



THE BC ASSOCIATION OF SOCIAL WORKERS MENTORING PROGRAM

Men·tor (noun): an experienced and trusted person who gives another person advice and help, especially related to work, over a period of time.

Synonyms: adviser, guide, counselor, tutor, teacher, guru

The BCASW Mentoring Program is a formal network of experienced BCASW members, willing to contribute their time to assist other BCASW members. Depending on what your interests/skills are, you might assist with requests as varied as helping to prepare a résumé, consulting on a practice issue, exploring an ethical dilemma, assisting with career or relocation decisions, or guiding and supporting a new graduate through the job-seeking process and adjusting to the demands of their new role.

Mentoring provides an opportunity for decades of collective wisdom and experience to be shared with others who will tangibly benefit. Mentoring supports social workers in their delivery of competent and ethical services – and by doing so helps to enhance the overall image of our profession. And it is at the core of our Social Work values.

THERE ARE TWO OPTIONS FOR MENTORS – AND YOU CAN CHOOSE ONE OR BOTH.

BRIEF MENTORING

You can offer your support on a short-term basis – it may be through meeting in person, over the phone, or by email – and there would be somewhere between one and five contacts with your mentee.

MENTORING IN OUR NEW BRIDGING PROGRAM, *MAKING THE TRANSITION: FROM SCHOOL TO PRACTICE*

Here you will mentor students and new grads embarking on their careers, who would benefit from occasional mentoring over a longer time period – perhaps a year or so – longer if you mutually agree. The mentor is there to offer support and guidance as the social worker goes through the job search process, finds employment, and grows into his or her new job. *We make clear that it is never the role of the mentor to provide job supervision.* Mentoring in the bridging program asks for a longer term commitment.

THE FINE PRINT

- Both mentors and mentees must be BCASW members in good standing for the duration of the mentoring contact.
- We encourage participants to clarify their expectations at the beginning of the mentoring relationship and establish that there is a good fit between them. If not, we will endeavor to find a more suitable match. BCASW assumes no responsibility for mentoring relationships that do not work. Either party can terminate the mentor/mentee relationship.
- Preference will be given Registered Social Workers for mentoring in our *Making the Transition* program to add an additional layer of accountability to this longer-term contact.
- All BCASW members participating in the mentoring program must agree to the following: *“The BC Association of Social Workers and the BCASW Mentoring Program accept no liability whatsoever arising from the conduct of, or assistance provided by, a mentor. Mentors are made available in good faith to support the professional development of those receiving the service.”*

TO BECOME A MENTOR: COMPLETE THE MENTORING APPLICATION FORM which will give us the information to match you to an appropriate mentee. The form is available online at <http://www.bcasw.org> or email bcasw@bcasw.org to request that one be mailed to you. BCASW will contact you when it appears we have a suitable match.

TO OBTAIN A MENTOR: COMPLETE THE MENTORING REQUEST FORM, available online or from the BCASW office, or consult by telephone with Dianne Heath, BCASW Executive Director, at 604 730 9111 / 800 665 4747.

In some instances, members requesting mentorship will be given more than one name to contact, as mentors are sometimes unavailable or may not have all the information the person is seeking. In other instances, we will provide both the mentor and mentee with contact information, leaving it to either participant to initiate the contact. From there, it is up to each of you. 😊