



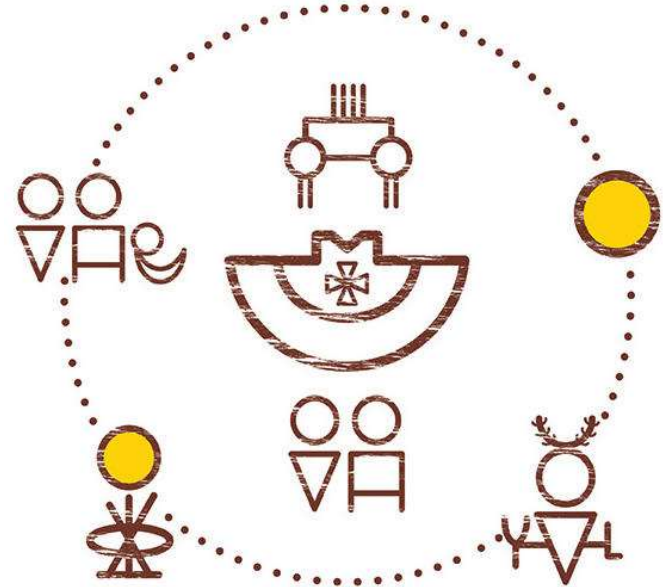
# **Near-Peer Support and Mentorship Program**

BSW Student Program Orientation  
November 5, 2021

# TERRITORIAL ACKNOWLEDGEMENT

The University of Calgary respectfully acknowledges the traditional territories of the people of the traditional territories of the people of the Treaty 7 region in Southern Alberta, which includes the Blackfoot Confederacy (comprising the Siksika, Piikani, and Kainai First Nations), as well as the Tsuut'ina First Nation, and the Stoney Nakoda (including the Chiniki, Bearspaw, and Wesley First Nations). The City of Calgary is also home to Métis Nation of Alberta, Region III.

*L'Université de Calgary reconnaît respectueusement qu'elle est située sur les terres du Traité 6, lieu de rassemblement traditionnel pour de nombreux peuples autochtones dont les Cris, les Pieds-Noirs, les Métis, les Sioux des Nakotas, les Iroquois, les Dénés, les Ojibwés/Saulteaux/Anichinabés, les Inuits et bien d'autres encore, dont les histoires, les langues et les cultures continuent d'influencer notre communauté si vivante.*



ii' taa'poh'to'p

University of Calgary Office of Indigenous Engagement

# ACKNOWLEDGEMENT

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CRSH  SSHRC

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# TRANSFORMING THE FIELD EDUCATION LANDSCAPE (TFEL)

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“The goal of this partnership is to integrate research and practice in the preparation of the next generation of social workers by developing partnered research training initiatives, both within academia and across the public and not-for-profit sectors, that enhance student and trainee research practice knowledge and applied skill development.”

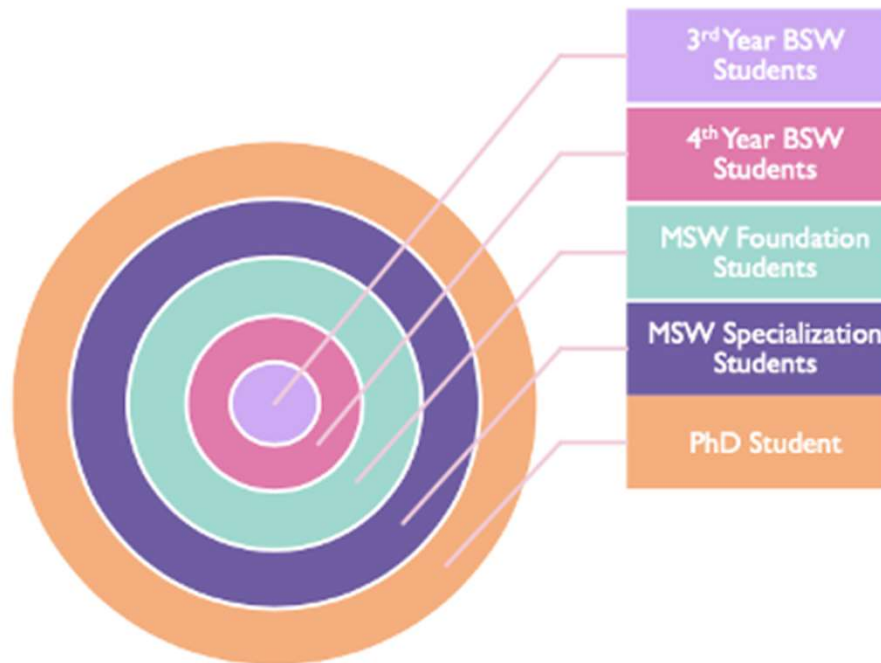
**TRAIN. MENTOR. TRANSFORM.**

Learn more at <https://tfelproject.com>

## NEAR PEER SUPPORT & MENTORSHIP PROGRAM

- Near-peer Support & Mentorship Program consists of student peers, who have similar goals, interests and backgrounds, providing mentorship to another.
- The mentor can provide first-hand experience, advice and insight to mentees about different processes.
- This mentorship has the potential to enhance reflection and ease the transition to new situations for junior social worker students (Akinla et al., 2018; McEvoy et al., 2016; McKenna & Williams, 2016)
- Mentor will have the opportunity to consolidate their knowledge, gain leadership skills and grow professionally (Tenenbaum et al., 2014; Wagner & du Toit, 2019).

# NEAR PEER SUPPORT & MEMBERSHIP PROGRAM



**Figure 1.**

- This diagram demonstrates the reciprocal learning relationships within the near-peer model.
- Each level is supported by the next and work in tandem to foster and enhance the growth of social work students across the various streams.
- This diagram also represents the level of guidance and support that can be provided from multiple layers of mentorship.
- The circular layers also reflect that each layer, while providing its own value, is supported and mentored by the next.



## WHY PARTICIPATE IN NEAR PEER SUPPORT & MENTORSHIP PROGRAM?

- Get to know your program colleagues and create a professional network.
- Enrich your social work program experience and the experience of your colleagues.
- Prepare for navigating your practicum experience.
- Gain access to optional TFEL training and webinars and build your social work resume.
- Create a supportive Faculty of Social Work community.

	Mentee	Mentor
Introduction (approximately 15 min)	Share your professional experiences and academic background and aspirations.	Share your experiences, especially those relevant to your mentee's experiences and aspirations.
Review Goals and Expectations (approximately 15 min)	<p>Share your goals for the mentoring relationship.</p> <p>Things to consider: What would you like to achieve through your mentorship relationship? Are there particular areas of your education you think would benefit from your mentor's experience?</p> <p>Example goal: I would like to feel supported and encouraged through my practicum experience.</p>	<p>Reflect on which goals you are best positioned to assist with, and in which ways. Let your mentee know if there are any you cannot help with and point them towards alternative resources if necessary.</p> <p>Things to consider: This is an opportunity to create healthy boundaries around what you can and cannot contribute to your role as a mentor</p>
Refine Goals and Develop Strategies (approximately 15 min)	<p>Determine with your mentor which goals you can work towards together, and the required next steps.</p> <p>Determine the focus of your next meeting.</p>	With your mentee, choose a few goals and first steps.
Establish Meeting Times (approximately 10 min)	<p>Determine the means of communication will you be using for your meetings. (Zoom, Microsoft Teams, etc.)</p> <p>Confirm meeting times and duration for future meetings.</p>	Discuss with your mentee your preferences and expectations for how you may contact each other between meetings as well as your availability outside scheduled meeting times.
Wrap Up (approximately 5 min)	Recap any actions to be taken between meetings and what you will be discussing at your next meeting.	Review and confirm any commitments you have made to your mentee.

# MEETING GUIDELINE



### School Work

- Academic support in specific course
- Discussing a challenging assignment
- Navigating school processes
- Transition from BSW à MSW à PhD
- Navigating other types of learning (professional development, certificates, etc.)
- Time management

### Mental Health Wellness

- Skills that calm you down
- Hobbies that keep you focused
- New goals or desires you wish to learn about
- Do you have healing statements or quotes?
- Do you reward yourself on achieving milestones?
- Foods / meals / drinks that make you feel good

### Bounce back after COVID

- Are you excited to be back to your normal lifestyle?
- Are there new habits you are bringing into your new life
- What are some habits you discovered are not beneficial to you and intend to stop?
- What are some motivation tips you have for yourself and keeps you going?
- Do you have any anxiety on COVID-19 now that you begin to mingle with family, friends, and colleagues?

### Support/Self-Care

- Balancing life commitments
- How to keep well? – Self-care exercises, tips and tricks
- Managing stress
- Getting organized
- Connecting virtually

## SUGGESTED TOPICS FOR DISCUSSION/ REFLECTION

## Practicum Related

- How to choose a practicum? – (ie. Research, clinical, community, leadership, international)
- Experiences with virtual practicum placements? (Virtual versus in-person/frontline)
- Sharing practicum/career experience(s)
- How to write meaningful learning agreements?
- How to have a good relationship with supervisors?
- How to deal with difficult situations during practicum?
- Imposter syndrome

## Deeper Social work conversations

- Serving diverse communities
- Ethics and social work practice
- Anti-oppressive practice
- Decolonization
- Leadership in social work
- Cultural humbleness
- Sustainability in social work
- Equity vs Equality
- How to be an ethical social worker?

## Professional

- Goals and aspirations in the profession
- Sharing information about specific social work sector
- Networking
- Building your confidence
- Continuing reflection and supervision in your career
- What do I need to pursue my desired career/profession?
- Career/Resume Advisor – how to connect with them?
- ACSW and registration process
- Where and how to search for jobs
- Interviewing tips
- First day at work
- Building and maintaining professional relationships
- Establishing boundaries with colleagues and clients

## What else?

### Activities

- Reading a book together
- Attending events or workshop together
- Sharing academic or personal writing
- Sharing feedback on writing
- Role play for practice skills
- Exploration for local services
- Demonstrating and sharing known skills/talents/gifts (drawing, meditation, yoga, mindfulness, Excell spreadsheet, singing...)

## SUGGESTED TOPICS FOR DISCUSSION/ REFLECTION

# PROGRESS FEEDBACK TEMPLATE

## Month of report:

(To be forwarded to the coordinators during the first week of each month using [tfelproject@ucalgary.ca](mailto:tfelproject@ucalgary.ca))

### Name of Mentor

Name of Mentee

Dates of meeting

Venue of meeting (In-person or Virtual)

Duration of meeting (Average Time spent)

Highlight of meeting (e.g., Practicum, social work courses, assignments, family life and school balance, mental health, pandemic impact on education)

Others

Resources shared

Plan for next meeting

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## TIPS FOR MENTORS AND MENTEES

### **Communicate**

- Reflect on what you want out of the mentorship experience
- Be honest and transparent when communicating your needs to your mentor or your mentee
- Make the experience what you want it to be by speaking your truth!
- If you don't know how to do that then ask for help!

### **Support**

- Feel free to reach out to coordinators with questions, for support or simply to give feedback
- Coordinators can be reached via teams



## TIPS FOR MENTORS AND MENTEES

### **Plan Ahead**

- Set a weekly time to meet with your mentor or mentee(s)
- Refer to this power point for ideas about how to plan and structure your meetings

### **Resources**

- Consult teams to find additional resources, such as videos and literature, regarding mentorship, new learning opportunities and skill building workshops

## UPCOMING EVENTS

<b>Informal Drop in Session</b> (Relationship building)	<b>November 26th,</b> <b>2021</b>	<b>Delivery:Virtual</b> <b>zoom link will be sent soon</b>
Panel Discussion	January 2022 Feb 2022	Possible topics: Practicum experiences, Forensic social work
Monthly Informal Drop-in Session / Professional Development	Early Jan, Feb, Mar, Apr 2021/2022	Possible topics:Time management, Interviewing tips,

# FAQS

- What should I expect as a mentee?
- What should I expect as a mentor?
- Would it be confidential?
- Do the mentors get paid?
- Is it a counselling session?
- What if I am having difficulty with my mentor or mentee?
- Can I choose my mentor/mentee?
- Will it feel like extra work? & How often would I meet my mentor/mentee?
- Would I be able to change my mind later?

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For more information  
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[www.tfelproject.com](http://www.tfelproject.com)

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