Mentoring is important in preparing nursing students to work in the complex healthcare work environment. Experienced nurse’s personal and professional development is impacted through mentoring. Traditional clinical mentor and acute care environments are not always conducive to the full mentoring experience. Transition from undergraduate education to newly licensed clinical practice is an area of opportunity with mentoring.

**Purpose**
- The Bridge to Practice (B2P) program was initiated in Fall of 2022 as a partnership between a quaternary medical center site and a local university.
- The aims of this program are to:
  - Increase nurse’s confidence in transition to the clinical environment.
  - Aid nurses in identifying areas of interest and opportunity for first employment as a clinical nurse.
  - Realistic job preview.
  - Recruit and retain newly licensed nurses in our system.
  - Engage expert nurses as mentors for professional development.

**Methods**
- One academic year commitment from September through May.
- B2P pairs senior nursing students with experienced nurse mentors employed at the site to explore the reality of the work environment, specialty practice settings, and mentorship.
- Information sessions are held once a month over eight months and are led by mentors on topic areas relevant to transition to practice.

**Results (continued)**

**Mentors**
- Mentors (n=16, 81%) reported that the experience impacted their nursing practice and 100% reported increased engagement in organization.
- Majority (n=15, 94%) reported paired correctly with mentor.
- Mentors (n=16, 81%) felt it impacted their commitment to stay within the organization.

**Figure 1. Mentee self report of likelihood to seek employment on unit**

**Figure 2. Mente pre-program assessment**

**Figure 3. ProQOL pre and post mean item comparison. (1-Never, 5-Very often)**

**Figure 4. Count of “How likely are you to apply to work on the unit you shadowed?”**

**Figure 5. ProQOL Scale (ProQOL) pre and post program assessment**

**Conclusions**
- The first cohort of the program positively impacted the organization, mentors, and mentees.
- Cohort 2 began September 2023 with a cohort of 19 mentors and 19 mentees.

**Implications for Practice**
- Future recruitment and retention data and program evaluation will continue to be evaluated for return on investment and program development.
- ProQOL data will continue to be tracked with need for larger sample to assess for impact.
- Program funding is limited to 3 years.

**References**

**Acknowledgements**
Jere McGaffey funding and supporting program initiation and development.
A special thank you to our UWM leaders for their partnership Melissa Brown, PhD, RN, CNE and Mandy Sherif MSN, RN, CNE.

**Image 1. Ways participating in program has helped mentor stay in organization**

**Image 2. Cohort 1 - mentors and mentees**

**Image 3. Bridge to Practice Program Initiation and Evaluation**

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**Methods (continued)**
- Measures:
  - Mentee pre, mid-point, and post-program assessment.
  - Mentor Professional Quality Life Scale (ProQOL) pre and post.
  - Mentor final assessment.

**Purpose**
- The Bridge to Practice (B2P) program was initiated in Fall of 2022 as a partnership between a quaternary medical center site and a local university.
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  - Aid nurses in identifying areas of interest and opportunity for first employment as a clinical nurse.
  - Realistic job preview.
  - Recruit and retain newly licensed nurses in our system.
  - Engage expert nurses as mentors for professional development.

**Results**
- Mentee feedback & ranking of each class content.
- First cohort consisted of n=16 mentor/mentee pairs.
- 100% reported right pairing with mentor.
- Majority (n=15, 94%) reported paired correctly with mentor.
- Mentors (n=16, 81%) felt it impacted their commitment to stay within the organization.

**Figure 1. Mentee pre program assessment**

**Figure 2. Mente pre-program assessment**

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