

Table 5*Considerations during implementation of a digital intervention of mentorship program*

Findings	Description
User Design	• Mentorship programs cannot be one size fit all. Therefore, they must be tailored and designed according to end users' needs (Costa & Smith, 2023). This can ensure having a human centered design throughout the program's implementation. • To ensure transparency and alignment during a mentorship program design and implementation, all key stakeholders should be engaged (Frøiland et al, 2023) • Internationally educated nurses (IENs) must also be included in mentorship programs to bolster the Canadian nursing workforce. This initiative can help address the current nursing shortages while supporting their integration into new healthcare facilities (Bélanger-Hardy et al., 2023) • To advocate for underrepresented nursing groups; equity, inclusion and diversity must be considered while developing a mentorship program (Costa & Smith, 2023) • To provide effective mentorship support it is recommended to match mentees with appropriate mentors based on their qualifications and not on their availability (Venkatesa Perumal & Singh, 2022) • To achieve an effective preceptorship and support sustainability of a mentorship program, curricula need to be updated to include relevant content that is based on contemporary research and changes in nursing practice (Pennington & Driscoll, 2019).
Implementation	• There must be clear objectives and transparency so that mentors and mentees can understand the expectations of the mentorship program (Pennington & Driscoll, 2019) • Mentor's role and responsibilities towards mentees and expectations must be clarified before developing mentorship programs as this can support their success (Costa & Smith, 2023)
Mentorship	• Program duration is critical for effectiveness. Formal mentorship programs should last 6 to 24 months long to strengthen mentor-mentee relationships and enhance program success (Bélanger-Hardy et al., 2023). • When implementing a formal mentorship program, it is recommended to include the six Healthy Work Environment best practices framework in addition to Benner's model, as this can support the development and sustainability of the program. (Howard, 2020). • Establishing reciprocal relationships between mentors, mentees, hospital administrators and leaders is an essential component which enables the successful implementation of the mentorship program. Furthermore, the strength of the mentor-mentee connection, which depends on trust, suitable mentor-mentee matching, and cultural sensitivity, is a major factor in the success of mentorship programs. (Bélanger-Hardy et al., 2023)

	- Hospitals looking to implement mentorship programs can draw on existing successes for instance, the Academy of Medical-Surgical Nurses Mentoring Program (Bélanger-Hardy et al., 2023) This could help establish a foundation for developing their programs. - The suggested model to build and sustain a formal mentorship program includes the 6 Healthy Work Environment best practices (Framework) which are communication, collaboration, decision making, staffing, recognition, and leadership in addition to Benner's model. (Howard, 2020)
Evaluation	- There should be a survey to measure perceptions of mentors and to assess the usability of the mentorship program among end users (Frøiland et al, 2023; Pennington & Driscoll, 2019) as this can support continued improvement and ensure their needs are covered - One of the scales developed by the Johns Hopkins University school of Nursing is the Mentorship Effectiveness Scale. This is an example to evaluate the effectiveness of the mentoring relationship based on the 12 item six point agree to disagree format Likert type rating scale. (Berk et al., 2005)
User Interface (UI)	- To ensure accessibility and user engagement it's important to develop an intuitive user design, focus on simplicity, ease of navigation, and rapid access. - Key elements for UI include appropriate fonts for readability, streamlined login procedures, avoiding technical jargon to ensure clarity, and minimizing installations across devices (Colton & Hunt, 2016). - Accessibility options are crucial, including features that address visual and hearing impairments, making the platform both inclusive and user-friendly (Williams, 2023).
Features	- Messaging features should be included to facilitate communication between nurses and their assigned mentors, potential mentors, and peers. (Aggar et al., 2021). - Incorporating video conferencing tools like Zoom and Microsoft Teams can facilitate virtual mentor-mentee meetings and group discussions (Heinonen et al., 2019). - Additional features such as an integrated calendar, automated pop-up reminders, and notifications for important events, can help users stay organized and improve engagement with the program (Williams et al., 2023). - An "I Need Help" button should be included to provide mentees with an immediate option to seek assistance, fostering a supportive environment (Colton & Hunt, 2016). - Search functions can allow mentees to easily locate relevant resources, while a request feature enables mentees to connect directly with their assigned or potential mentor. - A content repository with digital literacy modules ensures users can effectively navigate and utilize the platform (Williams, 2023). - Provide the ability to upload and share various document formats, including PowerPoint presentations, Word documents, and PDFs to enhance collaboration and resource sharing within the mentoring program (Williams, 2023).

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| | <ul style="list-style-type: none">• Implementation of robust data protection measures, including encryption and adherence to institutional policies• Incorporation of a comprehensive Frequently Asked Questions (FAQ) section with both text and video answers (e.g. talking-head videos) can enhance accessibility and user engagement (Colton & Hunt, 2016). |
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