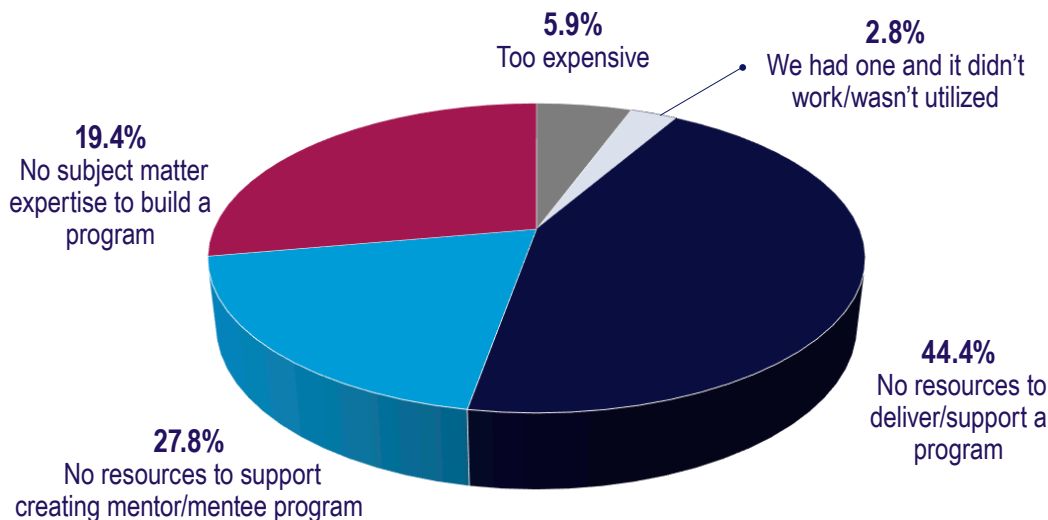
Interestingly, of those who do have a mentoring program, only about half were satisfied with their current mentoring program (55.5%). Further, we found participation levels of existing programs to be low: on average, only 25% of eligible nurses participated. The lesson: **existing programs have an opportunity to improve both the reach of their mentorship efforts and overall program satisfaction.**

We also asked about the outcomes that organizations use to measure the impact of mentoring. While research shows retention is one of the most robust outcomes, only 21% of organizations formally track participant retention. However, for those who do, one organization indicated they've seen a 97% retention rate of their program participants - echoing research strongly tying mentoring to retention.



One organization noted their program saw a 97% retention rate for those who participated

Returning to the 65% of organizations who do not currently have a mentorship program, we asked specifically about the barriers to instituting a program. Unsurprisingly, a lack of resources to both stand up and manage a program was the most frequent reason cited.



How We Can Help

At Lead for Care, our mentor-enabled Bedside Leadership Development Program can help any organization overcome the various barriers described above. Our model enables organizations to easily implement a mentorship program that aligns with current initiatives, can be customized for specific needs, and presents an extremely low lift for resource-constrained organizations. Lead for Care provides the structure, supporting resources for mentors, guided touchpoints for mentor/mentee pairs, and couples this with development curriculum built by and for nurses that instills leadership skills among bedside caregivers. This combination of mentorship and developmental curriculum provides a powerful experience that boosts the effectiveness of the mentorship and the training program that could not be achieved if either was implemented alone.