ANA REQUEST FOR PROPOSALS
Mentoring Programs for Nurses

The American Nurses Association (ANA) announces a Request for Proposals for 5 grants of up to $10,000 for demonstration projects to develop, implement and evaluate a mentoring program for nurses. All state nurses associations and constituent member associations are eligible to apply. The proposals are due October 17, 2011 at the close of business 5 PM eastern time. The proposals must respond to the elements outlined in Attachment A. Proposals should be submitted as a Word document by e-mail to louise.kaplan@ana.org.

Background and Guidance
ANA’s 2010 House of Delegates adopted a resolution to develop mentoring demonstration projects to support the successful integration new nurse graduates into the work environment. In contrast to preceptor programs which often focus on skill competence and meeting organizational priorities, mentoring programs support professional growth by fostering relationships that benefit both mentors and mentees by enhancing career satisfaction and reducing attrition. Attachment B provides a few resources on mentoring programs.

A work group of ANA’s Congress on Nursing Practice and Economics’ created a definition of mentoring and the purposes of a mentoring program to serve as a foundation for the mentoring demonstration projects. The workgroup decided that a mentoring program may be important for any nurse making a professional transition. Proposals should address both the mentoring of new nurse graduates and nurses in professional transition.

Definition of Mentoring
Mentoring is a one-to-one trusting relationship that encompasses formal or informal supporting, guiding, coaching, teaching, role modeling, counseling, advocating and networking. Mentoring occurs within and/or outside the clinical setting and includes personal and career guidance. Mentoring promotes co-sharing, co-discovery, and co-growth.

Purpose of Mentoring
- To support the growth and development of nurses as they transition in professional practice
- To foster the development of a strong nursing community
- To enhance the leadership skills of nurses as they engage in the mentoring process
KC (Kansas City) Health Careers Nurse Mentoring Toolkit

The Nurse Mentoring Toolkit is designed for use by nurses in a hospital setting and can be used in new or established mentoring programs. Included in this toolkit are resources that support the roles of the mentor program coordinators, mentors and mentees. Best practices, questions to jump start discussions, resources, checklists and activities are included in this practical, how-to mentoring guide.

http://kchealthcareers.com/mentoring-toolkit/nurse-mentoring-toolkit/

If you are interested in reviewing the toolkit, you may have access to it by request for a period of 30 days. Please contact Michael R. Dunaway, Senior Vice President, Kansas City Metropolitan Healthcare Council at mdunaway@mail.mhanet.com. Please identify yourself as an individual considering a response to the ANA RFP on mentoring.

Should you decide to use the mentoring toolkit, ANA will cover the cost rather than have you include it in the budget for the RFP.

ANA NurseSpace

ANA’s NurseSpace includes the option for a web based mentoring program. This is a free service. If you would like to preview this feature, please contact Maureen Markey at maureen.markey@ana.org. Please identify yourself as an individual considering a response to the ANA RFP on mentoring.