

# Nurse Mentorship for Success Project (NMFSP)

**Goal of NMFSP:** to offer mentorship experiences for CHNs **entering rural & remote practice settings** in First Nations and Inuit Health (FNIH) & First Nations Health Services in BC.

**Mentorship defined:** Mentoring involves a **voluntary, dynamic, mutually beneficial** and usually long-term professional relationship. One person is an experienced and knowledgeable leader who supports the maturation of a less-experienced person with leadership potential.

# Planning the NMFSP

- **Organic development** based on needs of nurses working in the field
- **Committed Steering Committee** formed at outset (inclusive of managers, Director, transfer nursing team, recruitment and retention coordinator, practice leader)
- Project developed using **best practices** and ideas from existing mentorship programs
- **Evaluation** components threaded throughout project phases

*[Proposal submitted to Ottawa January 2011; initial funds received spring 2011; project concluded March 31, 2013]*

# Implementation of NMFSP

- 2 training sessions held for mentors and protégés aimed at increasing knowledge about mentorship and developing coaching and communication skills
- Nurses mentored:
  - 4 newly graduated RNs (public health) in FNIH health centres
  - 7 newly hired RNs (primary care) in FNIH nursing stations
  - 7 RNs new to CHN roles working in transferred communities (public health)
- Provided 15K to a First Nations collective to help them mentor a newly graduated CHN in their community

# Keys to Success



- Buy-in from: managers, Director, health directors, practice consultants, mentors
- Successful training sessions
- Recognition of both nurse protégés and nurse mentors
- Mentor availability and willingness to participate
- Housing for nurse protégés
- Passionate and committed Steering Committee
- Motivated and ambitious nurse protégés

# Challenges

- Housing for nurse protégés
- Lengthy HR hiring processes
- Burnout of mentors (due to extra work load and working in a period of transition to First Nations Health Authority)
- Staffing shortages in health centres and nursing stations



# Sustainability

- Evaluation results suggest that mentorship is a valuable recruitment & retention initiative
- The Steering Committee has recommended that the First Nations Health Authority embrace a mentorship program