

Mentorship Program

Frequently asked questions

What is the mentorship program?

The program will provide ongoing support for a Dialysis Technician in the DT to RN Program, by matching them with a Registered Nurse mentor. The mentor will provide one-on-one support in navigating through challenges and act as a champion for the DT during their transition process to becoming an RN.

Do I get paid to be a mentor?

At this time, there is no additional compensation for this opportunity. However, mentor meetings will take place on the clock, and you will be paid at your regular rate for time needed to meet with your mentee.

When does it start?

The mentorship program accepts applications year-round (they're always open), but there is only one annual mentor training class, which will align with each annual NCLEX Sponsorship Cohort.

Do I need experience?

Mentors should have at least one year tenure as an RN and be in good standing, but you don't have to have prior experience as a mentor. Mentors will receive support and training in the annual onboarding session, and your most important interactions with your DT mentee will be to offer professional advice and coaching and be their champion – in short, encourage them!

What kind of time commitment does the program require?

The time commitment for mentors will include the initial training and weekly check-ins with your mentee. Each mentor will be asked to sign the Mentor Commitment Card at the end of training, committing to regularly connect with your DT throughout the mentorship, including a weekly 30-minute virtual meeting.

How long is the DT to RN Program?

Mentoring a participant of the NCLEX Sponsorship project will take approximately 47 weeks in total. Mentoring a participant of the RN Residency Program will take approximately 52

weeks in total. Mentors may be paired with a mentee to follow them through both programs consecutively, which would roughly equate to a two-year mentorship.

Why do the DTs in the program need a mentor?

The mentorship program is designed to support the student during a time of learning and growth. The DT is demonstrating a significant commitment to fostering both personal and professional development. The program may present challenging moments for the DT. Having a trusted mentor to discuss their experiences and concerns will be invaluable for the DT.

Why should I become a mentor?

This first-of-its-kind program at Northwest Kidney Centers is a fantastic opportunity for RNs who want to help their peers grow and help shape the next generation of nurses. Being a mentor is also a great way to hone your leadership skills, including active listening, inspiring others, and being your mentee's champion. And ultimately, you'll be helping our organization strengthen our workforce, address the nursing shortage, and improve patient care.