



Program Overview & Frequently Asked Questions

Purpose of the Program

MentorLink is designed to develop partnerships between mentors and mentees within the KCNA nursing community. This strengthens our community by creating connections, fostering a sense of belonging and supporting the future of the nursing profession. It also provides a way for experienced nurses to guide, support and be role models.

Goals for the Program

- *Provide support to KCNA scholarship recipients as they enter the nursing workforce.
- *Provide support to KCNA members who are new grads or new to a position.
- *Engage students and new grads in KCNA.
- *Provide a way for experienced nurses to share their experiences and make an impact.

How the Program Works

With information gathered from applications, staff and a task force committee strive to make the best matches based on specialty area, expertise and other factors. Once the matches have been made, KCNA provides an orientation where teams meet for the first time. From there, each team meets again in-person to set the ground rules for their partnership. For example, we encourage teams to establish preferred methods of communication, time commitment and specific goals. The program is meant to be engaging, fun and last a minimum of three months.

Mentees are:

- KCNA nursing scholarship recipients
- KCNA members who are new graduates
- KCNA members who are new to a position

Mentors are:

- KCNA members who are experienced in their field and have a desire to be role models, provide advice, be supportive and share their knowledge and experience with others.

Frequently Asked Questions

1. What is the time commitment of the mentoring program?

The minimum time commitment for teams is three months. Teams are expected to communicate with one another at least once a month. Teams often chose to meet in-person once a month and

then follow up with emails, texts and/or phone calls. Many teams chose to extend their commitment to six months or beyond.

Mentors and mentees must attend a mandatory two-hour training and program kick-off held on Tuesday, **October 29, 2019**, from 5:30-8 pm at the KCNA office building (includes a box dinner).

Both mentors and mentees are asked to participate in the evaluation of the program.

2. What can I expect from the mentor/mentee experience?

The mentorship program offers the kind of support that is not included in nursing education programs—the “soft skills” of being a RN. Mentors provide relational, cultural, emotional, and social support for nursing students, new nurses or someone new to a position. Successful teams are the ones where both the mentor and the mentee are equally engaged, have fun, communicate well and make the experience a positive one.

Let’s take a closer look at what a mentor may provide:

A mentor may be able to:

- Answer questions about being a student or novice nurse.
- Listen and understand the mentee’s stressors and successes of their clinical or work experiences.
- Provide advice about balancing the responsibilities of work, home, and school
- Provide advice on the job search process
- Give tips on job interview process and skills
- Provide advice on transitioning into a new position

What a mentor is *not*:

- A professional counselor or therapist
- A nursing instructor
- A clinical or technical skills instructor
- A nurse recruiter
- NCLEX expert or instructor

3. What types of support and training will I have if I agree to participate?

KCNA will sponsor an orientation training where you will learn about best practices in mentoring, outlining goals and objectives of the program, and most importantly, you will meet your match. KCNA will also have a “point person” to go to in case you have any questions or need additional information while working with your mentor/mentee. We want to support you in your role!

4. I’d like more information or want to speak with someone directly. Who can I contact?

Please contact the KCNA staff directly:

Jennifer Bravo, Member Services Director, jennifer@kcnurses.org, (206)545-0603
or Sue Vermeulen, Executive Director, sue@kcnurses.org, (206)545-0603

Ready to get started? Complete the Mentor or Mentee Application and return to KCNA, kcnurses@kcnurses.org by **October 15, 2019**.