


Bridging the Gap: An Evaluation of a Peer Mentorship Program



Agenda

A large, multi-arched stone bridge spans across the frame. The bridge has a walkway on top with a railing featuring rectangular openings. The sky is overcast and grey.

- Peer mentorship program (PMP)
- Program evaluation
- Strengthening the PMP

A photograph of a rocky coastline with waves crashing against the shore. The water is dark and turbulent, with white foam from the waves. The rocks are dark and jagged. The overall mood is dramatic and somewhat somber, reflecting the metaphor of starting a new job in the community.

Starting a new job in the community can feel like jumping into uncharted waters

A long, multi-arched concrete dam stretches across the frame. The sky above is a mix of purple, blue, and orange, suggesting a sunset or sunrise. A row of rectangular lights is visible along the top edge of the dam's structure. The foreground is a calm body of water reflecting the light from the sky.

Moving toward Professional Socialization

Supports for the Peer Mentor-Mentee Relationship

Support

Orientation

Recognition

Development

Formal Program



Program Goal & Objectives

Goal: To enhance the professional socialization of practitioners to Toronto Public Health.

- Managers will feel that the Peer Mentorship Program helps to professionally socialize new staff.**
- Mentors will continue in the role for at least 2 years.**
- By the end of the mentoring process, mentees will feel they have learned their role as well as the culture of TPH.**

Purpose of Program Evaluation

- 1. receive feedback from mentors, mentees and managers on their experience of participating in the PMP**
- 2. identify areas for revision in the program**
- 3. update the PMP logic model**

Evaluation Design

- **Survey with closed and open-ended items**
- **Sent to all mentors, mentees and managers in the program in 2007 & 2008**

Results

Breakdown of Responses by Year and Role

Year	Mentors	Managers	Mentees
2007	28%	41%	35%
2008	29.7%	16.6%	50%

Successes

- **Overall program goal met**
- **Mentor/mentee matching**
- **Orientation**
- **Mentor preparation and confidence**
- **Support for mentors**
- **Satisfaction with recognition**
- **Motivation to be a mentor**

Challenges

- **Conflict**
- **Triad Meetings**
- **Time for the mentor role**
- **Work adjustment**
- **Participation in skills development**
- **Intention to continue with the mentor role**

Strengthening the Program

- **Messages to managers**
- **Recognition by senior management**
- **Messages to mentors**

“The Peer Mentorship Program is extremely valuable. It made my transition from one program to another very smooth. I came from a program that did not have mentors and regularly saw new staff flounder and feel overwhelmed. While I did feel overwhelmed at times, I always knew I could go to my mentor (and did) for support and assistance.” Mentee respondent

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