

“Addressing the Language Fear ,” with the Nurse Peer Mentorship Program (NPMP).

**Training and Retention of Health Professionals Project
Golden Share: A Meeting of Retention Program Partners
McGill University
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What is the Nurse Peer Mentorship Program (NPMP) and why /when did it all begin?



The Beginnings



Spring 2013: As a U1 BScN adviser, a U2 student informed me about an informal U2 student survey revealing high levels of stress amongst that cohort.



Fall 2013: Once Campus resources for nursing students were explored, I invited students from the UG Nursing programs (BScN +BNI) to participate in a working group.



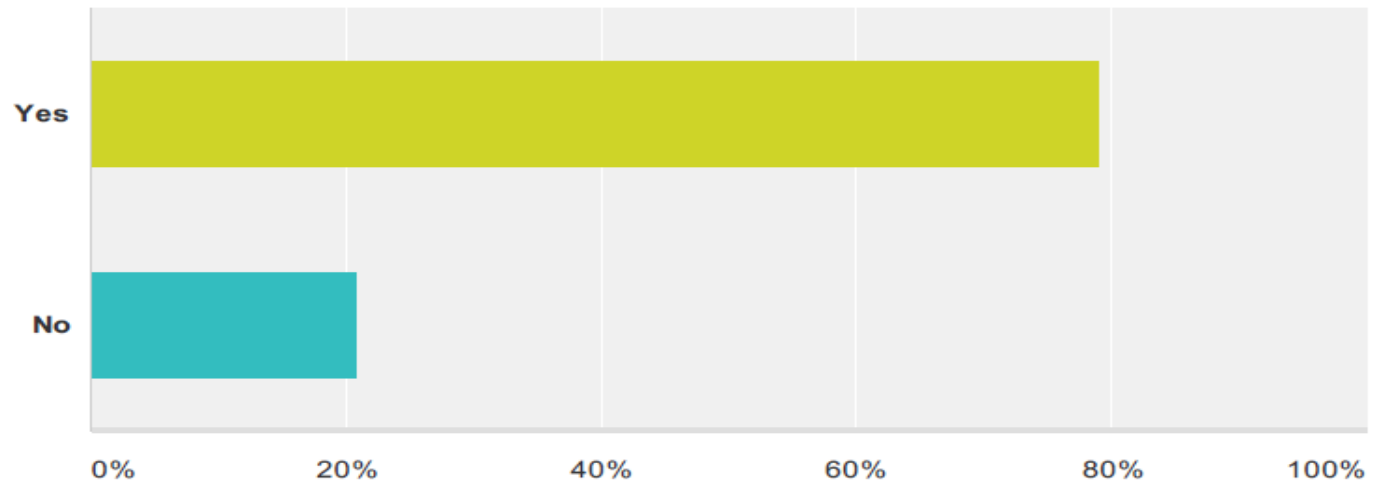
Winter 2014: Working group composed of myself and UG Nursing students met weekly to discuss needs and possible ideas.



Validated Needs

Q4 Are you interested in receiving academic support through a mentorship program? Examples of what may be offered include: having a mentor available to answer questions and provide advice/tips on classes, projects, textbooks, and externships/summer jobs.

Answered: 182 Skipped: 0



Growth of our program: Summer 2014

Received the Mary H Brown Fund to initiate the Program.



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Fall 2014: NPMP is Initiated



All incoming UG students were introduced to Program by email.

Presentation at Discover McGill by mentors

Active recruitment of mentors and mentees.

First Active Listening workshops for mentors



Graduate Nursing Students in NUR1 612 completed an Integrative Review of Peer Mentorship Programs for Undergraduate Nursing Students.



42 BScN students dyads were formed.



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Summer 2014: Further Growth of NPMP



Health Canada Fund:

Using NPMP as a strategy to increase retention of health care graduates in Quebec.



Coordinator of the NPMP funded by Health Canada grant X 3years.



Article submitted to the Journal of Nursing Education: Stake-Doucet, N., Wong, C., Lombardo, C., Sanzone, L., Tsimicalis, A. An Integrative Review of Peer Mentorship Programs for Undergraduate Nursing Students, submitted July 8th, 2015.



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Fall 2015: Coordinator Directed NPMP



Increase from 42 to 86 Dyads

Nursing Graduate Students Celia Lombardo & Carissa Wong, continue with data analysis and final report for Exploring Mentees Perceptions of the Undergraduate NPMP at McGill University.

Results will be available in the Spring of 2016.

3 Active Listening Workshops given by McGill's Counselling Team to our NPMP members (172 students).

2 Time Management Workshops offered to students in the NPMP by McGill's Mental Health team

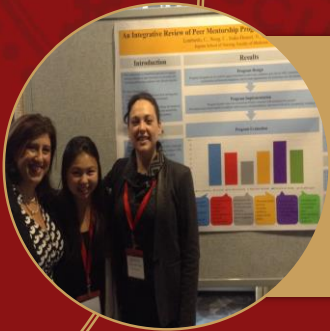


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Fall 2015: Coordinator Directed NPMP.



**Oral Presentation at the Fifth International Conference on Health, Wellness & Society
September 2015, Madrid, Spain**



**Poster Presentation at McGill's Nursing Exploration
November 12 , 2015: Leadership in Turbulent Times by our
Graduate Students**



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What about language?

Language shapes the way we think, and determines what we think about.

B.L. Whorf



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What's available at McGill for our students?

- 1- The McGill French language center (Faculty of Arts) offers credit and non credit courses- where placement tests are required
- 2- The Faculty of Medicine offers a french medical language course on Saturdays from 9:30-12:00 for \$250.00.
- 3- Dawson college offers a french language course specifically for health care professionals

Informal surveys have been conducted at the start of each academic year, for the last three years, by our clinical placement officer:

Using a Likert scale of 0 to 5 (none to excellent), students are asked to rate themselves in French proficiency (spoken, oral comprehension, writing, written comprehension).

Results show similar numbers in the last four years;
25-30% of the students rating themselves as 0-2 (none, poor, fair) in French proficiency.

Why is this a concern?

- Increased # nursing students, whose mother tongue is neither french nor english.
- Limited # of clinical placements & close to 80% of our settings are bilingual
- Third & final year; students focus is on community health. French proficiency is a requirement in most community settings.
- Poor french language proficiency skills can increase anxiety and stress and affect student's confidence in clinical settings.

Now our questions become...

How do we train & retain bilingual healthcare professionals at the ISON ?

But more specifically, how do we increase skills and confidence in our nursing students when studying or working in francophone/bilingual setting?



Welcome to

Proposal:

Use the NPMP to
increase self-efficacy
around language
acquisition.



NPMP Initiatives for Winter 2015:

Provide Stress Management Workshop X2.

Detecting Red Flags Workshop X2.

Initiate Language workshops X5.

Evaluate The Mentors' Perceptions of the NPMP.

Monthly social meetings where different themes will be explored in both English and French.

Time Frame : January – May 2016

- Unit I: What brings you here?
- Unit II: How long have you had this problem?
- Unit III: How would you rate your pain?
- Unit IV: When did it start?
- Unit V: What do we do now?

What will each participant in the language workshop be asked to do?

- Participants will be asked to fill out a survey self rating their French proficiency skills prior to starting the language workshops and following the completion of the workshops.
- The students' French levels prior to participating in the workshops and following the completion of the workshops will be compared. We would hope for an improvement in their comprehension and spoken French.(will consult with French Language Centre(FLC) for existing tools)
- The students will be asked to complete an evaluation form after each workshop so that we can improve the workshops as they evolve from month to month.

Thank you. Merci.

Questions?





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