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Quality Mentorship for Developing Competent Nursing Students

Welcome to the 7th edition of the QualMent Project eBulletin!

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If you have any queries, please contact us at: qualmentproject@gmail.com

This eBulletin is the last one to be published, since the project has now come to an end. In this edition, you will find the latest developments of the project, and the main outcomes. We wish you a good reading!

mentors' model, its integration into nursing education and mentor guidelines. Additionally, we had an honour to have experts representing nurses, nursing education, clinical experts, leadership and nursing science research. In total, 99 international participants registered for the webinar, coming from Finland, Sweden, Norway, Denmark, Italy, Poland, Slovenia, Hungary, France, Portugal, and Lithuania.

In the webinar, mentors' competence and its importance has been discussed. It was presented that a good pedagogical atmosphere in the learning environment cultivates openness to cultural diversity and enhances the supervisory relationship. Mentors are needed who are easy to approach, empathetic, flexible, patient, supportive, accepting, fair (cultural equality), open, non-discriminatory and non-stereotypical.

According to the evidence found in the project, the need for cultural mediation of educators between students and their mentors in professional work environments is clear and was strongly emphasized.

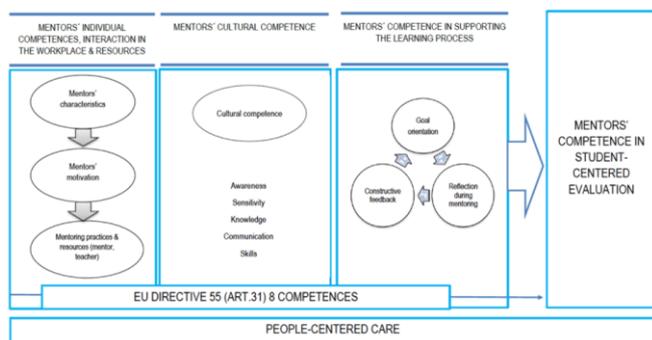


Figure 2. The evidence-based clinical mentors' competence model in five European countries.

>> Multiplier events

As one of the outcomes of the project, and aiming to share QualMent outcomes, each partner organised over the last few months a multiplier event, online and/or face-to-face, for a total of 5 events organised. See below an update from each project partner on those events:

University of Oulu, Finland

The University of Oulu, in Finland, organised an [International QualMent project webinar](#) on 4 May 2021, aimed to present QualMent project outcomes, build international network among mentoring topic and share international practices, challenges and opportunities. This was a good opportunity for the international QualMent project partners to present the development of an evidence-based nurse



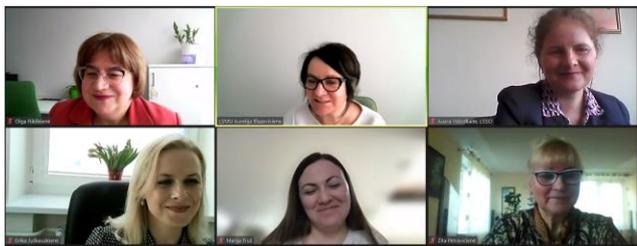
THE WORLD WITHOUT NURSES?
NO THANK YOU!



The need of nurses and building of support to nurses was brought up by Dr Nina Hahtela, President of the Finnish Nurses Association and Vice-President of the European Federation of Nurses Associations. Dr Hahtela emphasized the global mass trauma experienced by nurses working in the COVID-19 response, as according to ICN. The situation presented by ICN showed that nurses have to deal with high workloads, they have increased patient dependency and mortality, occupational burnout, inadequate personal protective equipment, the fear of spreading the virus to families and relatives, an increase in violence and discrimination against nurses, COVID-19 denial, and the propagation of misinformation. She also reminded that we cannot survive without nurses, of which WHO reported to have a potential shortfall of 14 million by 2030.

Lithuanian University of Health Sciences, Lithuania

The QualMent [multiplier event](#) "quality mentorship for developing competent nursing students" was organised by the Lithuanian University of Health Sciences (LSMU) on 29 April 2021.



The various interested parties were invited and participated: president of Lithuanian Nurses' Organisation, educators from nursing programs at colleges and universities, nurse managers from teaching hospitals, practicing nurses and mentors, nursing students. With the opening remark prof. Aurelija Balževičienė, a head of nursing clinic at LSMU, highlighted the value of QualMent project for nursing education in Lithuania. She noticed that even the mentorship in nursing in our country started to be developed in 2009, it is timely to provide advance level training for Lithuanian nursing mentors.

Nursing education in Poland



Invited speaker, prof. Beata Dobrowolska, from the University of Dublin (Poland) shared the Polish case of clinical mentorship in nursing education in the European context. Nursing education and mentors' training in Poland was discussed underlying the need for standard mentors' education in the country. It was recognised that QualMent Advanced level mentors' training program will suit this need very well. Prof. Kristina Mikkonen, Finnish QualMent partner, spoke about mentoring competence and presented QualMent mentorship model.

Other lectures from Klaipėda College (dr. Asta Mažionienė) and Kaunas University clinics (dr. Daiva Zagurskienė) shared their views on students' learning in practice and mentors' duties, organization of clinical practice and nurses' capacities to supervise students. It was recognized that QualMent program will definitely serve as a tool to improve mentors' competence, especially in culturally safe care and supervision, reflective practice and effective assessment.

Lithuanian partners prof. Olga Riklikienė and doctoral student Erika Juškauskienė talked about quality dimensions of nursing mentorship and their reflection in the content of QualMent mentors' training program. Erika and nursing student Ona Samaitė shared the information about innovative aspects of QualMent mentors' training program and presented results on mentors' satisfaction with training during QualMent program piloting. At the end of the conference the most important issues of nursing students' clinical training and registered nurses' participation in this process were discussed.

College of Nursing in Celje, Slovenia

On 10 June 2021, a [multiplier event](#) was held at College of Nursing in Celje. The event, which aim was to present the results of the QualMent project in Slovenia was entitled "Mentors with advanced knowledge are key to the quality mentoring process of nursing students".



We were very pleased that welcome speeches were presented by Vesna Zupančič from Ministry of Health, Franci Janžekovič from Ministry of Education, Science and Sport, Paul de Raeve, Secretary General of the

European Federation of Nurses Associations and Monika Ažman, president of the Slovenian Nurses and Midwives Association.

Invited lecturers presented the QualMent project, evidence-based development of the mentoring model, roles and responsibilities of mentors in clinical setting, experiential learning, the importance of continuous feedback and intercultural competencies.

According to our recent findings and previous evidence discussed, we suggest

- Students need to have a safe learning environment, which enhances their professional growth.
- Mentors need educational programs to increase their competence in mentoring.
- Clear collaboration strategies and bridges need to be built between academic and clinical learning environments.
- The educational programs need to be designed on the basis of evidence-based knowledge and tested with clear improvement plans in interventional studies.
- New evidence-based knowledge needs to be connected with a clear implementation plan with an open access for stakeholders and political decision makers on an international level.

Mentors who successfully completed the training programme within the QualMent project presented changes in the mentoring process as a result of new knowledge and their view of the mentoring process and their role in it. Among the conference speakers was also a third-year student of the College of Nursing in Celje, who presented the experience of the mentoring process from the point of view of a nursing student. At the end of the event, model and guidelines for implementing quality mentoring were presented. Altogether 58 participants attended the event.

Outcome # 1

Development of an evidence-based nurse mentors' competence model

- The model describes nurse mentors' competence needed during mentoring of nursing students
- The model describes key concepts related to the role of the nurse mentor
- Model is based on two systematic reviews and also on data collected from five European countries
- Model has been evaluated by a group of national and international experts

1. phase	2. phase	3. phase
Mapping of mentoring practices in different European countries (Finland, Slovenia, Lithuania, Spain, Belgium)	Two systematic reviews conducted and quantitative data collected on nurse mentors' competence	Development and testing of model

Alicante University, Spain

The [Multiplier Event](#) Quality Mentorship for Developing Competent Nursing Students was celebrated on 26 May 2021 at the University of Alicante (Spain). It was organized by Spanish partners, M. Flores Vizcaya-Moreno and Rosa M. Pérez-Cañaveras, with the collaboration of Montserrat Angulo Perea (President of the Official College of Nursing of Alicante), Francisco J. Gómez Vitero (Vice-president of the Official College of Nursing of Alicante) and Sofía

Berlanga Fernández (Multiprofessional Teaching Unit for Family and Community Care Costa Ponent, Barcelona).

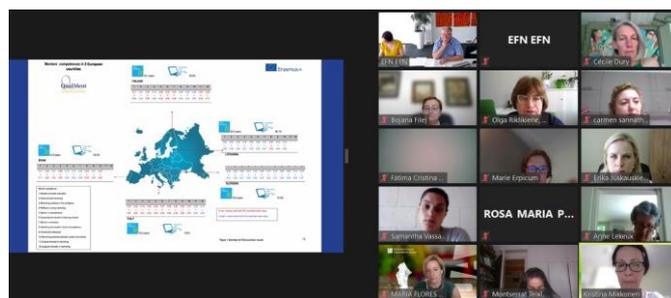
In this face-to-face, and online meeting, on the same date and time, there were a total of 23 face-to-face participants in the University of Alicante and 31 participants in a Google Meet classroom. During the event, the organizer used Twitter for the dissemination of the exciting issues lectures.



The event main objective was QualMent Project output's dissemination. In addition, the programme included topics as "The high-quality mentor's competence course in Alicante: adapting teaching to COVID pandemic", "Mentors' competence in undergraduate nursing student's education in Spain", "Mentors' competence in midwifery education in Spain", "Mentors' competence in familiar and community nursing speciality education in Spain", "The role of professional associations in regulated professions: accreditation of mentors in nursing" or "Social media and innovative educational strategies in the clinical learning environment. Narrowing the gap between Boomers, Generation X, Millennials and Generation Z".

European Federation of Nurses Associations, Belgium

Organised together with the European Federation of Nurses Associations (EFN), the European Federation of Educators in Nursing Science (FINE) and the European Nursing Students Association (ENSA), the online [QualMent Multiplier event](#), that took place on 17 June 2021, brought together 85 participants from frontline nurse mentors, nursing students and from FINE members - nursing educators.



The event provided an insight on the project developments and its successful outcomes, namely 'Clinical mentors' competence model' through a course of mentorship competences and guidelines

which will offer clear and simple instructions to be used in the daily clinical practice of mentoring.

You can see the recording of the event [here](#) and the presentations made during the event [here](#).

>> [5th Transnational Partners' Meeting](#)

QualMent project partners met for the 5th, and last, meeting of the project on 26 August 2021. Due to the pandemic situation, the meeting was held virtually, being organised by the project coordinator, College of Nursing in Celje.



The project partners evaluated the final outputs of the project and discussed the possibilities of the future exploitation and sustainability of the project. During the piloting phase the course and its materials have been evaluated by the participants and by the lecturers and the content of the course was upgraded with the findings of the evaluation. All the partners' countries reported high demand for attending the educational course by the clinical mentors, and they are looking forward to implementing the course in the following months. The course will also be accredited in the partners' countries in accordance with the national legislation.

The methodology and the methods for the impact measurement were also discussed at the meeting and we have found out that most of the qualitative and quantitative indicators planned at the beginning of the project were achieved in the past 36 months.

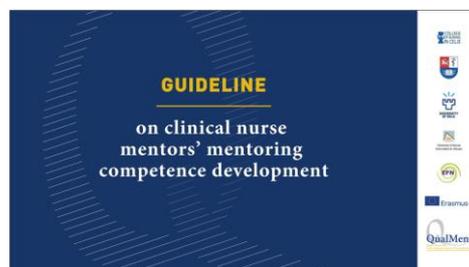
The results of the dissemination activities of the project were also discussed and all the partners agreed that these should be fostered, especially now, when all the planned materials in the project are finished. Finally, the partners expressed their satisfaction with the project results and impact and are all looking forward to a future cooperation.

>> [QualMent Project final outcomes](#)

Over the last 3 years (September 2018 – August 2021), the [5 project partners](#) made sure to come up with the due deliverables and outcomes of the project, i.e., the development of a training programme for clinical

mentors with the objective to increase the quality of clinical practice for undergraduate nursing students, which complies with the [EU directive 2013/55/EU](#), on Mutual Recognition of Professional Qualifications.

One of the outcomes is the development of guidelines for quality mentoring (*available soon in all EU languages on the [QualMent website](#)*), which will be helpful in the implementation of quality mentoring, in accordance with the Directive 2013/55/EU. The purpose of these guidelines is to strengthen the development of mentoring competencies of clinical nurse mentors, which can help to improve the functioning of the healthcare system in the EU countries. The guidelines are based on critically evaluated research evidence.



Another outcome of the project is the [teaching material](#) developed for mentors, which includes three basic chapters: (1) Introduction to mentorship in nursing, (2) Competence in mentoring culturally and linguistically diverse nursing students and (3) Competence in mentoring assessment and reflective discussion, in accordance with the educational program.



Finally, a last outcome was the development of the Clinical mentors' competence model and the [Course of Advanced Mentorship Competences for clinical mentors](#). This course will empower clinical mentors with high-quality skills and competences needed to perform their role and at the same time fill the gap, as there is no systematic approach in developing and implementing the quality courses offering mentors' competences to the nurses in clinical environment in EU.

More information on the project is available on QualMent [Website](#).