



Congress of Aboriginal and Torres Strait Islander Nurses

CATSIN Mentoring Program

Aims of the CATSIN Mentoring Program:

- to help the individual who is studying to be a nurse or midwife;
- address the shortage of Aboriginal and Torres Strait Islander peoples in nursing and midwifery by supporting students; and
- to assist students to prepare for a long and rewarding nursing or midwifery career.

What is mentoring within the CATSIN mentoring program?

- An experienced nurse or midwife and student nurse or midwife working in partnership to build a healthy, trusting, sharing, and growing relationship.
- The mentor and student developing a relationship which provides support, guidance, role modeling, friendship, and assistance.
- The mentor and student being willing to learn, and develop a relationship leading to professional growth.

Mentoring is not just about sharing knowledge, ideas and skills but about growing into the complex role of the nurse or midwife.

Goals and expectations of mentoring

- the student and mentor need to work together to discuss and agree on goals and aims.
- goals and aims usually change along the way.
- goals and aims will be different depending on the situation.
- take some time to periodically review your joint goals and aims. This can be a formal or informal process.
- make plans on:
 - * how you will make contact eg email, phone etc.
 - * how often you will contact each other.
 - * when you will contact, eg. evening only, every 4th Sunday.

CATSIN's Role

- to learn about the mentors and the students, so that the expertise of the mentor can be matched to the needs of the student.
- link the student to the right mentor.
- be a resource for information and support to the mentor.
- be a contact point for support and assistance with any unusual or unfair problems.
- infrequently, a relationship does not work, not all relationships work. CATSIN can discuss finding a different mentor.

Glossary

Mentor *n* an experienced and trusted adviser

Mentee *n* one who is being mentored.

If you would like to be a mentor or you are a student who would like a mentor, contact

C A T S I N

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