

Adaptive Mentoring to Build Primary Care Capacity: Caring for Canadians Living with Mental Illness, Chronic Pain and Addictions

National Advisory Committee Meeting #6

Agenda

Time	Item
2:00 PM – 2:05 PM	Welcome & Land Acknowledgement
2:05 PM – 2:10 PM	Review of membership
2:10 PM – 3:10 PM	Project progress: Accomplishments + SUAP Delivery
3:10 PM – 3:30 PM	Future – Next Steps

Meeting Objectives

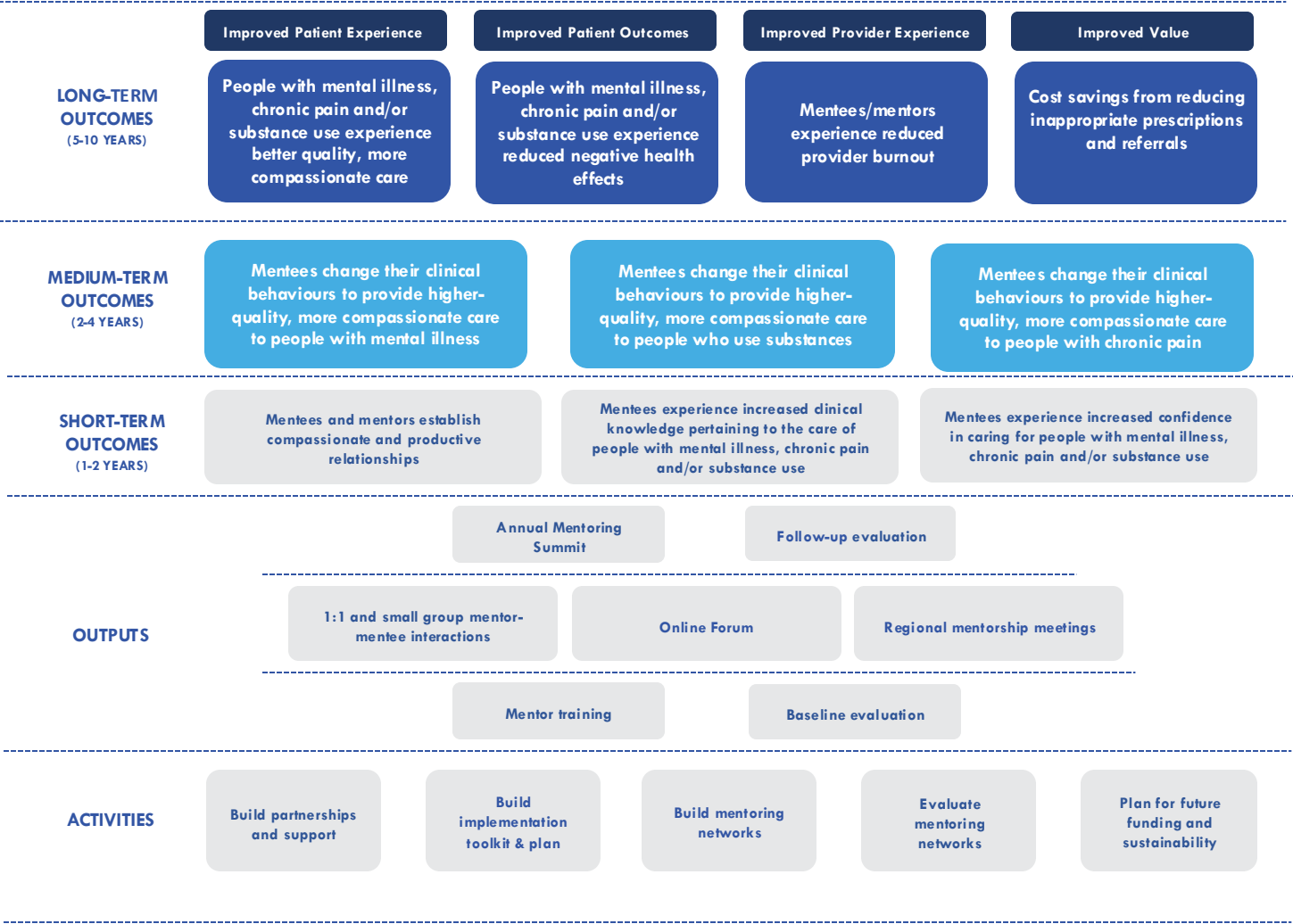
- Review project activities, short-term, and medium-term outcomes.
- Discuss key achievements, challenges, and lessons learned from the project.
- Review transition plans and sustainability strategies beyond SUAP.
- Gather insights from you on next steps for mentorship initiatives.



How can we shape adaptive mentoring's future together?

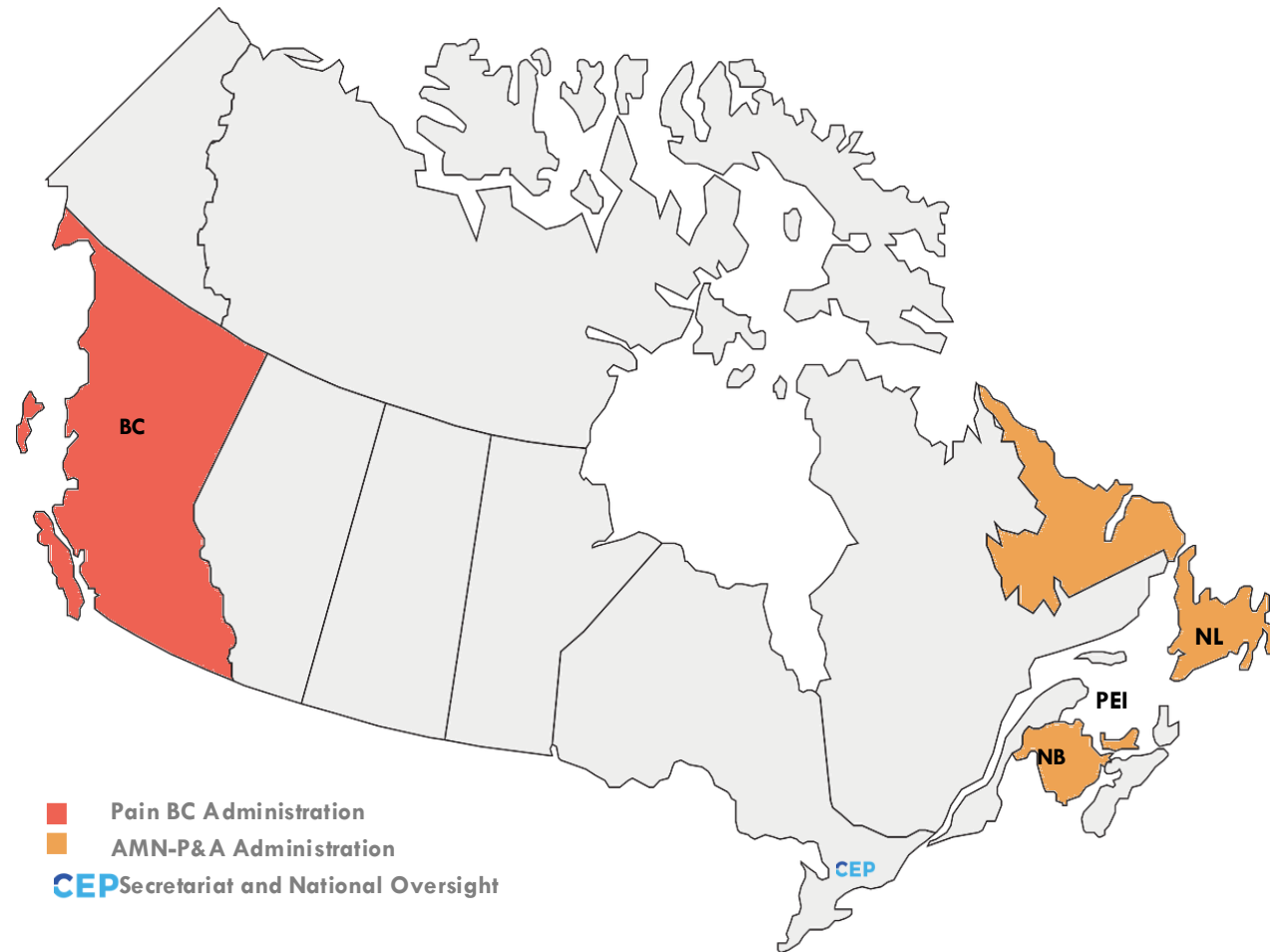
Where We Started

In Scope for
Adaptive
Mentoring
Networks



Note: Long-Term Outcomes are out of the scope of the current agreement between CEP and the SUAP program. While these outcomes may result, the current project's timeframe does not allow for the measurement of these outcomes.

Delivering on SUAP's expectations



Activities – What we Built

Build partnerships and supports:

- Partnered with provincial health networks, & regional organizations
- Established regional advisory committees.

Advisory committees:

- Comprised of mentors, mentees, health system leaders, PWLLE, and clinical experts.
- Guided program implementation and adaptation.
- Provided localized insights and facilitated tailored program delivery.
- Supported continuous evaluation and feedback.



Activities – What we Built

Implementation Toolkit & Plan:

- Developed > 60 knowledge products, mentor training modules, and best practice guides.

Evaluation:

- Developed robust evaluation tools; final survey data (115 responses/50-55% response rate*), National Online Forum metrics, and qualitative case studies.

Sustainability Planning:

- Secured NL funding for 2025-26.
- PEI, NB and BC continue operations
- Exploring additional provincial funding models.

**data analysis in progress based on eligibility criteria [member 6+ months]*

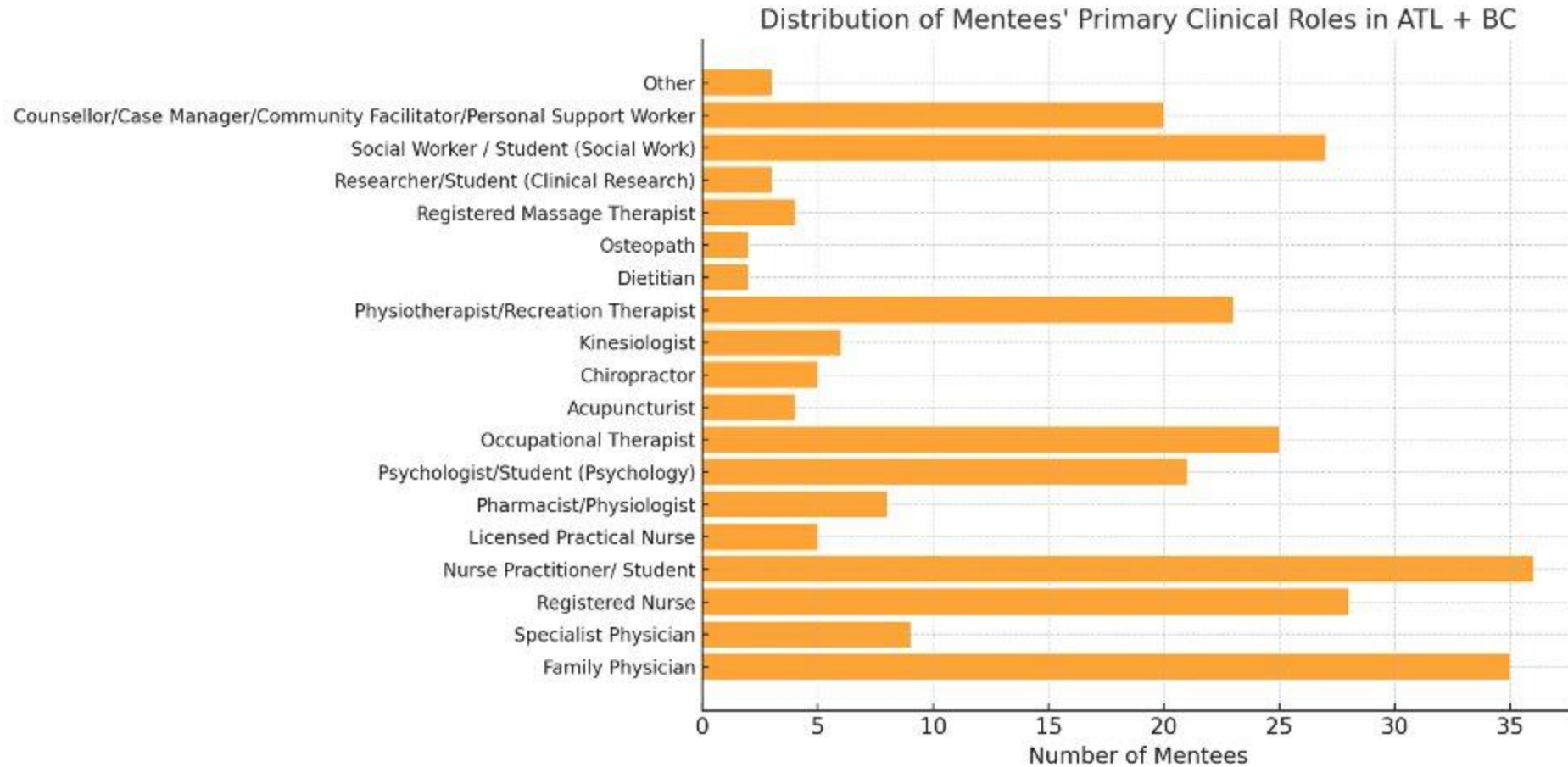


Activities

Recruited and onboarded mentees and mentors

Adaptive Mentoring Network	# Mentees (Active)	# Mentors	Steering Committee Members	Learning Opportunities (Small Group, CPD, Webinars)
AMN – New Brunswick	51	3	18	21
AMN – Newfoundland & Labrador	39	2	9	12
AMN – Prince Edward Island	54	2	8	8
Pain BC	110	18	10	83
TOTAL	254	25	45	124

Interdisciplinarity of Adaptive Mentoring



Outputs – What We Delivered

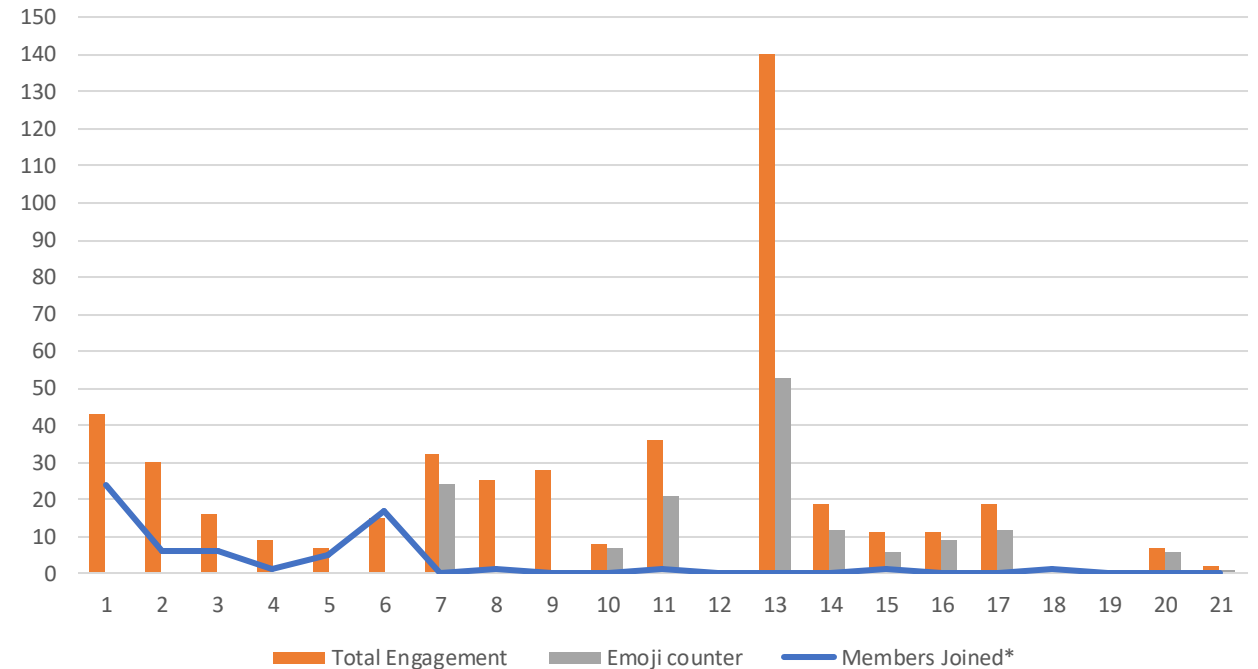
- **1:1 and Small Group Mentoring:** Conducted with personalized clinical support.
- **CPD and Large Group Mentoring:** Conducted >15 mentoring sessions via webinars, workshops, and localized learning opportunities.
- **National Annual Mentoring Summit:** Hosted national leadership sessions.
- **Regional Mentorship Meetings:** Facilitated local mentor-mentee connections and province-specific training.
- **Mentor Training:** Delivered annual virtual live training, certified Mainpro+ accredited.

Outputs – What We Delivered

Online National AMN Forum CoP

- EENet (CAMH) knowledge sharing hub: > 80 users.
- Signal Messenger: real-time discussions with > 400 messages exchanged.
- Support clinical discussions and mentoring skill development.
- Flexibility and sustainability to support long-term mentoring success.
- A unified, national virtual space across different mentoring programs.

Signal Stats Analysis

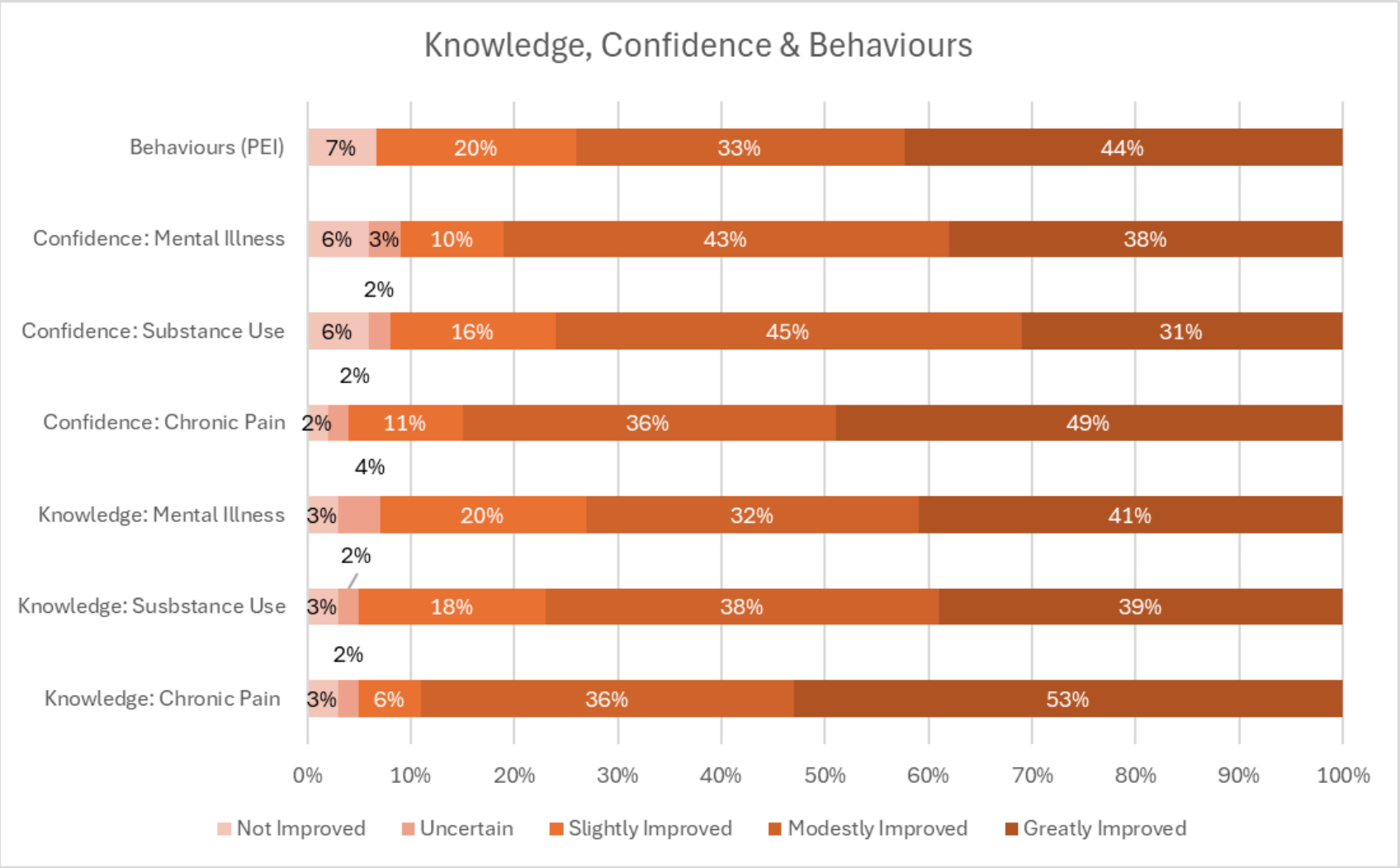


- Total # of members: 62
- Total engagement (emoji's + posts/replies): 458

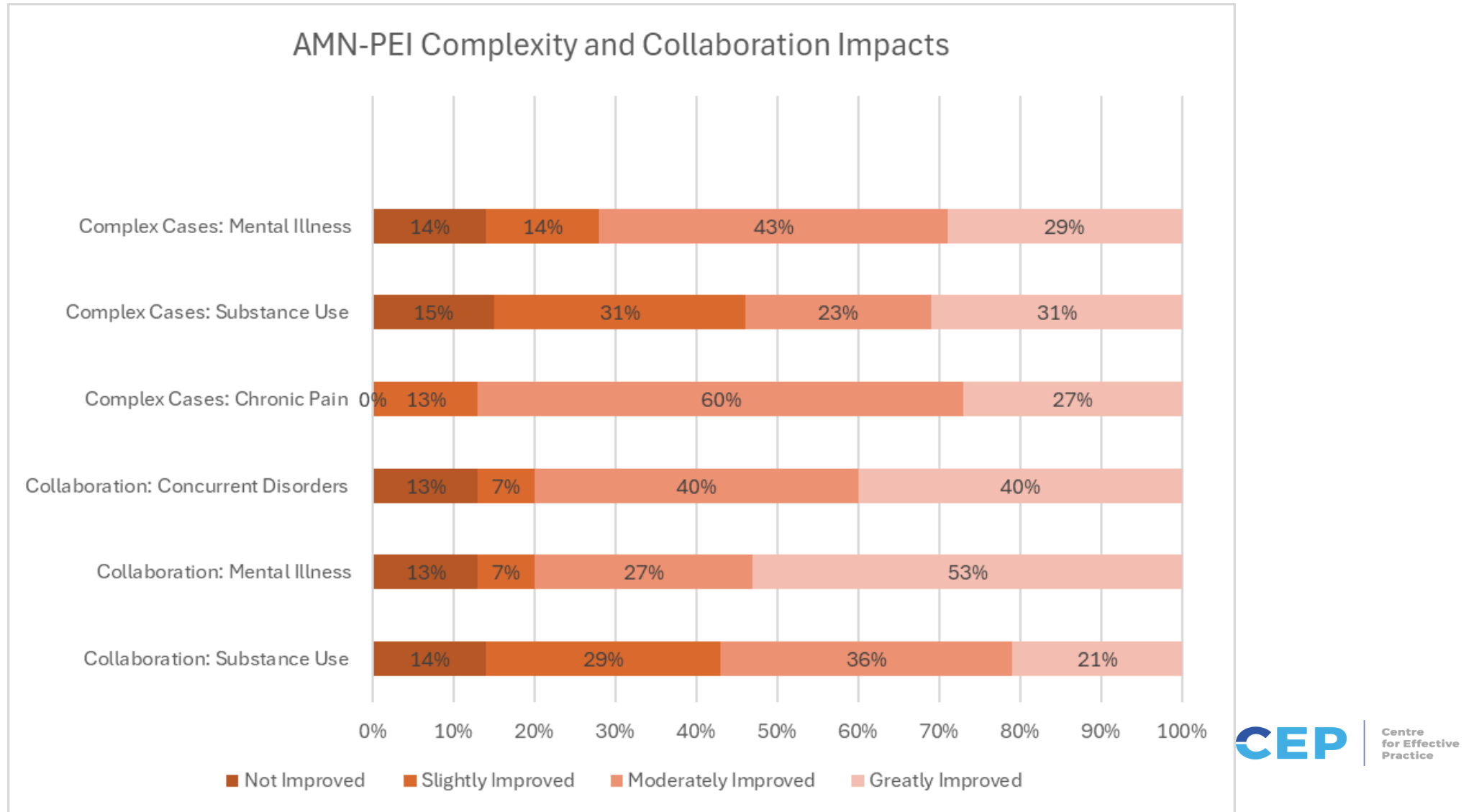
Short-Term Outcomes in PEI– What We Achieved in 1-2 years

- **Trust and Relationships Strengthened:** Mentors & mentees connected across structured group meetings.
- **Increased Clinical Knowledge:** Over 90% of responding mentees reported improved confidence in handling complex cases.
- **Enhanced Confidence:** Mentees reported higher self-efficacy in prescribing, harm reduction, and chronic pain management; over 90% of responding mentees reported improved confidence in handling complex cases.
- **Early Indicators of Practice Change:** Mentees noted increased collaborative care approaches and integration of trauma-informed care.

Impact of AMN on Knowledge, Confidence and Behaviours

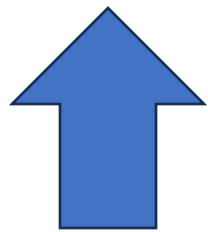


AMN-PEI Complexity and Collaboration Impacts



Short-Term Outcomes – What We Achieved in 1-2 years

Preliminary AMN-PEI National Evaluation Data



- Capacity to manage complex cases of CP, SU and MH
- Collaboration
- Knowledge, confidence, change in clinical behaviour - with average above moderate improvements



- Impact on referrals



- Diverse mentoring approaches are being utilized

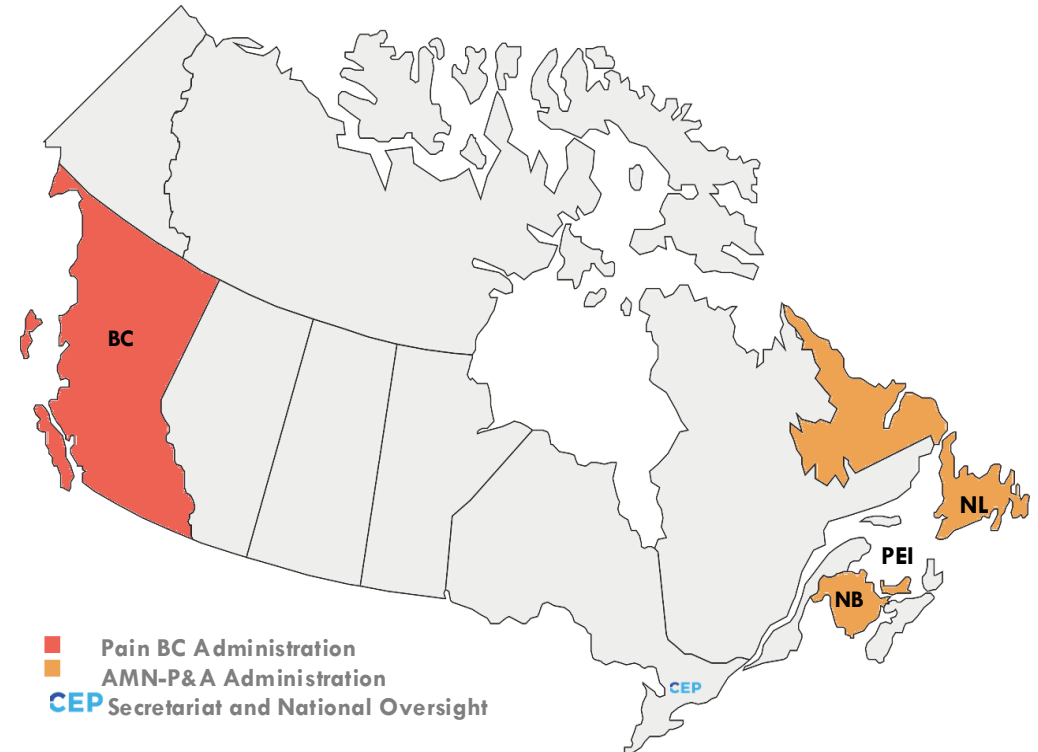
Medium-Term Outcomes – What's Emerging

- **Behavioral Change in Patient Care:** Mentees adopting evidence-based care strategies, multimodal pain management, and patient-centered care.
- **Mentor Growth & Retention:** Over 90% of mentors plan to continue mentoring post-SUAP.
- **Increased Interprofessional Collaboration:** Strengthened integration between primary care and community health networks to enhance coordinated care.
- **Sustainability Discussions Underway:**
 - BC, PEI, NB exploring mentorship funding models beyond SUAP.
 - NL secured funding 2025-26 through NL-MoH; exploring institutional home

Moving Forward – AMN-NB, NFLD, PEI

Post-SUAP Sustainability & Transition

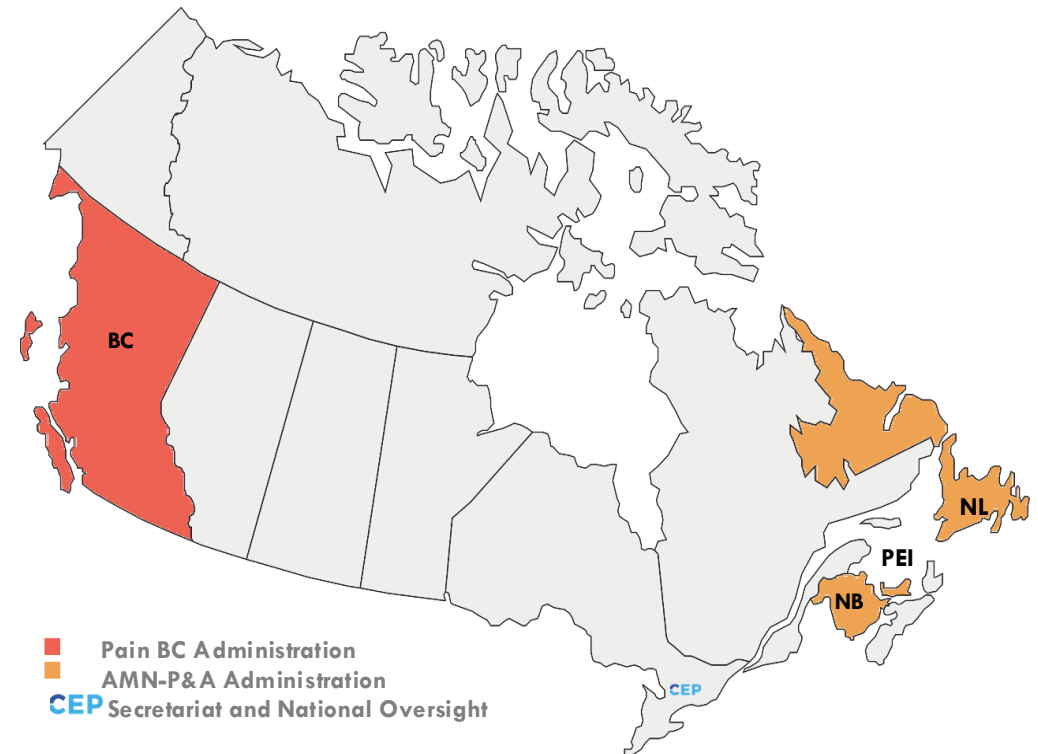
- Ongoing engagement through regional advisory groups and mentorship forums.
- Integration with existing provincial mentoring programs to ensure continuity.
- NFLD has secured funding to continue mentorship activities into 2025-26.
- NB and PEI are exploring potential redirection of funds to sustain mentorship.



Moving Forward – Pain BC AMN

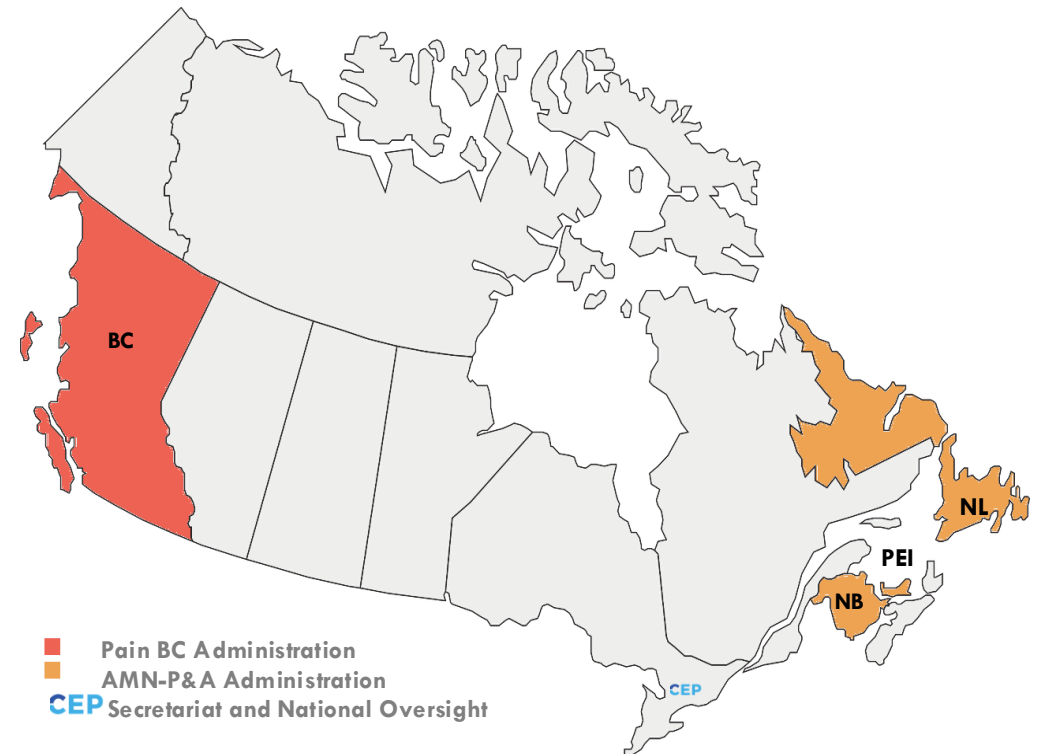
Post-SUAP Sustainability & Transition

- Shifting to an academic-year-focused mentorship model for sustainability.
- Signal Forum engagement will continue, with champions supporting ongoing discussions.
- Doctors of BC has approved repurposing existing funds to support operational costs.
- Additional funding options are being explored.
- Long-term sustainability is tied to securing academic and clinical partnerships.



Moving Forward – Next Steps

- **Evaluation & Reporting:** Continue measuring impact through assessments
- **Scaling & Sustainability:** Explore expansion opportunities and funding sources
- **Stakeholder Engagement:** Maintain collaboration with provincial health authorities, partners and advisors



Next Steps – Evaluation and Sustainability

CIHR 2024-2028: The Adaptive Mentoring Networks: Building a stronger Canadian Health Workforce*

- **Research Goals:**

- Understand drivers for successful development of Adaptive Mentoring Networks (AMNs).
- Build a framework to expand AMNs in various healthcare settings.

- **Implications:**

- Improve well-being and decrease burnout of healthcare professionals.
- Address the healthcare workforce crisis in Canada.



*Institution: The Bruyere Health Research Institute, Ottawa

Final Thoughts & Reflections

Open Discussion!

Continued engagement opportunities

- Participating with the CIHR study?
- Sustainable funding support?
- Leveraging evaluation data?

Strategic planning & future considerations

- Sustainable funding conversations with governments
- How to navigate challenging scenarios, such as unwilling or slow-to-respond governments
- How to navigate lower-resourced regions – personnel with expertise, institutions, etc.
- NAC processes – what worked well? What can be better?

