

MWM Project

Staff Mentoring Program

This project involves:

The development of a formal staff mentoring program for employees aged over 45 to be piloted in 2 sites (one Residential Care and one Community program)

The impact of the project aims to be:

- A buddy system primarily aimed for new staff taking on the role of personal care worker and home support worker, regardless of staff age, experience, gender and background (CALD)
- This project will formalise an existing "buddy system" as a more planned and structured mentoring program, including such aspects as the mentor role and provide structure and clarity about expectations for mentor and person being mentored
- An evaluation for the mentoring arrangement
- Increased retention of mature workers
- Mature workers (and others) applying formal knowledge transfer practices
- Younger team and mature members demonstrating mutual respect and appreciation of what different generations offer the workplace
- Happier teams, positive work culture promoted and understood



Success will be measured by:

A pre and post program participation survey which will identify and measure whether participants (the mentor and the mentee) felt supported, built skills, job satisfaction and career development from their participation in the program.