

MENTORING

Succeeding Generations Initiatives Project

Role and Involvement of MAFRI Staff

- MAFRI staff will be directly involved with Mentoring Program participants particularly relating to overall Program management and the development and assessment of planning materials and issues.
- The MAFRI GO Team contact person will:
 - Identify potential young farmer participants and encouraging them to become involved in the program.
 - Assist participants with the development of their current status, long terms goals and specific question areas on which they believe a mentor could assist.
 - Identify potential mentors and encourage mentor candidates to become involved in the program.
 - Match each participant with a mentor who has the experience and qualities that can best assist that participant.
 - Develop a contract between the participant and mentor including arranging for signatures from both parties.
 - Assist with introductions including initiating the first contact and meeting between mentor and participant.
 - If requested by participants, assist each participant with the development and analysis of a farm financial plan.
 - Monitor activity including assessing the effectiveness of individual matches. Regular contact, ideally monthly, should be maintained with both mentor and participant.
 - Assist with the orderly wind-down and dissolution of mentoring relationships that are not working effectively.
 - Provide mentors and participants with an evaluation format to report progress and evaluate program usefulness.

- Insure that written documentation exists covering the selection and matching process, as well as monitoring and evaluation, for each mentoring situations.
- Succeeding Generations Steering Committee will select a provincial program coordinator to assist MAFRI field staff efforts by:
 - As requested by field staff, assisting in soliciting participants and mentors including following-up directly on leads and recommendations.
 - Providing MAFRI staff involved in the Program with orientation, training and ongoing information.
 - Developing and administrating provincial promotion and advertising activities aimed at increasing awareness of the Mentoring Program within MAFRI, within government, by the agriculture and rural community sectors and by the public generally.
 - Assisting GO Teams with local advertising and promotion targeted at soliciting participants and mentors and/or at creating local and regional program awareness.
 - Conducting training and orientation sessions for MAFRI staff, for young farmer participants and for mentors including the developing and delivery of materials. Since training also serves as another screening opportunity, applicants and mentors will need to complete training before being accepted into the program.
 - As requested by field staff, assist in the orderly winding down of a mentoring arrangement that is not working effectively.
 - Conducting an overall program evaluation at least annually. Included as part of this activity will be the development of a format for mentors, participants and GO Team contact personnel to report progress and evaluate program usefulness.
 - Administering payment of fees and expenses.
 - Of special note is the Young Farmer Immigrant program that has been developed as part of the Provincial Nominee Program for Business Immigrants by Manitoba Industry, Economic Development and Mines with assistance from Manitoba Labour and Immigration and MAFRI. This program is focused at attracting younger farm

immigrants and the mentoring program could be of great benefit to successful nominees.

- Mentoring will be offered on an optional basis to all nominees approved by the Manitoba Young Farmer Immigrant Program.
- The provincial program coordinator will have special responsibility to communicate and work with MAFRI field staff to establish a mentor relationship for these young immigrant farmers.

Honorariums and travel expenses for mentors involving nominees under Manitoba's Young Farmer Immigrant program will be paid by the Young Farmer Immigrant program.