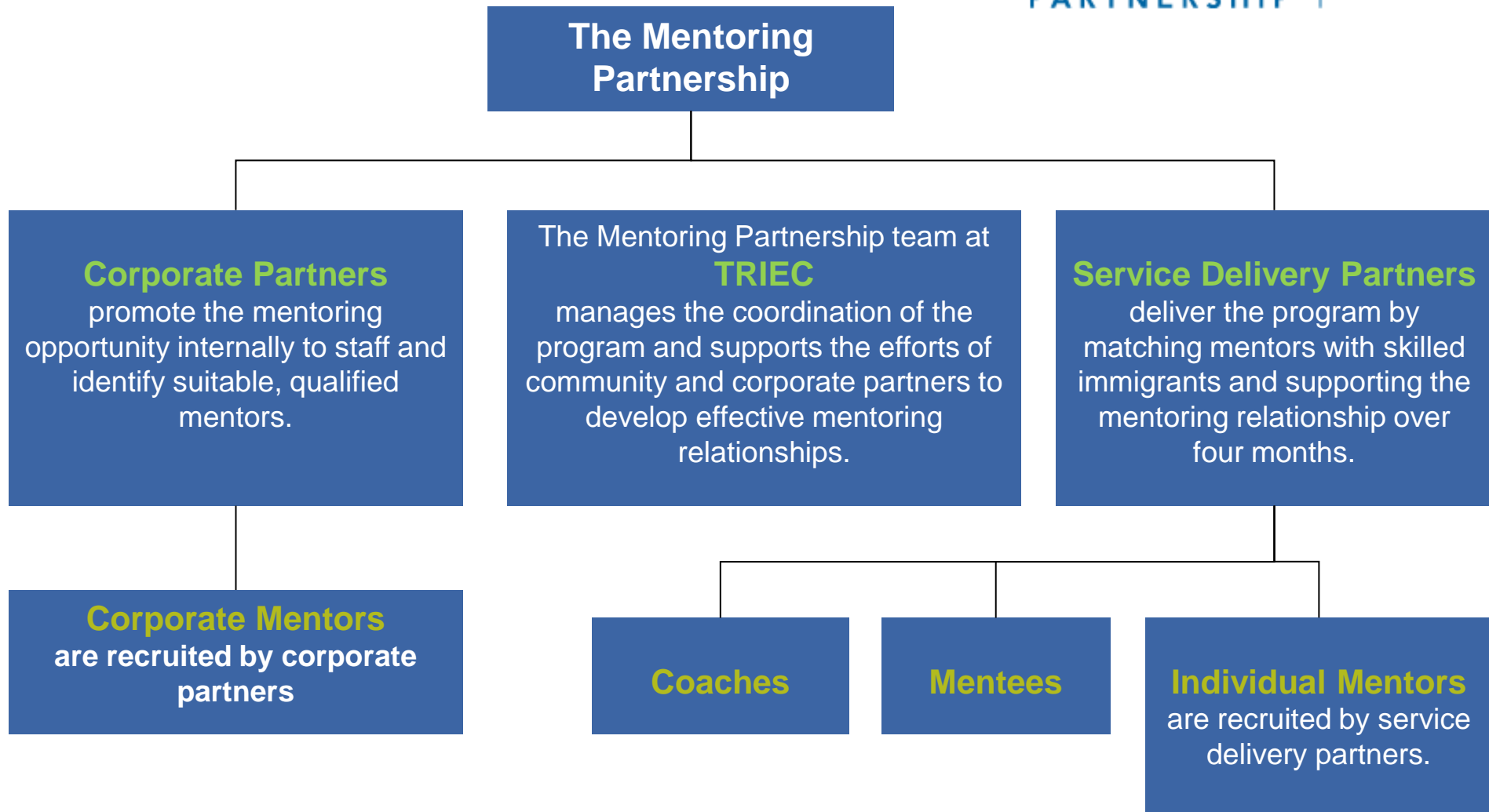




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What are the Partner Roles?



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Program Milestones

- 7,800+ mentoring matches to date,
- 1,200+ mentoring matches now yearly
- 5,500+ mentors
- 750+ new mentors now yearly
- 70% mentees employed in their occupational field
- 50+ Employer Partners
- 13 Community service delivery partners across the GTA with 50 + mentoring coaches at



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Developing the Evaluation Framework



Working with all our partners to :

- **Identify what** needs to be evaluated– outputs, outcomes, quality assurance
- **How** to gather the data from **who, by whom and when?**
- **Gathering the data**
- **Understanding** the data – **analysis & sense making.**
- **Disseminating** the learning
- **Continual learning** for the **program** and the **evaluation processes**



Survey/Outcome Report

Redeveloped 2011-12



- **Reviewed existing** TMP Employer Partner mentor surveys and existing survey data and identified gaps.
- **Reviewed TMP evaluation framework** – mentors, mentees, employer and community partners and the Partnership.
- **Re-drafted the evaluation outcomes and indicators in consultation** with both Employer Partners and Community Partners.
- Reviewed the program **Quality Assurance Framework** and identified areas that could be independently measured through surveying
- Identified data required by Funders, Employer and Community Partners and Partnership.
- **Piloted the survey** with mentees and mentors – focus group.
- **Reviewed data and uptake of 2012** with partners – promoted uptake and made changes/ additions.

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2012 - New Survey Pilot



Profile information to assist analysis

- Date
- Disaggregated by Partner – Mentor Employer and Service Delivery Agency

Measuring:

- Satisfaction
- Quality Assurance
- Outcomes - Knowledge and Skills Development
- Gathering Feedback on Program Elements
- Identifying areas for future program development

Disseminating

- Sense Making - All Partners at Advisory, Partners, Managers/Sr. Managers Meetings
- Employers – Annual Cycle Review Meetings
- Agencies - 2x yearly Agency Quality Assurance meetings
- Promoting the program value to future mentees and mentors
- Funders



New Outcome Reports

2011-12 (Close, 3, 6, 12 months)

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Mentee Outcome at Partnership Closure

Please note the mentee outcome, employment details and employed by mentor's employer fields are mandatory.

Mentee Outcome

Employment Details

Has the mentee been employed by their mentor's employer

Outcome Comments

Further Employment Information

Job Title

Employer Name

Starting Salary

Type of Employment Contract

Success Story

Would you recommend this partnership success story, which we could use for programs, funders or media requests?

Additional Comments

If you can recommend this as a Mentoring Success Story please now take a few minutes to complete the success story template and ask your client to sign a consent form - it's important to have a consent form as this will enable us to share the story if needed with our funders and partners. Click here to download [template](#).

Outcome Data

April 1, 2012 – March 1st 2013



Mentees Outcome Reports	3 months		12 months	
	No.	%	No	%
Employed in field or related field	469	58%	267	71%
Employed not in related field	72	9%	23	6%
Unemployed	156	19%	28	7%
Other Outcomes – training and volunteering	74	9%	16	4%
<i>Left Canada</i>	8	1%	3	1%
<i>Lost contact with mentee</i>	36	4%	41	11%
Total of all Outcome Reports	815	100%	378	100%



Capturing Success Stories

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Survey Results: Mentors (337)



Mentors indicated improvement in their knowledge/skills.

- **96%** able to assist immigrant professionals in adapting to the workplace
- **94%** understand the challenges & barriers that skilled immigrants face in the labour market
- **94%** appreciate the talent and experience that skilled immigrants bring to the workplace
- **94%** understand some of the differences in workplace norms and cultural expectations
- **92%** communicate or work with colleagues from different cultures more effectively.
- **94%** able to motivate, coach and develop people
- **92%** assess skills and qualifications of IEPs
- **90%** Likely to interview and/or hire IEP



Ongoing Feedback Surveys



- Orientation Session Evaluation Forms – by Mentee & Mentor
- Coach PD Events – Evaluation Form
- Mentor PD Support Event – Evaluation Survey

Question Types:

- Satisfaction
- Ratings
- Areas – Process, Trainer/Facilitation, Content, Venue, etc.
- Feedback & Open questions.





For More Information

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