

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

Overview

# Overview of Adaptive Mentoring

# What is Adaptive Mentoring?

- Successes in Canada (e.g., Nova Scotia, Ontario)
- 3 principles of Adaptive Mentoring:
  - Adaptable engagement with mentorship in form, environment and purpose
  - Create compassionate communities
  - Bidirectional value for mentees and mentors
- Network structure connects mentees with mentors to engage in clinical discussions that can be longitudinal

# Adaptive Mentoring

“How do I rotate to a new opioid?”



**Mentor**

(e.g., chronic pain  
mental illness and/or addiction  
Expert)



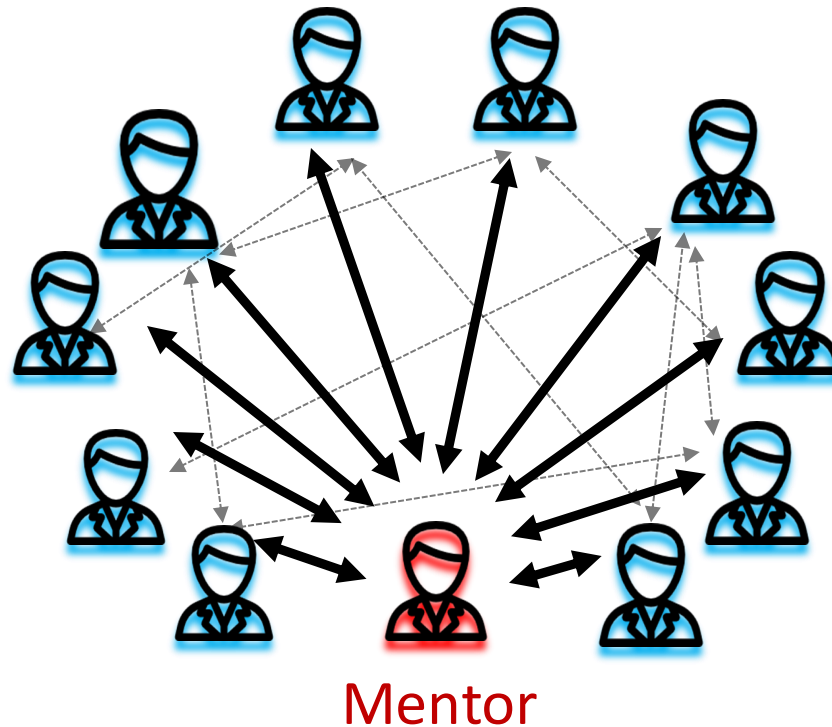
Email, Phone,  
In-person,  
Video chat,  
Online Forum,  
etc.



**Mentee**

(e.g., Nurse, Pharmacist, Family  
Physician, Nurse Practitioner,  
Physiotherapist, etc.)

# Adaptive Mentoring – Small Groups

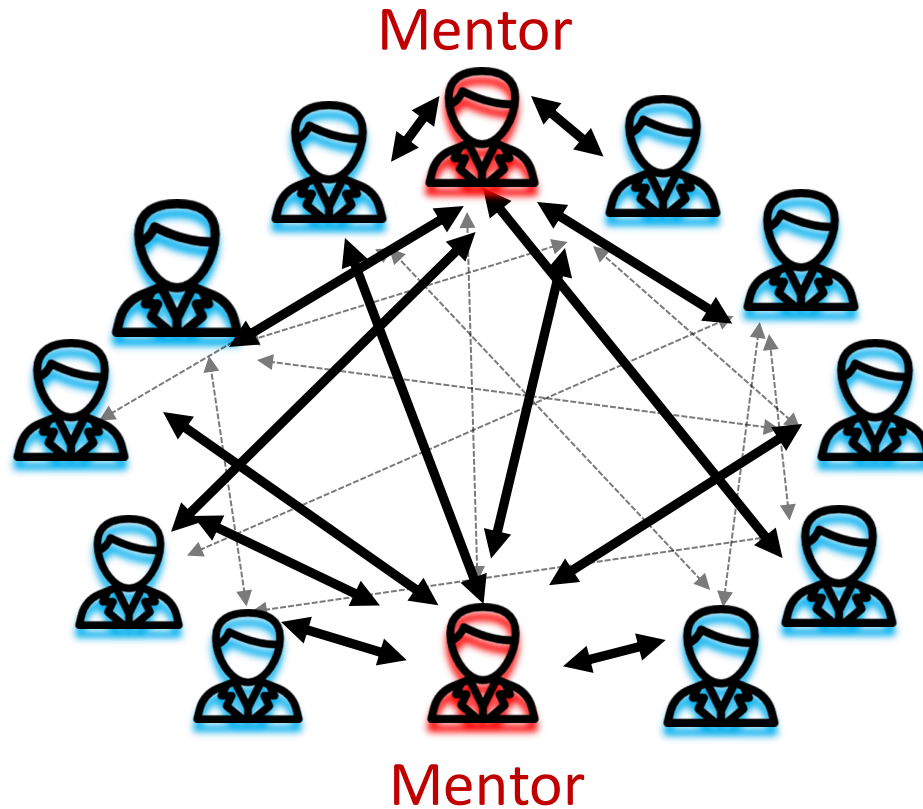


Adaptive

Responsive

Evidence to  
practice

# Adaptive Mentoring – Small Groups

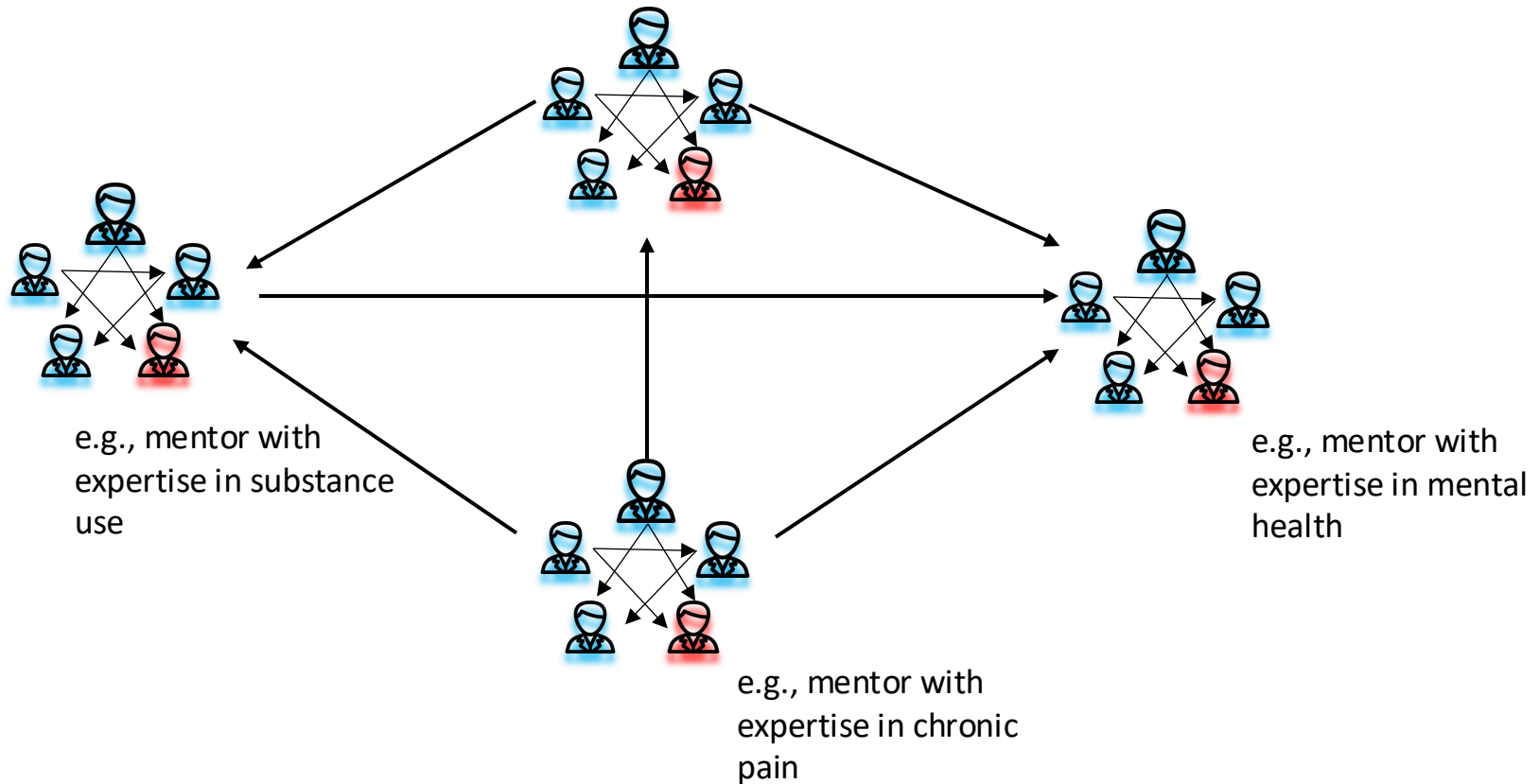


Adaptive

Responsive

Evidence to  
practice

# Adaptive Mentoring - Network Organization



**Mentee-mentor interactions not limited to small groups (can leverage different mentor expertise)**

# SUAP Project overview

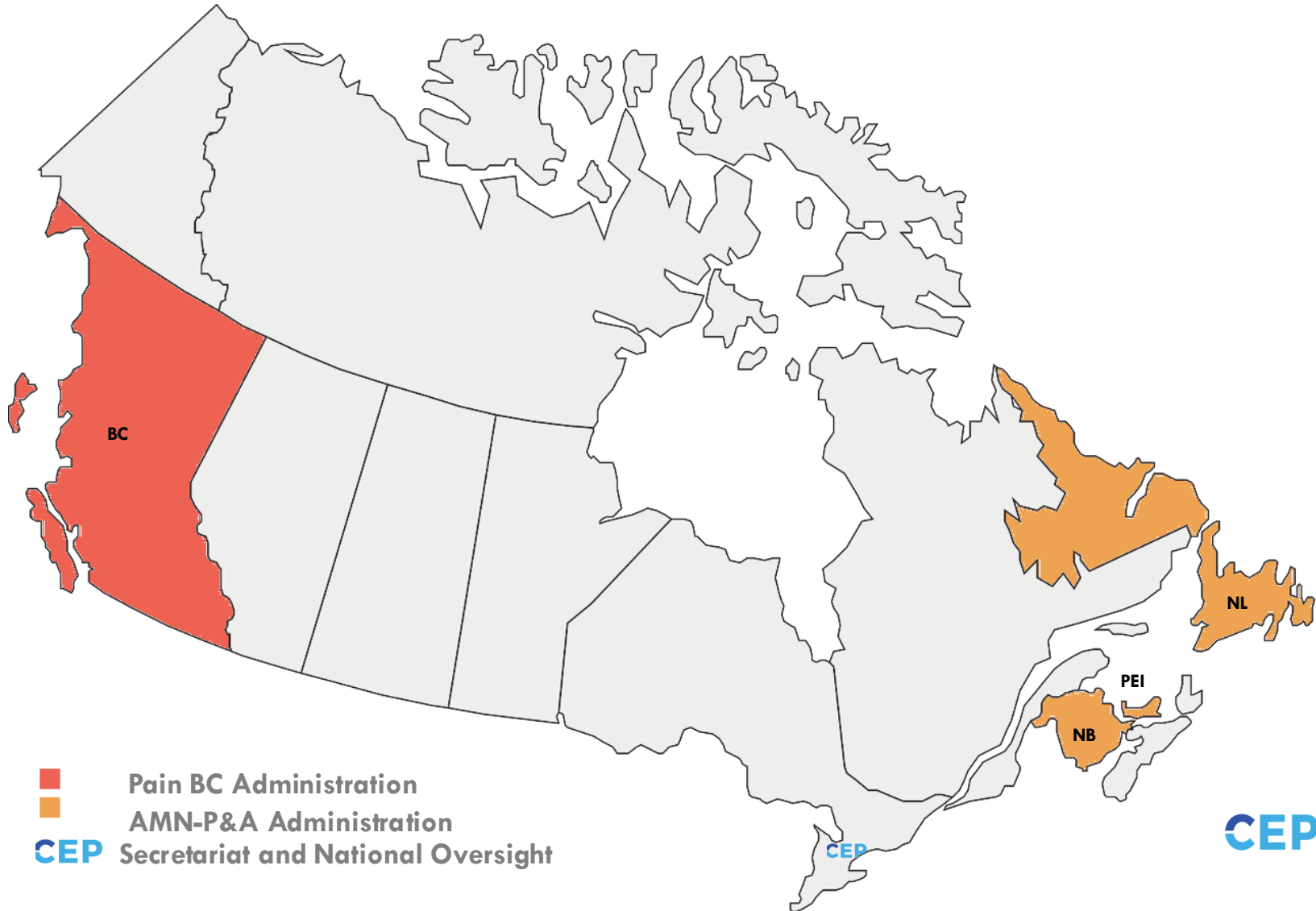
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# Goal & Objectives

- Establish Adaptive Mentoring Networks in the clinical areas of Chronic Pain, Substance Use and Mental Health within:
  - Newfoundland & Labrador
  - New Brunswick
  - Prince Edward Island (P.E.I.)
  - British Columbia (B.C.)
- To establish an online community of practice (i.e., National Adaptive Mentoring Forum) to support clinical discussions and the sharing of knowledge around mentoring.
- Ultimately, to increase primary care providers' (FPs, nurses, NPs, Pharmacists, OTs, SWs etc.) clinical expertise and confidence for providing compassionate and higher quality care for patients living with these conditions.

# Adaptive Mentoring Networks – Program Administration



# SUAP Contribution Agreement and Key Outputs

- Contribution agreement with Health Canada's Substance Use and Addictions Program (SUAP)
- Four-year agreement to build pilot Adaptive Mentoring Networks
  - April 13<sup>th</sup>, 2021 - March 31<sup>st</sup>, 2025
- Knowledge products that support transfer of knowledge to regional partners (i.e., Adaptive Mentoring Network Toolkit)
- Mentoring Networks with a total of 200 mentees and 20 mentors
- Build a national community connecting these new networks with other Adaptive Mentoring programs in Canada