

CHOP Emergency Department APP Mentorship Program: A model of interprofessional mentoring



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Background & Significance

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When the Children's Hospital of Philadelphia (CHOP) Emergency Department (ED) Advanced Practice Provider (APP) interprofessional (IP) mentorship program was developed

The APP group has grown exponentially since its inception, including many new to practice, making mentoring imperative

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CHOP ED APPs

Challenges for new APPs in the ED:

- High acuity and complexity in patient population
- High volume and rapid turnover of patients
- Large ED (70 beds), level 1 trauma center

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
- **provide support**
- **foster a sense of community**

Defining MENTORSHIP

To guide and support the individual (mentee)

- Based on mentee's expressed needs
- Focused on professional and personal development
- Driven by specific learning agenda identified by the mentee

Details of Innovation

- After completing orientation, new APPs were paired with an experienced APP and physician mentor
- Mentoring resources were shared

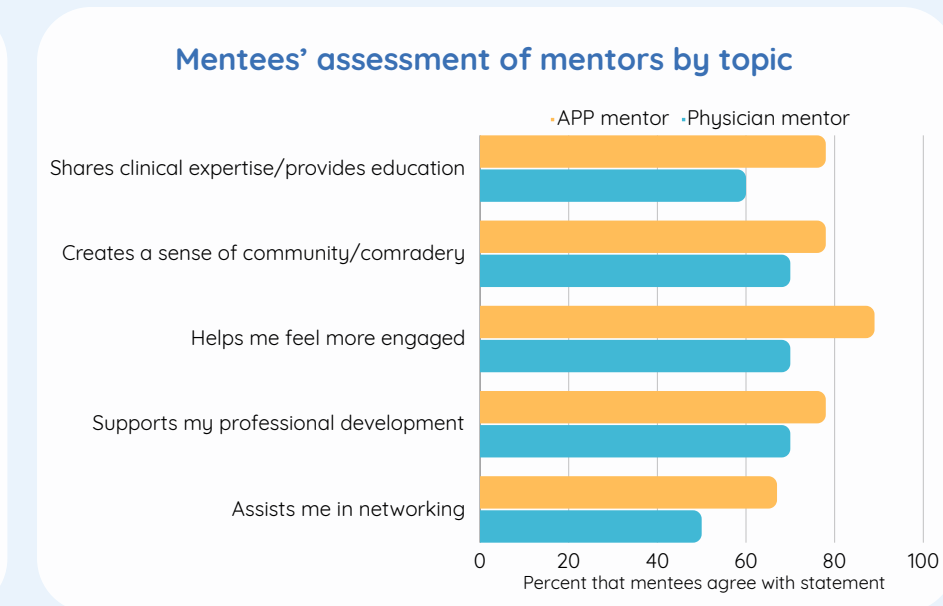
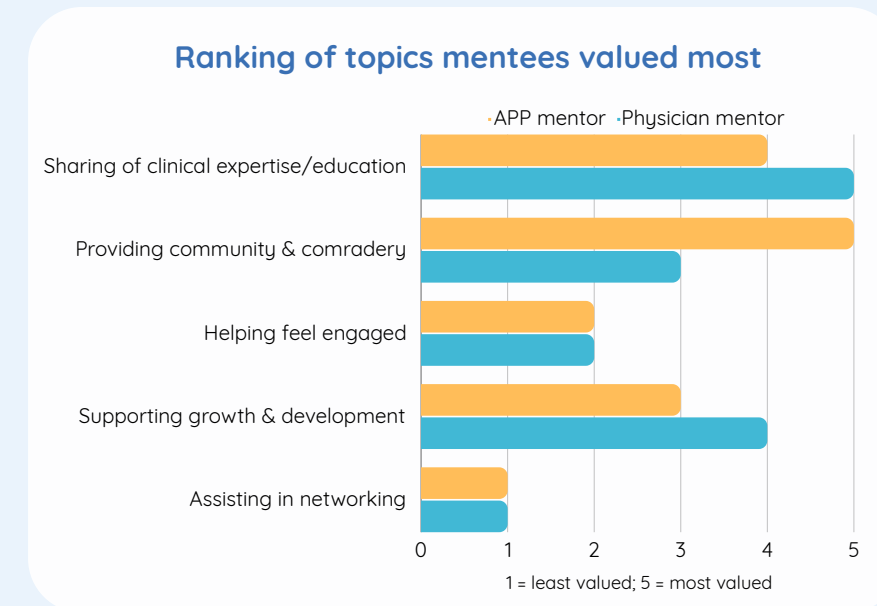
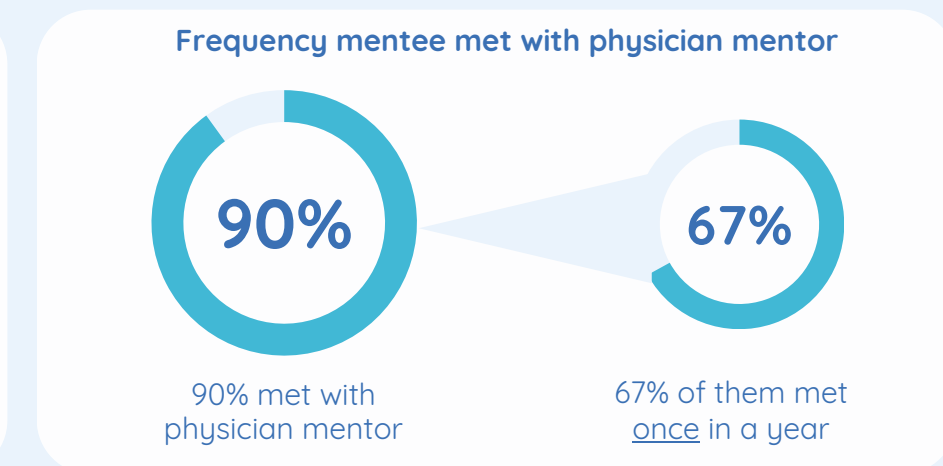
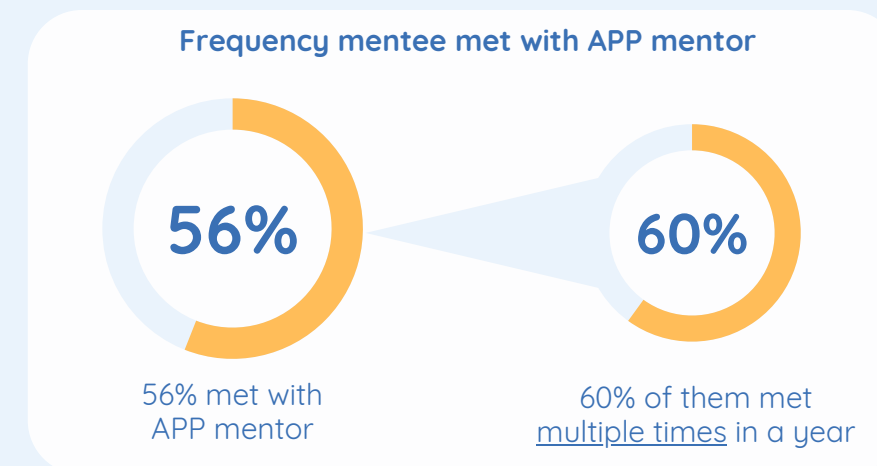


Mentorship Meeting Timeline:

- START: 1st meeting**
 - Check-in within 1 month of completing orientation
 - Review expectations and goal(s)
 - Establish mode(s) of communication
 - Set up next meeting
 - Meet at least 2 more times in a year
- WITHIN FIRST YEAR**
 - Review mentee goals, progress, and action steps
 - Discuss clinical care topics
 - Discuss work/life integration
- AFTER FIRST YEAR**
 - Revisit mentee goal(s)
 - Join ED committee
 - Participate in conference
 - Network
 - Consider mentoring others

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



Discussion

- The mentee relied on their APP and physician mentors for varying topics, showing the importance of IP mentoring
- Increase awareness of IP mentoring
- Results of the survey revealed the need:
 - to regularly assess the program's effectiveness
 - for clear guidance for mentees and mentors to facilitate a productive relationship
 - to encourage more frequent formal meetings with mentors