

# LLUH<sup>1</sup> capitalizes on nurse interest in oncology

## Nurse mentoring program helps LLUH meet oncology clinic demand

### Identify **problem**



### Develop **solution**

**16%**

increase in the length of an oncology nurse vacancy from 2011-2013 resulting in increased workloads for existing oncology nurses

**40%**

of infusion appointments on a given day didn't require a nurse with chemotherapy skills or oncology experience

Nurse mentoring program with the objectives of:

- Promoting the oncology specialty
- Capitalizing on the capacity of experienced nurses to provide basic supportive care
- Creating a pathway for experienced non-oncology nurses to attain ONS<sup>2</sup> Chemotherapy/Biotherapy Provider Cards
- Retaining chemotherapy nurses

1) Loma Linda University Health.

2) Oncology Nursing Society.



## CASE EXAMPLE

# Loma Linda University Health

- Six-hospital system based in Loma Linda, California
- ▶ Developed a mentoring program to train experienced non-oncology RNs in oncology with hopes of creating a pipeline for difficult-to-fill openings for oncology-trained RNs
- ▶ Mentoring program consists of five phases in which non-oncology RN receives an orientation to the hospital and oncology department, participates in classroom lectures and self-study modules, completes a preceptored practicum, and attains a ONS Chemotherapy/Biotherapy Provider Card with support from oncology RN mentor, RN manager, and clinical educator; participants also have the option to pursue advanced nursing status
- ▶ 100% of the RNs in the mentoring program who pursued their ONS Chemo/Bio Provider Card attained it, and 90% remained at Loma Linda University Cancer Center for employment

# Providing classroom and hands-on learning

Both mentees and mentors gain professional satisfaction from partaking



## Mentees

- Nurses with more than one year of clinical experience within or outside health system
- Undergo behavioral interviews with hiring manager, HR representative, and peer



## Mentors

- Experienced oncology nurses
- Attend training session offered by hospital Staff Development Department

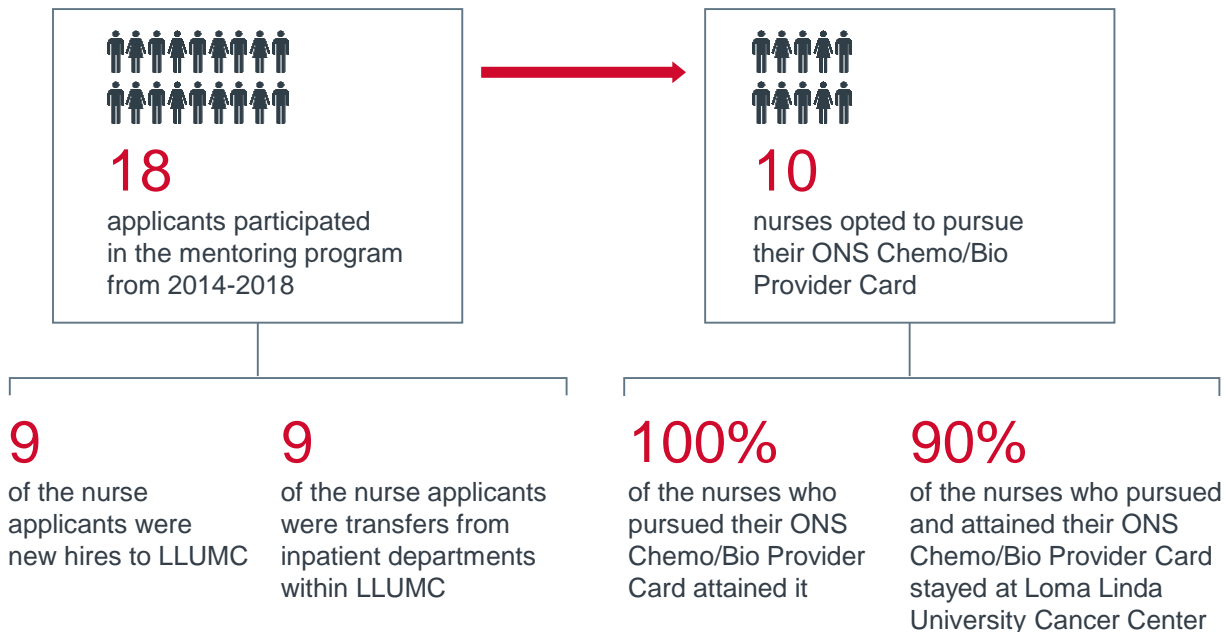
## Five phases of LLUCC's<sup>1</sup> nurse mentoring program

- 1 Two-month general orientation to hospital and oncology department; includes classroom lectures, self-study modules, and preceptored practicum
- 2 Daily patient assignments to manage supportive care for treatment appointments; regular meetings with mentor, RN manager, and clinical educator to review rationale for treatments
- 3 Enroll in ONS Chemo/Bio Provider Course and attain provider certification card
- 4 Focused assignment to gain independence administering chemo/bio competently; mentor documents competency of specific skills
- 5 Attain Clinical Nurse C status, indicating advancement in knowledge from competent to proficient; requires peer reviews, coworker reviews, and proof of required points

1) Loma Linda University Cancer Center.

# Fostering career development helps retain nurses

## LLUMC<sup>1</sup> nurse mentoring program participation and outcomes



1) Loma Linda University Cancer Center.