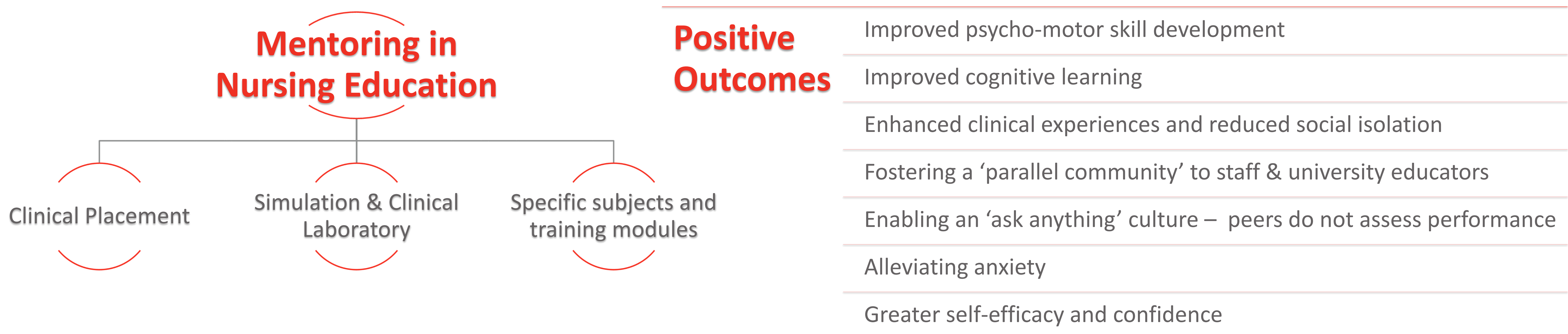
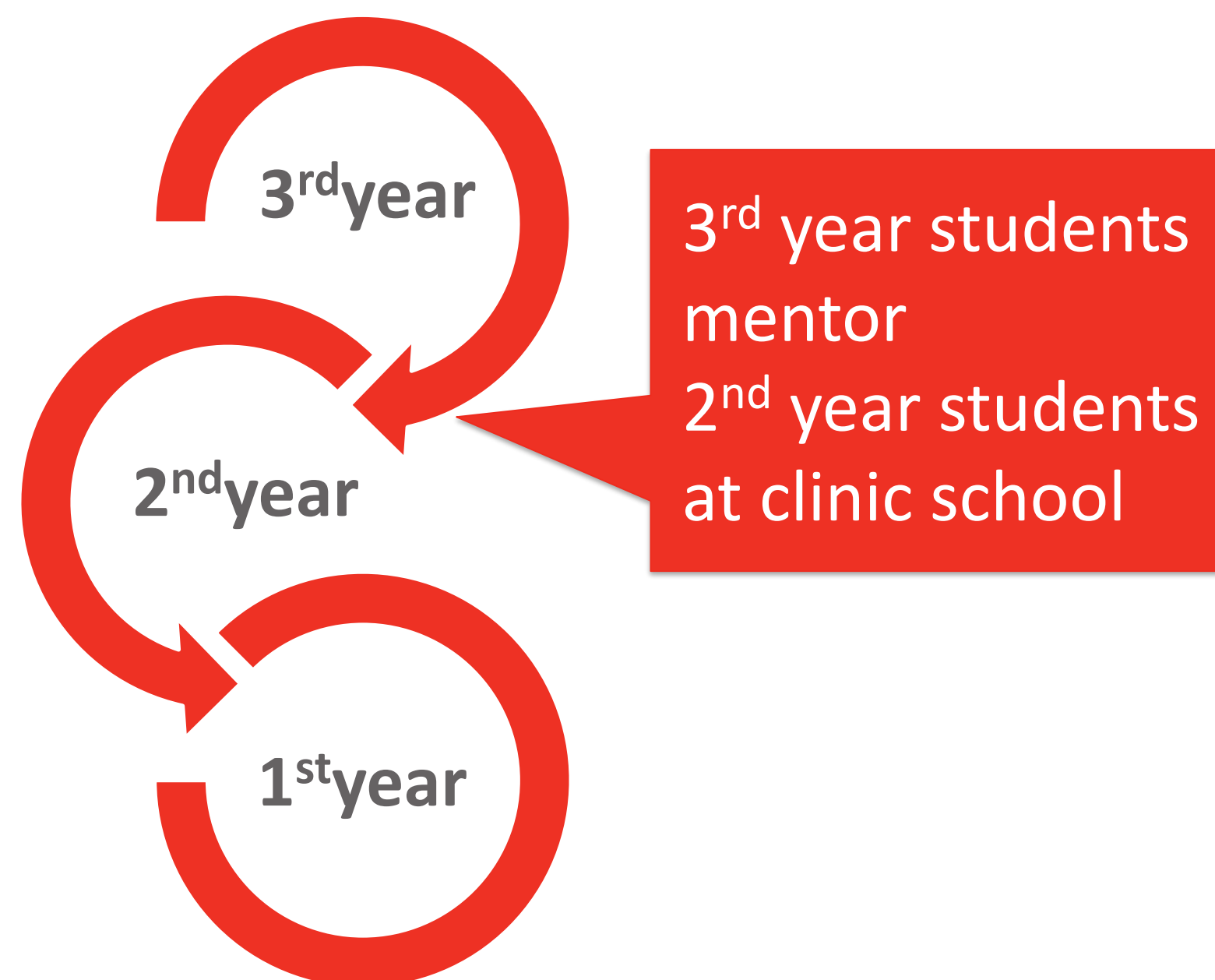


Mentoring has long been adopted in health and social care workplaces, enabling new and less experienced colleagues to receive support, guidance and advice from more experienced colleagues. **Peer Mentoring** involves a mentor and mentee who are at a similar level of education and training. **Peer Support** often involves groups of mentors offering support to mentees in a group setting. Within the nursing profession peer support and peer mentoring has been widely adopted and evaluated.



Peer-peer mentoring programs contribute to La Trobe University's key strategic pillar to create an **Outstanding Student Experience**. The University has a high proportion of students who are first-in-family, and particularly in Nursing, students from diverse backgrounds, including carers, mature-age and international students.


## 2018 – Bachelor of Nursing Clinical Peer Mentor Program



3<sup>rd</sup> year students mentor 2<sup>nd</sup> year students at clinic school

A collaborative relationship between the College of Science, Health and Engineering (SHE) and Clinical School led to the development of the pilot **Bachelor of Nursing Clinical (BNC) Peer Mentor program in Semester 1 2019**.

2<sup>nd</sup> year students, transitioning **from a University Campus to a Hospital Clinical School**, were provided with peer support in the classroom and clinical setting. Students met their Peer Mentor in the first Clinical Lab, and then at the clinical de-brief.




Definitely valued the experience. Made me feel more connected to the university

Continue with the program and expand to grad mentors for 3<sup>rd</sup> year students

Student feedback

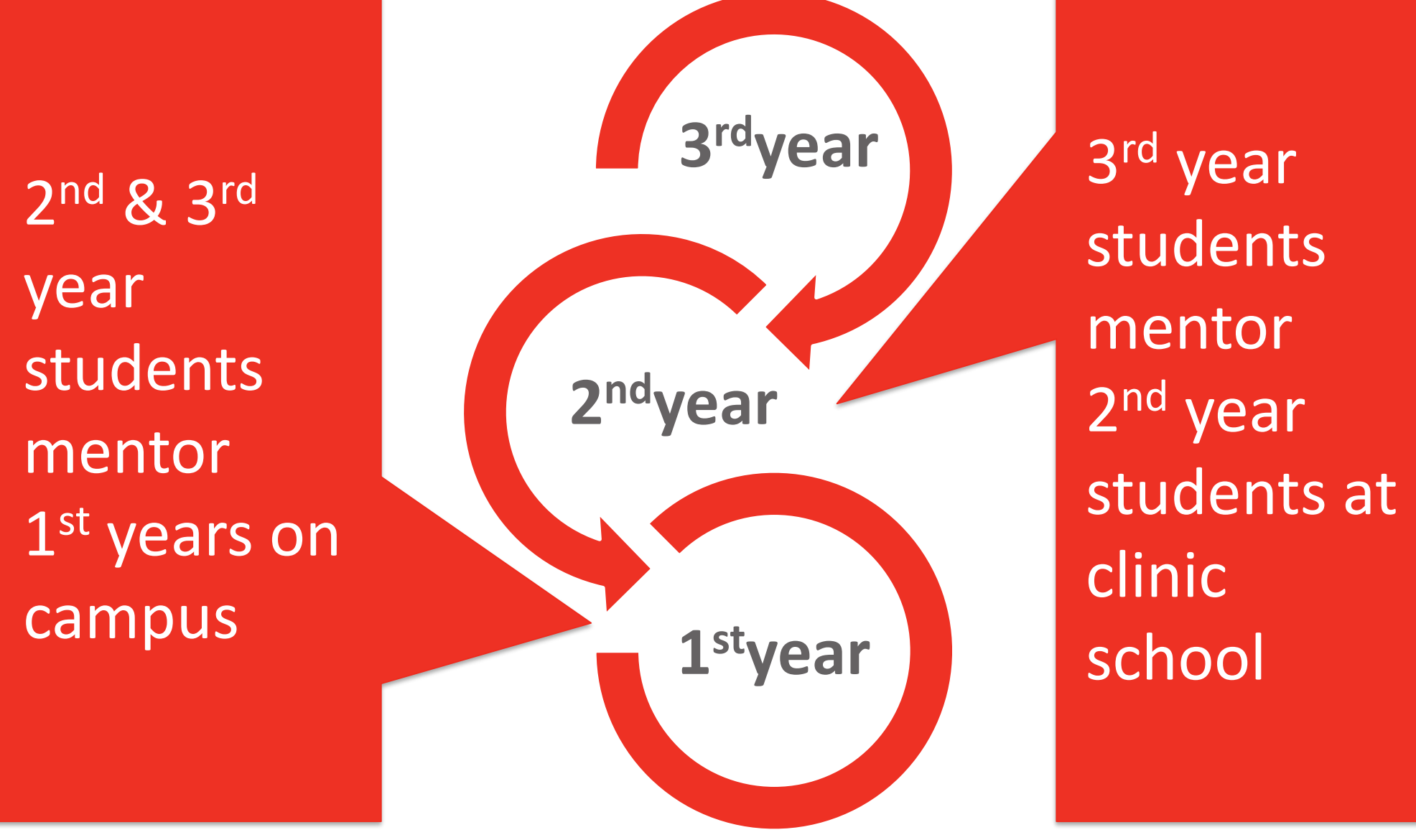
## 2019 – A seamless approach



The success of the BNC Peer Mentor program has led to an expanded program where **students are simultaneously Mentors and Mentees in two different learning environments**.

In 2019, senior students mentor 1<sup>st</sup> years (Mentees), helping to navigate the University campus experience

In 2020, these Mentees will continue being mentored in the BNC Peer Mentor program, whilst becoming Mentors for the new cohort of 1st years at the University campus.



2<sup>nd</sup> & 3<sup>rd</sup> year students mentor 1<sup>st</sup> years on campus

3<sup>rd</sup> year students mentor 2<sup>nd</sup> year students at clinic school

This seamless mentoring model provides opportunities for Nursing students to:

- ✓ **Connect early on** to their discipline by providing meaningful connections with students on placement (for Mentees)
- ✓ Develop **valuable leadership skills** critical for students applying for their graduate year and for their future Nursing careers (for Mentors)
- ✓ To have an improved student experience and satisfaction across all year levels, leading to **improved retention rates** within the School

**References**

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