

Mentoring Program Pilot Project, uOttawa Libraries



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NEED

➔ Receiving more guidance when starting career

OBJECTIVES

- More structured orientation
- More training on day-to-day tasks
- Mentoring about career development
- Increased job satisfaction
- Understanding library culture

METHODOLOGY

Consult colleagues
(June 2013)

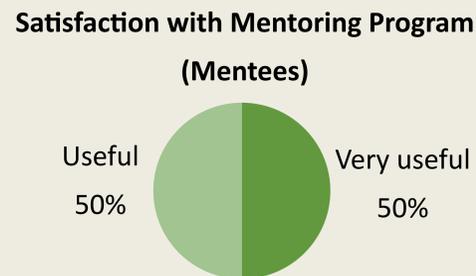
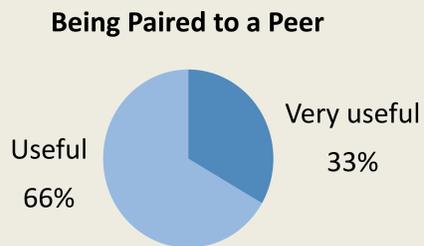
Call for mentors
(October 2013)

First mentors-mentees finish program / Evaluation survey sent
(September – November 2014)

Draft program proposal / Form working group
(July 2013)

First mentor-mentee matches made
(January 2014)

RESULTS



Felt Supported in Daily Tasks (Part 1)

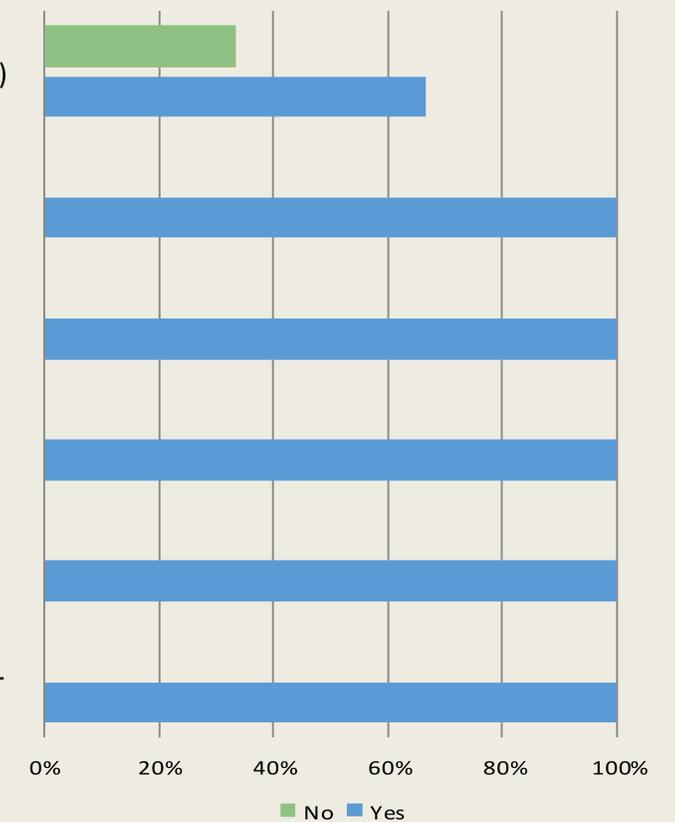
Helped Them Feel Welcome (Part 1)

Helped Integrate into Work Culture (Part 2)

Received Mentoring for Career Development (Part 2)

Would be a Mentor Again (Part 2)

Would Recommend Others Volunteer as Mentors (Part 2)



CHALLENGES

- Keeping track of new hires and contract length
- Determining eligibility requirements
- Recruiting mentors

CONCLUSION

- Pilot successful – now ongoing project
- Improvements suggested by participants



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