

Why a Mentoring Program?

In providing orientation to the field, and ongoing support to housing workers, a formal mentoring program increases the capacity of the housing help sector to prevent, reduce and end homelessness.

What is the program?

Job Shadows

New workers are oriented to the housing help sector by job shadowing mentors.

Workers from one context of housing help gain new insights by job shadowing colleagues in other contexts.

Workers wanting guidance with a particular client group job shadow those who work specifically with that group.

Online Discussions

All workers can ask questions, raise issues, discuss concerns as they arise in daily housing help work by going online.

Online mentors are available to respond, provide guidance and open conversations to greater input from the network.

Workshops

All workers learn from mentors who facilitate workshops, some of which are available on video and DVD.



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RENT is funded by Supporting Communities Partnership Initiative (SCPI), administered by the City of Toronto. Initial funding for the Mentoring Program was through the Ontario Trillium Foundation.

Job Shadows

Online Discussions

MENTORING in the Housing Help Sector

Orientation

Ongoing Support





What is RENT?

RENT builds the capacity of the housing help sector by facilitating the housing workers' peer-learning network in which coordinated resource development is a priority.

What is housing help?

Housing help workers assist people who are homeless or at risk of becoming homeless to find and maintain housing.

What is mentoring?

Mentoring within RENT occurs when a experienced workers provide guidance and for colleagues in a variety of forums.

Mentoring creates a learning system across organizations so that required knowledge and skills for housing help can be preserved, shared and built.

How to participate?

A list of colleagues available for **job shadowing** is available at www.housingworkers.ca (under Training>Mentoring Program).

A general **discussion** is always open to post your questions at www.housingworkers.ca (under Networking>Online Discussion).

Monthly **workshops** are often led by experienced colleagues. Register online at www.housingworkers.ca (under Training>RENT Events).

How to Nominate or Become a Mentor?

If a colleague has inspired you, nominate them! To nominate, or become a mentor, complete a form at www.housingworkers.ca (under Training>Mentoring Program).

For more information:
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Why get involved?

- ◆ Mentoring reviews and reframes the knowledge and skills that you have learned.
- ◆ Mentoring assists colleagues and makes a contribution to clients' lives, other agencies and the sector.
- ◆ Mentoring improves leadership and interpersonal skills.
- ◆ Colleagues bring new insights and perspectives to your own work.
- ◆ Mentoring occurs everyday in the housing help sector, but it often goes unnoticed. By participating in a formal mentoring program, your contribution to housing help services will be recognized.

What makes a good mentor?

- ◆ **Adaptability:** recognizes people have different strengths, learning styles and goals
- ◆ **Approachability:** communicates well, openly and non-judgmentally
- ◆ **Availability:** mentoring requires time and agency commitment