

Meeting the Needs of Tomorrow: A Mentorship Program To Retain Student Nurses

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Aboriginal Health Human Resource Initiative

PURPOSE

- ▶ To develop and implement health human resource strategies that respond to the unique needs and diversity among First Nations, Inuit and Métis peoples
- ▶ To build a foundation for a longer term systemic change in the supply of, demand for, and retention of, First Nations, Inuit and Métis health human resources



Long Term Goals

- ▶ To design and deliver quality health programming that meets the needs of First Nation communities and other Aboriginal stakeholders
- ▶ Improved retention and graduation rates for Aboriginal students enrolled within health-related programs
- ▶ Increase institutional awareness of the unique needs and challenges of Aboriginal students attending post-secondary education
- ▶ Increased utilization of cultural competencies for faculty and staff



Role Modeling and Mentorship

PURPOSE

Promote positive role modeling and mentorship for current and potential Aboriginal health field students

- ▶ Posters
- ▶ DVD
- ▶ Colouring Book
- ▶ Certificates
- ▶ Community Events– Pow Wow



Why Aboriginal Mentorship?

- ▶ Fastest growing population in Canada
- ▶ Issues of historical marginalization
- ▶ Provides culturally appropriate points of contact for students
- ▶ Strengthens self-confidence, self-worth and self-esteem
- ▶ Encourages successful behaviours and goals



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Role Modeling and Mentorship

- ▶ Created Sault College Aboriginal Nursing Student Association
- ▶ Collaborating with the Sault College's Native Education Recruiter and the First Generation Project Coordinator
- ▶ Proven effective as a means of providing support and encouragement (Kosko-Lasaki, Sonnin, & Voytko, 2006)
- ▶ Role modelling/mentoring facilitates the socialization process (Ketola, 2009).



Health Careers DVD

PURPOSE

- ▶ Use of positive role models to inform the Aboriginal community of potential career opportunities within health and to promote education as a viable option
- ▶ Opportunity to gain insight into various career options available upon successful completion of the BScN program as well as an examination of the program itself



Mentorship Program– The “Big Sisters/Big Brothers”

- ▶ Students in third and fourth year were asked to be a “big sister/big brother” to a first year nursing student
- ▶ 30 senior students volunteered



Mentorship Program – “The Little Sisters / Little Brothers”

- ▶ Students entering year one were asked in orientation if they would like to participate in the program
- ▶ 36 incoming first year students agreed
- ▶ There were a variety of ages as well. Students were young, right out of high school, some from other university programs, and mature students



How Our Students Were Paired

- ▶ If students self identified, we tried to pair Aboriginal students together
- ▶ We also attempted to pair male students together and mature students together if possible



Student Response



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Retention

- ▶ This was the first year of this initiative, we are in the process of gathering data and evaluating the project for further growth and implementation next year.
- ▶ This year we provided students with letters of acknowledgment to add to their professional portfolios.



Other Innovative Mentorship Ideas at Sault College

- ▶ Involve students in Marketing Events: Info Day, College Open House– Discussing opportunities in nursing to potential students
- ▶ Pow-Wow Algoma University & Sault College
- ▶ Grossology” exhibits
- ▶ Expand mentorship to other First Nations Communities through videoconferencing



Next Steps for Fall 2010

- ▶ Mentorship and its benefits to professional nursing practice stressed in senior nursing classes
- ▶ All first year students will automatically receive and meet a senior mentor on orientation day
- ▶ More social events during the course of the school year
- ▶ Exploring more tangible methods to enhance participation in the mentorship initiative.



Acknowledgements

- ▶ First Nations, Inuit & Aboriginal Health – Health Canada
- ▶ Lucidia Studios
- ▶ Sault College of Applied Arts & Technology



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Dialogue

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The AHHRI Team...

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The AHHRI Team continued

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