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I Quit! An Integrative Review of Mentorship Programs & New Nurse Retention

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Introduction. Amidst a critical nursing shortage, high turnover rates among nursing staff remains a significant challenge for health care organizations, as attrition is costly and puts patient care at risk. Nearly half of newly graduated nurses leave their first position within 12 months, costing hospitals upwards of $5 million dollars a year.

Methods. The concept of mentorship to improve the retention of new nurses is a popular topic currently as staffing levels can affect patient outcomes and mortality. However, to our knowledge, this is the first academic analyses of statistical methods used to study this phenomenon. We conducted an integrative review of quantitative studies to establish what is known on this topic, the quality of the research and what the next steps are in this field with the goal of providing health care administrators with a comprehensive overview of mentorship as it relates to nurse retention.

Results. Our analysis identified several studies which indicate that mentorship programs for new nurses significantly increases hospitals' retention rates, making them a cost-efficient way to address the revolving door of newly graduated nurses. These mentorship programs have led to increased job satisfaction, competence, and improved patient safety.

Conclusion. This review will be used to inform the training of future nursing generations and leaders in the field in order to increase the safety and viability of health care organizations in our communities.