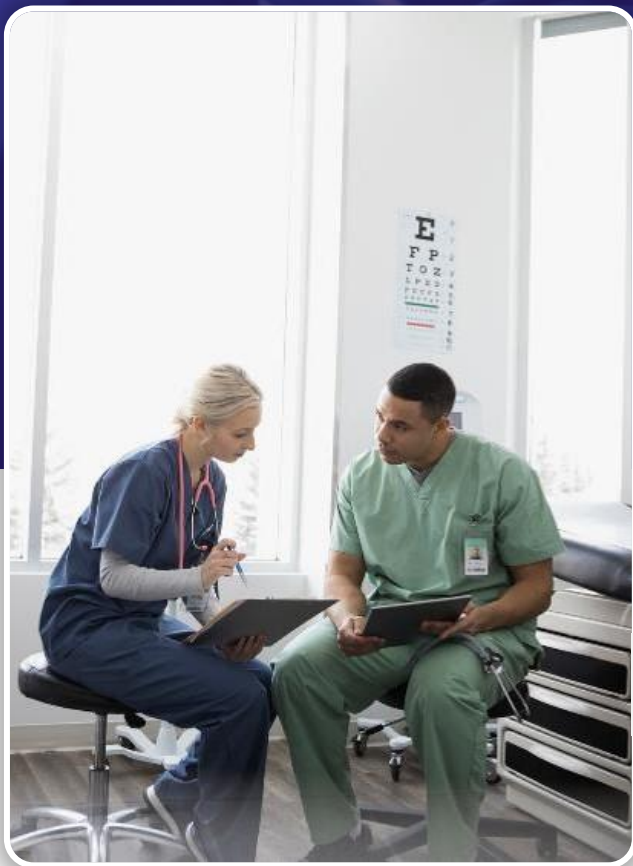




DNPs of Color

Changing the Game, Forging New Paths

2022 Hybrid Annual Conference
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Establishing a Structured Mentorship Program for Novice Advanced Practice Registered Nurses in the Veterans Healthcare System



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MENTORSHIP

WHAT IS THE LARGEST
ROOM IN THE WORLD?

OBJECTIVES



Participants will learn about tools for evaluating novice APRNs' readiness for practice.



Attendees will understand the significance of novice APRN competence in safely transitioning to practice.



Participants will discover how mentorship can bridge graduate programs and practice gaps.

AGENDA

VA



U.S. Department
of Veterans Affairs



Background



Purpose



Summary Evidence



Interventions



Results



Implications for Practice



Sustainability

BACKGROUND



Central Texas Veterans Healthcare Systems

- APRN mentorship program
 - Seven mentors
 - No mentees enrolled



Problem






- The Central Texas Veteran Health Care System (CTVHCS) lacked a formalized structured mentorship program for novice APRNs entering the VA System.



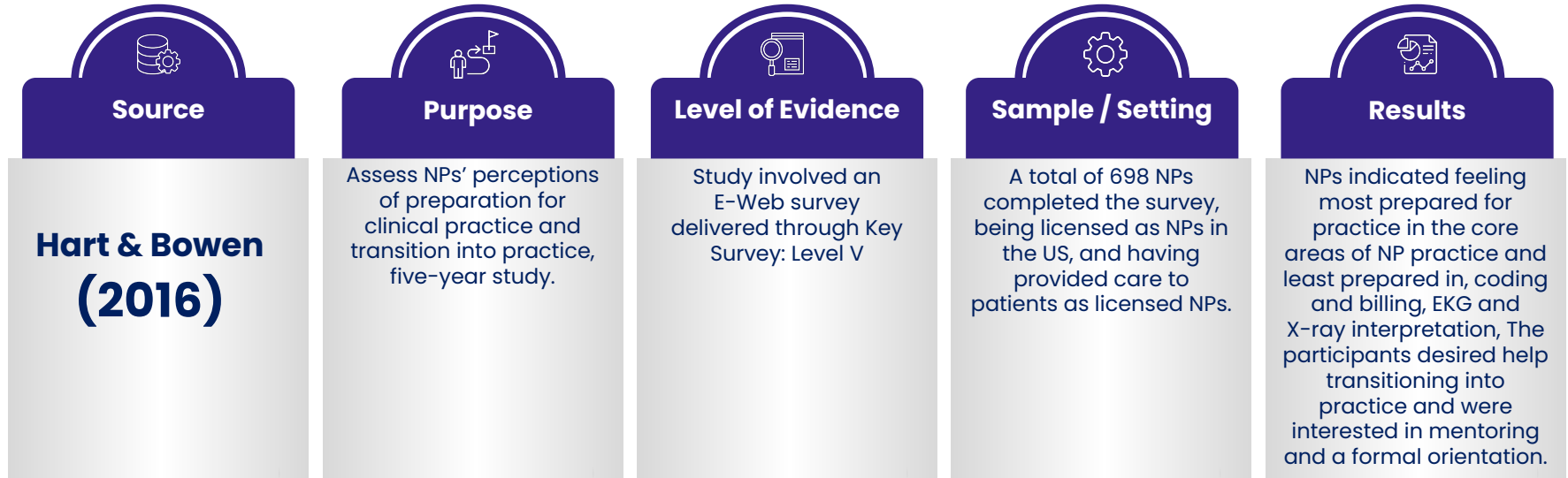
PURPOSE

To establish a formalized mentorship program for novice APRNs entering the veterans' healthcare system.

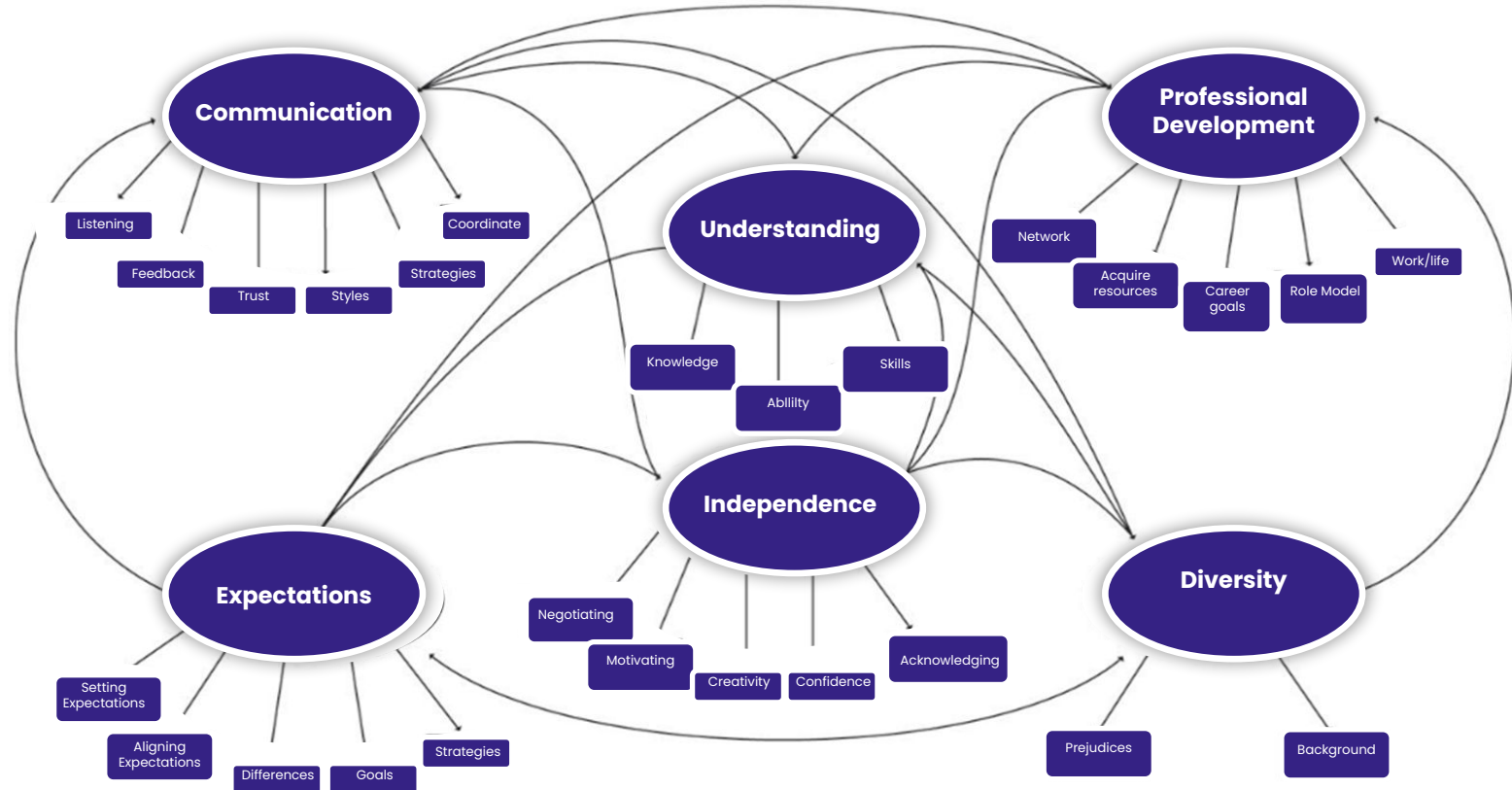
SUMMARY EVIDENCE

 Source	 Purpose	 Level of Evidence	 Sample / Setting	 Results
Faraz, (2015)	Individual characteristics, role acquisition, job satisfaction of novice NPs, and to id factors associated with their successful transition and turnover intention in the first year of PC practice.	Descriptive, cross-sectional study: Level V	Convenience sample of 177 NPs of NPs practicing in PC.	This study demonstrated that greater professional autonomy in the workplace is a critical factor in turnover intention in novice NPs in the PC setting.
Barnes, (2015)	Explore transition to the NP role in relationship to prior RN experience and receiving a formal orientation in the first NP position.	Descriptive, cross-sectional study. Strength of evidence: Level V	Convenience sample of 352 participants at a national NP conference	RN experience ranged from 0 to 38 years with a mean of 13.8 years. Additional analyses using various cut points within the RN experience variable revealed no significant relationships with NP role transition.

SUMMARY EVIDENCE



26 MENTORING SKILLS





**DR. PATRICIA
BENNER**

EXPERT

Has intuitive grasp of the situation and zeros in on the accurate region of the problem

PROFICIENT

Perceives situations as wholes, rather than in terms of aspects

COMPETENT

Begins to understand actions of long-range goals

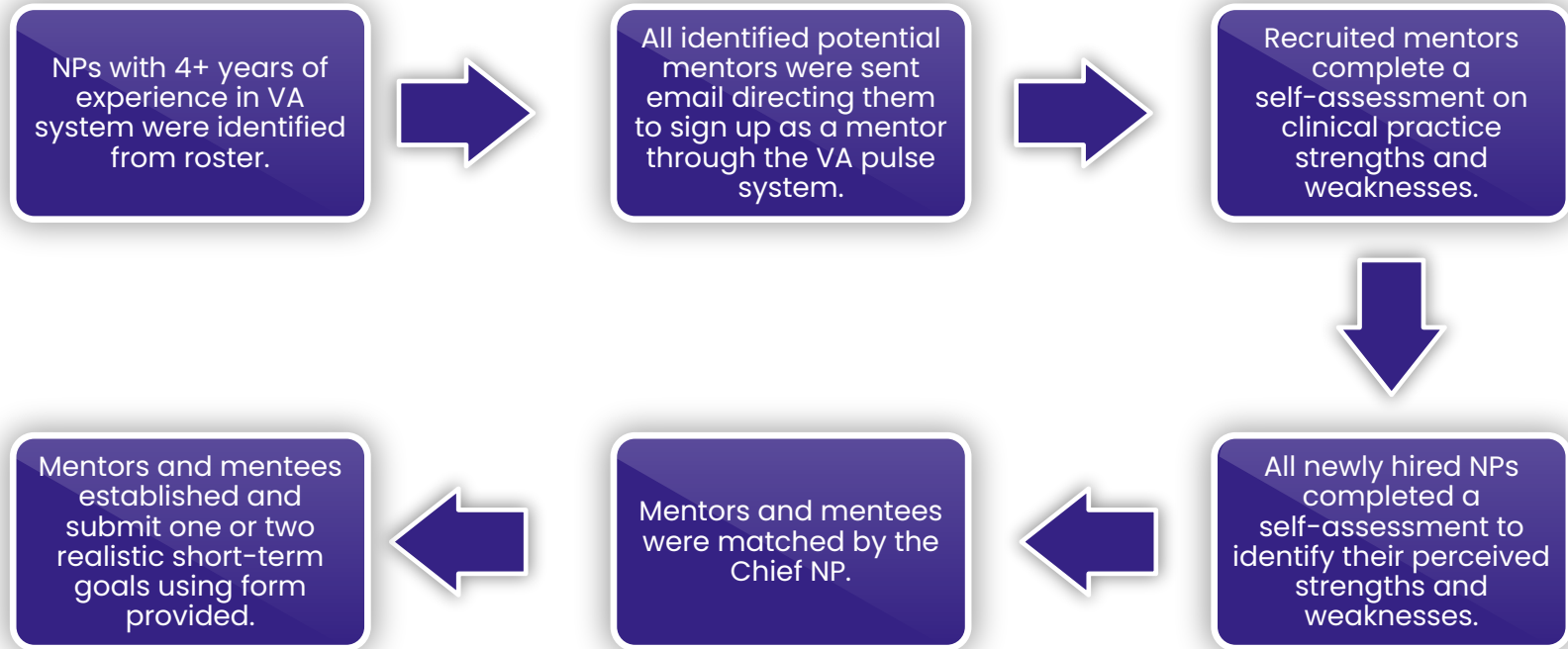
BEGINNER

Can note recurrent meaningful situational components, but not prioritize between them

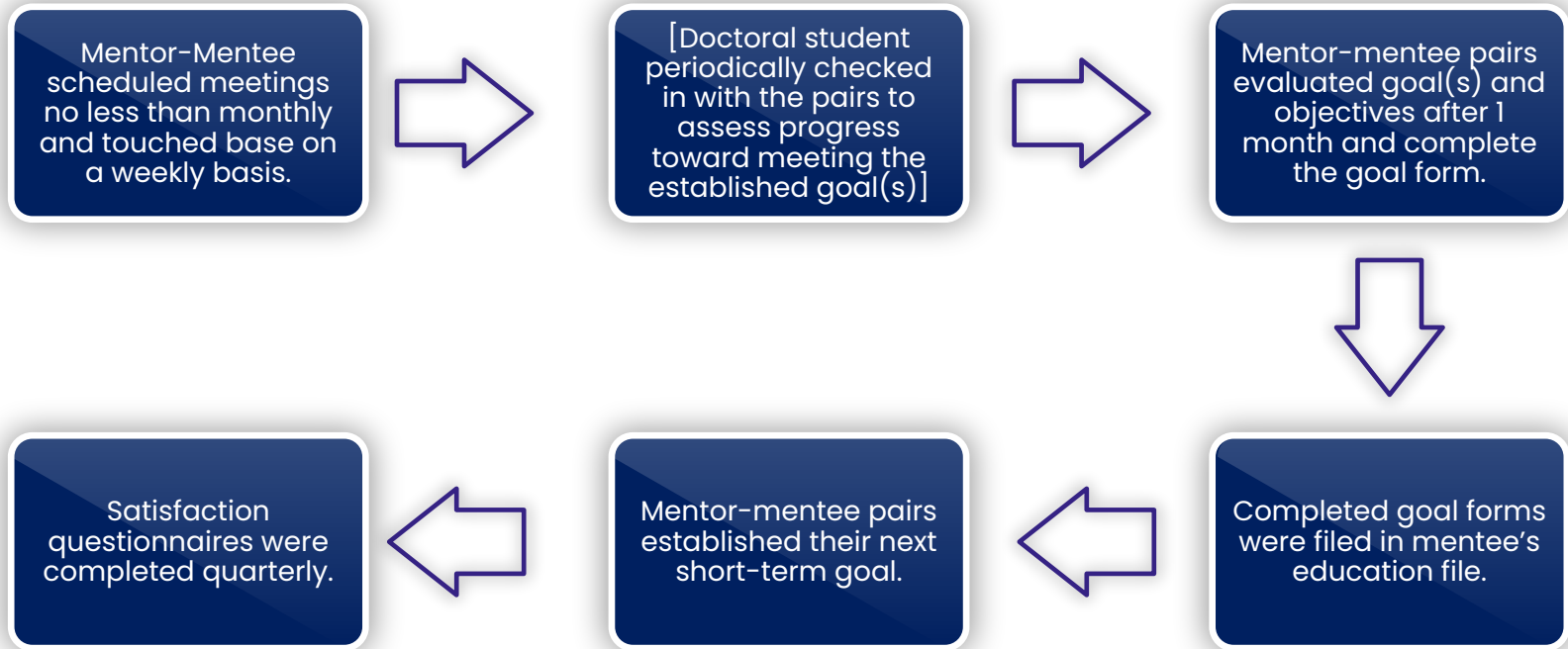
NOVICE

Has no professional experience

INTERVENTIONS



INTERVENTIONS



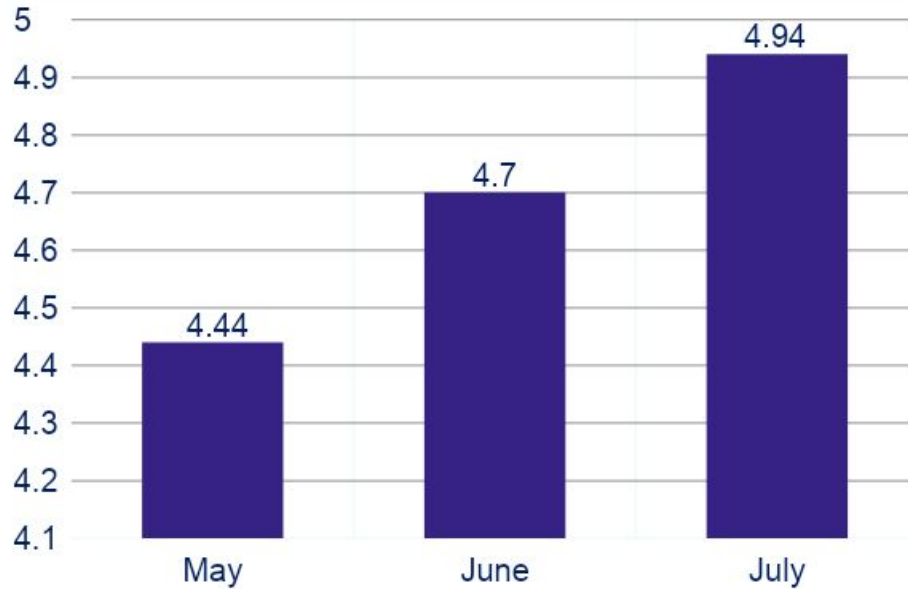
RESULTS

MCA MEAN COMPOSITE SCORES

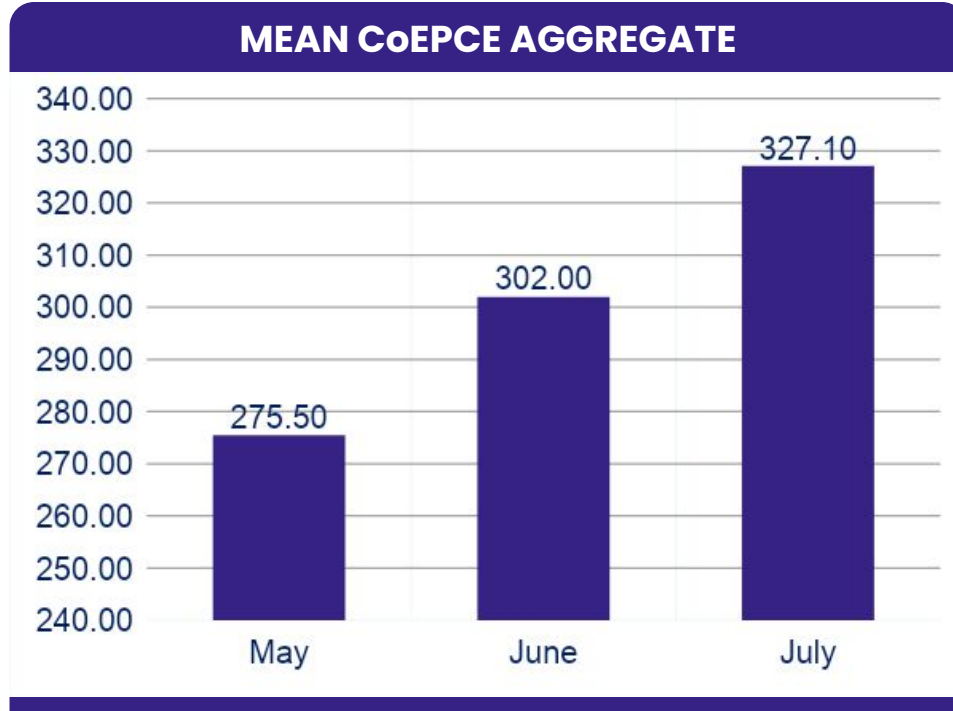


RESULTS

MENTEE MEAN SATISFACTION SCORES



RESULTS





IMPLICATIONS FOR PRACTICE



Shared vision and purpose, mentorship programs blend unique qualities

- Creating a synergistic relationship
- Raise positive expectations
- Promote successful transition to practice

SUSTAINABILITY



CTVHCS administration and APRN shared governance committee

- Express interest in continuing project
- Discuss nursing profession mentorship



Mentorship program impacted both expert and novice APRNs



Several APRNs are interested in mentoring of novice APRNs.





THANK YOU



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