

Tory Trauma Mentorship Program : Beyond the Pilot

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Background

Post-pandemic staff shortages have strained healthcare professionals' physical and mental well-being, risking a 20% loss of early-career nurses in the province according to a report from RNAO titled "Impact and Solution". In response, the Tory Trauma Mentorship program was reintroduced in 2022 as a pilot, initially for novice Intensive Care Unit (ICU) nurses, later expanding to include Nursing Graduate Guarantee (NGG) nurses. Mentors serve a crucial role in providing clinical guidance and emotional support, fostering positive development in collaboration with clinical facilitators, educators, and managers. Since January 2022, Tory Trauma mentors have successfully guided 205 mentees.

Objective

To appreciate the evolution of the Tory Trauma Mentorship Program since its implementation in January 2022.

Improvement and Innovation

Since the Pilot period, mentor coverage expanded to include all of the ICUs within the Tory Trauma Program in a span of 6 months. In January 2023, mentorship was extended to include NGG, contributing to the development and completion of the NGG workbook. Weekly milestones are set for a 12-week period, fostering a collaborative effort between mentors, designated preceptors, and graduates.

Clinical Educators and Advanced Practice Nurses identify eligible staff for enrollment to the mentorship program, followed by a 3-month mentoring period post-orientation, with the flexibility to extend as needed. Mentors engage with mentees during shifts, providing continuous coaching and feedback, coupled with individualized assessments.

The program evaluation method has transitioned from SMART goals performance assessment to a more comprehensive self-awareness evaluation. This shift was motivated by feedback from mentees and seeks to embody the holistic progression of their work experiences.

Qualitative Results - Feedback from Mentees

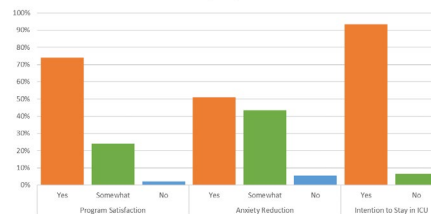


Quantitative Results

Staff Retention of Mentees Post-Mentorship



Post-Mentorship Survey Results (n=92)



Project Impact and Sustainability

The survey reveals that ICU mentees experience increased anxiety early in their independent practice, which is eased through mentorship that fosters self-reflection. Post-mentorship, mentees report high program satisfaction, moderate anxiety reduction, and a strong intent to remain in the ICU, citing increased support, reduced stress and greater confidence as key factors. Staff retention of mentees post-mentorship improved to 75.6%, up from 74.3%, compared to the year before.

By leveraging the Clinical Scholar Mentor Development Program, sponsored by the Ontario Ministry of Health, mentors can significantly enhance the program's effectiveness through raising awareness and securing shifts through reinvestment funds, ultimately ensuring the continued delivery of a positive and impactful mentee experience.

Future Recommendations

We are excited to witness the growth of mentorship programs at Sunnybrook, including those in the Neonatal Intensive Care Unit, Emergency Department, D4ICU and upcoming in the Operating Room (OR) Department.

The Tory Trauma Mentor Team is committed to ongoing adaptation and change, aiming to cultivate a comprehensive understanding of mentees' progress and evaluate the program's effectiveness from their perspective.



References

Ministry of Health of Ontario (2024). *Clinical Scholar Mentor Development Program*.

Registered Nurses Association of Ontario. (2021). *Ontario RN understaffing Crisis: Impact and Solution*.

Acknowledgements

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- Tory Trauma Intensive Care Units and Teams
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