



BCIA Mentoring Program

Purpose of a

Mentor

Mentors provide support for new members by:

- Setting an example as a Professional
- Inviting, introducing and welcoming new members to branch activities
- Encouraging attendance at meetings and participation in branch governance
- Assisting new members in identifying and undertaking professional development activities
- Providing verification signatures for activities or events which the mentor has personal knowledge the new member attended
- Providing the final recommendation regarding elevation to P.Ag status for the member

Contact Us



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Mentorship

Assisting and guiding A.Ag's during their articling period

More Information

To learn more about the British Columbia Institute of Agrologists, please visit our web site or contact us at our Victoria, BC, office.

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Tips for Mentors

Importance of Mentors

Allow your hindsight to become another's foresight



The Articling Agrologist program is of major importance to the British Columbia Institute of Agrologists. Developing professionals that are responsible, personally independent, and who maintain competency in their field of practice is critical to the function of our institute, and is expected by the wider community. A key component of the Articling Agrologist program is the participation of Professional Agrologist members as mentors to Articling Agrologists. Mentors support Articling Agrologists through the various requirements of the program.

Establishing a Mentoring Relationship

- Usually both the mentor and the Articling Agrologist are members of the same branch (some exceptions).
- It is not essential that the Articling Agrologist and mentor have expertise in the same area of practice - the primary role of the mentor is to guide the Articling Agrologist through the non-technical aspects of professionalism.

The Articling Agrologist's immediate supervisor can be a suitable mentor if:

- the Articling Agrologist prefers to have such arrangement; and
- there can be no ethical quarrel between the Articling Agrologist's job description and the development of professional ethics at work.
- the success of the mentoring relationship will be an outcome of the trust between the two parties. Trust will generate an openness to discuss ideas, problems, deficiencies, and achievements.

- Establish regular contact with Articling Agrologist
- Be open, frank, and avoid being judgemental
- Don't expect to have all the answers
- Assist the Articling Agrologist with networking
- Respect confidentiality
- Keep working with the Articling Agrologist until communication lines are open

Establish a Mentorship Agreement

<u>Fostering Professionalism</u>	<u>Continuing Professional Development</u>	<u>Working in Agrology</u>
Provide brief oral report at branch meeting	Document continuing professional development in database	Document work experience in A.Ag journal
Attend branch Annual General Meeting	Attend Professional Ethics Workshop	Developing a Professional Network
Attend BCIA Annual General Meeting	Complete the Professional Negligence and Regulatory Offences webinar	Obtain two letters of reference from supervisor, clients, or other professional
Attend A.Ag workshop on "the Profession of Agrology"		
A.Ag prepares program review		
Letter of Recommendation from Mentor		
Elevation to Professional Agrologist (P.Ag.)		

