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Poster title: Children's Hospital of Philadelphia Emergency Department Advanced Practice Provider Mentorship Program – A model of interprofessional mentoring

Ann Marie Reardon, MSN, CRNP - Job Title: Advanced Practice Provider
Patricia Lopez, MSN, CPNP-PC/AC - Job Title: Advanced Practice Provider
Department: Emergency Department
Children's Hospital of Philadelphia - Philadelphia, Pennsylvania

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Background & Significance: In 2016, the Advanced Practice Providers (APP) and Attending physicians in the Children's Hospital of Philadelphia (CHOP) Emergency Department (ED) developed an interprofessional (IP) mentoring program. The APP group has grown exponentially since its inception, including many new to practice, making mentoring imperative. The high acuity and complexity in patient population, high volume and rapid turnover of patients can be overwhelming for an ED provider, particularly one new to the role. While the benefits of "mentorship" and "interprofessional education" have been well documented, the concept of "interprofessional mentorship" remains unexplored in the literature.

Purpose: The purpose of the IP mentorship program is to establish both APP and physician mentoring relationships for newly hired APPs to provide support and foster a sense of community within a large department, especially during the challenging transition for new APPs.

Details of innovation: After completing orientation, new APPs were paired with an experienced APP and physician mentor. Guidelines were established and the expectation that the relationship be mentee driven was set. Resources were given to help maintain and sustain those relationships.

Outcomes: To assess the effectiveness of the program, mentees were surveyed regarding their mentoring experiences. Ultimately, the mentees felt supported by their mentors and discussed a range of topics from work-life integration to professional development. The mentees most valued their physician mentor sharing their clinical expertise and providing education, while they relied on their APP mentors to provide them with a sense of community and comradery.

Discussion: Results of the survey revealed the need to increase awareness of IP mentoring and to regularly assess the program's effectiveness. It also emphasized the need for clear guidance for both mentees and mentors to facilitate productive mentoring relationships.