



## **CNA PASS Mentorship Program — Terms and Conditions**

### **Mandate**

CNA PASS mentors function as a resource for internationally educated nurses (IENs) planning imminent immigration to Canada. The mentor/IEN relationship allows the experienced Canadian nurse to support the arriving nurse's integration into the Canadian nursing workforce by positively sharing his or her education, wisdom, life and career experiences through e-mail and/or Skype over a 6- to 12-week period.

### **Mentor representation**

To have a mentor from Canada who has worked in a specialty area of nursing practice.

### **Responsibilities**

Mentors of the CNA PASS Mentorship Program are responsible for the following activities:

- Acting as an advisor for out-of-country nurses seeking support or assistance in planning to join the Canadian nursing workforce.
- Participating in two one-hour asynchronous webinars and two 30-minute self-learning modules.
- Connecting with the IEN:
  - at least three times (for those arriving to Canada within six weeks)
  - at least four times (for those arriving to Canada within eight weeks)
  - at least five times (for those arriving to Canada within ten weeks)
  - at least once for those now in Canada (within four to six weeks)
- Informing the CNA PASS Mentorship Program of any issues/concerns when they occur.
- Informing the CNA PASS Mentorship Program of any changes in your contact information.
- Completing the evaluation at the closure of the mentor/IEN relationship.

### **Application prerequisites**

Mentors in the CNA PASS Mentorship Program must have

- a current CNA membership
- practised in Canada within the last five years.

**Duration of appointment**

The mentor commitment is for up to one year (with the option to renew by mutual agreement).

**Benefits**

Being a CNA PASS mentor provides an opportunity to

- develop new knowledge and skills
- enlarge one's professional network
- fulfil requirements of the provincial or territorial college or association for continuing competence/quality assurance in the areas of leadership and education
- accumulate hours towards certification renewal (10 hours of continuous learning per IEN)
- meaningful contribution to the profession as a retiree.

**Confidentiality**

Mentors are required to sign a confidentiality agreement, which is valid for their term with the CNA PASS Mentorship Program.

**Termination of appointment**

The CNA PASS Mentorship Program reserves the right to terminate a mentor's appointment before the term is completed, if these terms and conditions are not met.