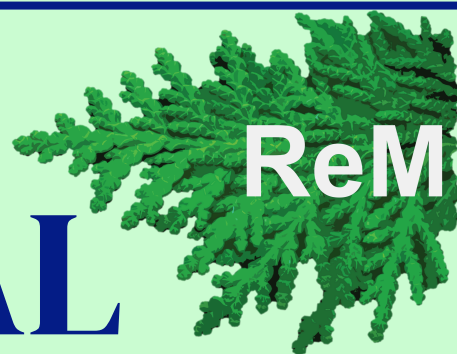


2023-2024



ReMBC

ANNUAL REPORT

Rural eMentoring BC

Inspiring and supporting the next generation of rural
healthcare practitioners.



About ReMBC

Rural eMentoring BC began in 2016 as an online mentoring program for rural students in BC. Since then, we have grown to become a full suite of initiatives as part of the Rural Education Action Plan's High School Strategy.

Our mission is to support and inspire the next generation of rural healthcare practitioners in British Columbia. Our program was created to address shortages of rural healthcare workers in BC by showing students from rural communities' pathways to healthcare careers.

By supporting rural students throughout their educational journeys, we hope that they return home to practice.



e.mentoring@ubc.ca

Executive Summary

Welcome to Rural eMentoring BC's year-end report! The program staff at ReMBC is thrilled to share this year's accomplishments.

We began the year by evaluating our program against industry standards – we measure up! One area we improved was connecting our participants to community resources and services. Now, our mentor resources link to specialized trainings that support mentees with diverse needs and, as part of our Indigenous Initiatives, our new Indigenous Initiatives Manager, Angela Nash, created a new resource hub for EDI.I opportunities, services, and events. All this and more will culminate in a new suite of communications outlets to be launched in the fall, making ReMBC the first-ever go-to hub for educational and career information geared towards rural students.

We are proud to report that over 300 students benefitted from our eMentoring programs this year and we have promising connections with seven Indigenous communities. We hope these connections turn into fruitful partnerships that allow us to Indigenize our offerings and provide more relevant supports to Indigenous communities, important work that is supported by UBC's Indigenous Initiatives Funding. We also re-evaluated our existing relationships with rural schools and re-ask about their needs and challenges, and how we can help. We learned that students feel resistant towards planning their futures, especially when it comes to post-secondary education. Buy in is needed.

For this reason, we suspect, the High School Strategy Pathways to Healthcare presentation initiative exploded in popularity this year, totalling 16 presentations at schools across the province, given by three enthusiastic pharmacy and medical students.

This initiative's success also highlights that, now more than ever, students are our most valuable allies. This year, in addition to serving as ambassadors and presenters, students also lent their expertise to program improvement and promotion. In all, we hosted ten students from medicine, pharmacy and PDP (teacher candidates) in partnership with various courses.

In addition to providing excellent student partners, collaborating with other programs has improved our offerings and expanded our reach. Rural students across the province got a glimpse into rural healthcare practice and education at our virtual event, Going Rural: Opportunities in Rural Healthcare, hosted in partnership with UBC Health. As part of our resource-sharing initiative, we are collaborating on novel ways of cross promoting opportunities with other programs, like EducationPlannerBC, Adventures in Healthcare and D'HoPE, to name a few. We also see opportunity to partner with new rural pre-health programs as they emerge, and have started a dialogue with some of them.

As our reputation grows, we are excited for the opportunity to make deeper connections with rural and Indigenous communities and to work together to inspire and support their students.

With enthusiasm,

Juliet Oshiro (eMentoring program manager)

Our Initiatives



High School Program

Matches rural high school students with mentors who are BC college and post-secondary students.



Undergrad Rural Pre-Health

Matches rural-minded undergraduates with mentors studying in their desired health professions program.



High School Strategy

Other events and initiatives that target rural high school students, including the Pathways to Healthcare Careers presentation and Going Rural event.



Indigenous Initiatives

Initiatives that support rural Indigenous students and our efforts to create inclusive offerings that reflect our commitment to Truth and Reconciliation.



Research & Scholarship

Knowledge translation and student projects.

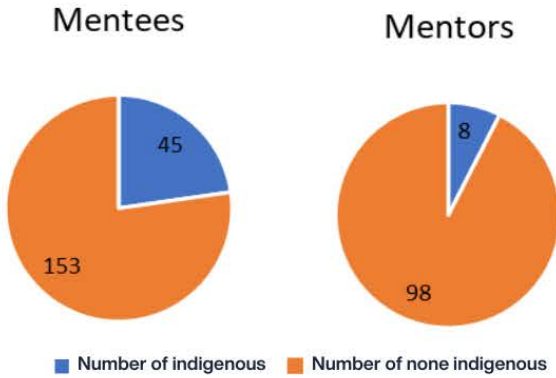


2024-25 Priorities

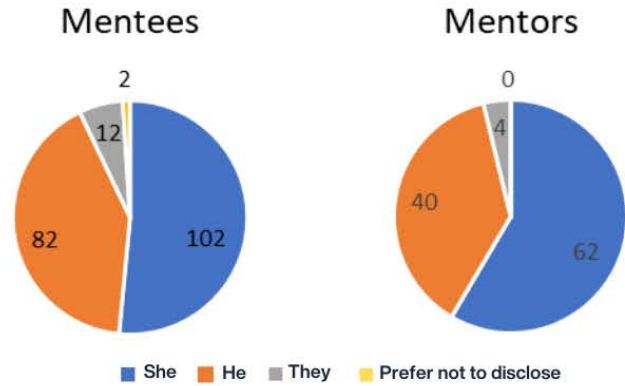
Strategic goals and priorities for 2024-2025.

Who are our participants

Number of Indigenous Participants

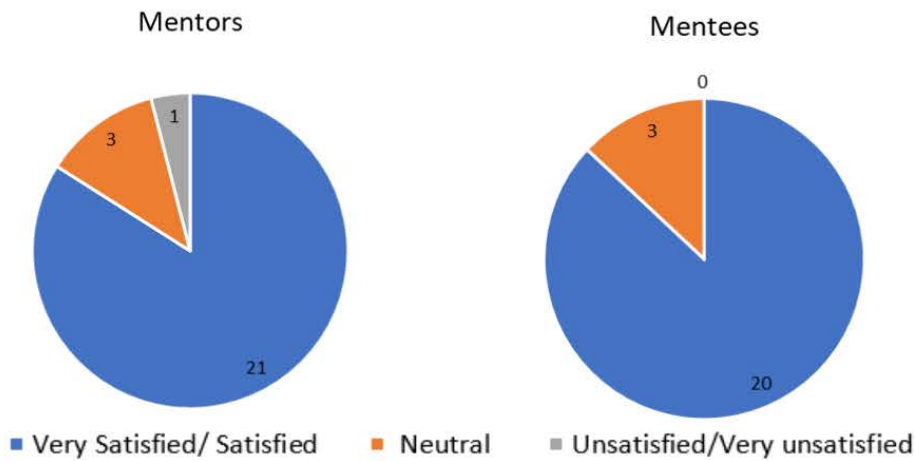


Gender Breakdown of Participants

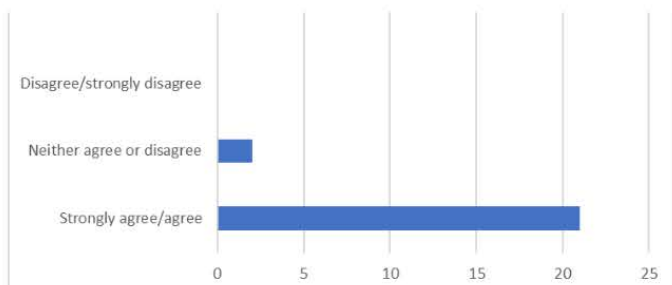


What participants thought of the program

Overall satisfaction with the program



I trusted my mentor and openly shared my experiences and goals.



%87 of the mentees are satisfied/very satisfied with the program

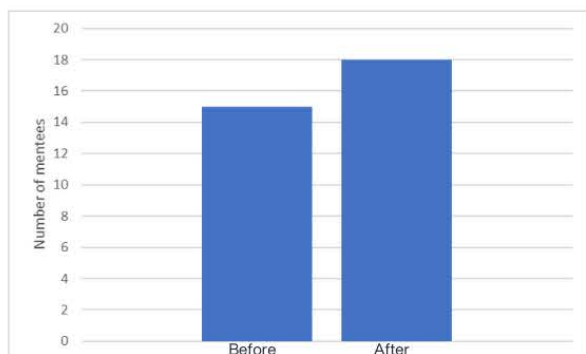
%84 of the mentors are satisfied/very satisfied with the program

%0 of the mentees are unsatisfied with the program

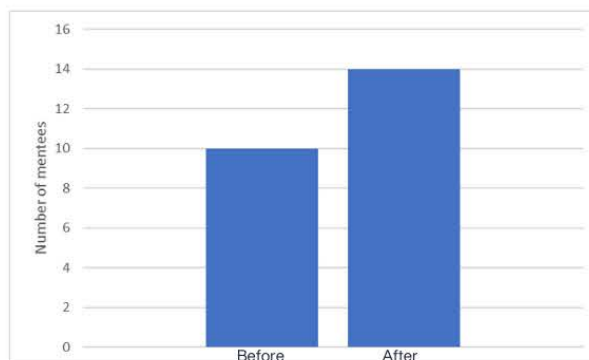
% 91.3 of mentees trusted their mentors

Program impacts

Mentees interested in post-secondary



I know how to find help and resources for my education and career goals



What mentees are getting out of the program

- Good advice from their mentor
- Knowledge on what post-secondary will be like and how to succeed in school
- Feeling more comfortable about transitioning to city life for post-secondary
- Self-reflection and awareness
- A clearer idea of how to achieve future goals

What mentors are getting out of the program

- Self-reflection and awareness of privilege
- More empathy
- More confidence in general and as a mentor
- Better able to share feelings
- Communication skills
- Learning about rural and Indigenous communities and engaging with new populations

Testimonials:

- I enjoy a lot about the program, I enjoy being able to learn about what lay ahead. I enjoy connecting with others, and learning about what happens after I finish grade school.
- It was pretty cool being able to talk to someone who knows what I'm dealing with at the moment.
- This program helped me wrap my head around how I can take better care of myself and how seeking higher education can help not only myself but others.
- It was great to be able to connect with mentees in my expertise area who share similar interests as me. I was very lucky to be able to help them through their time and have an easier transition into university.
- I am always thrilled to be matched with a mentee who has lots of questions about life after post-secondary! I get to learn a lot from the experience while helping them get some clarity on what they want to do as they grow into adulthood. It's a very rewarding experience!

High School Program

• eMentoring

▪ Description

Matches high school students 1:1 with volunteer mentors who are post-secondary students. Pairs communicate through an online platform and work through a semi-structured curriculum that prepares them for life after high school graduation.

▪ Goals

Support students to think about their futures, especially as it fits into career education. Encourage and support students to attend post-secondary. Highlight different paths to post-secondary and different careers.

• Virtual Visits

▪ Description

Mentors present to groups of high school students.

▪ Goals

Demystify the post-secondary experience, showcase real-life examples of different educational pathways/journeys to post-secondary.



2023-2024
Total

198 **103**

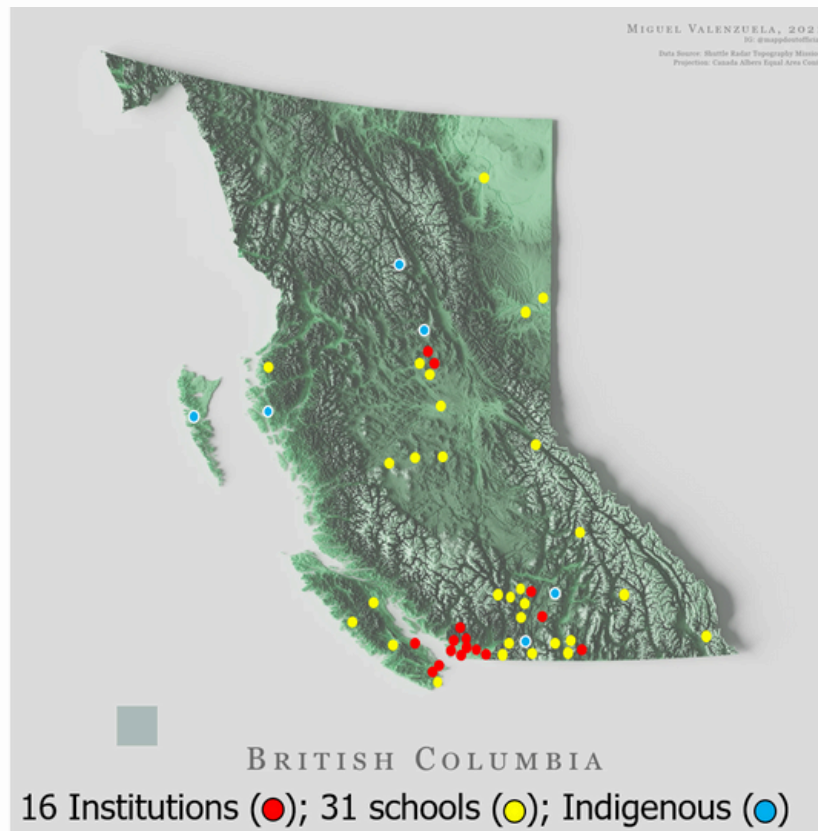
Mentees Mentors



Total Since 2016

1137 **445**

Mentees Mentors



High School Strategy

Pathways to Healthcare Careers Presentations

▪ Description

Pharmacy or medical students present to groups of rural high school students about pathways to rural pharmacy/medical careers. Can be virtual or in-person, students on rural rotations are preferred presenters.

▪ Goals

Inspire rural students to pursue rural healthcare careers, showcase different options, demystify and make healthcare careers seem less daunting.

Going Rural Event - January 23rd 2024

▪ Description

Virtual event hosted in partnership with UBC Health. Included panels of rural health professions students, a mixer session with admissions representatives, and booths with information and resources about rural healthcare careers.

▪ Goals

Showcase career and educational opportunities in rural healthcare. Provide rural students with support for gaining admission and transitioning into health professions program.

95%

"I see that a career in healthcare is possible."

16 Presentations

10 Schools

40 Attendees

13 Health professions programs exhibited

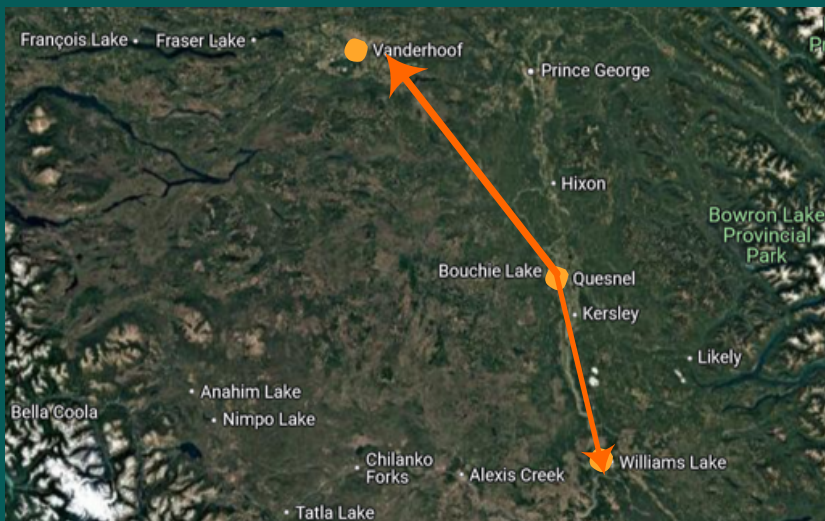
9 Student panelists

"I liked the presentation. I thought it was very real, and kept everything in real life. I learned how awesome it would be to work rurally."

- Gr 12 student interested in healthcare career, Williams Lake

Highlight

My name is Marissa and my first-year FLEX project was to present to rural high school students in Northern BC about pathways to medicine as part of REAP's High School Strategy. In this position, I had the privilege to give presentations about pathways to medicine to grade 11 and 12 high school students in rural and northern communities. I presented to over 200 students in Williams Lake, Quesnel and Vanderhoof and received an overwhelmingly positive response from students.



Often students in rural areas feel that a career in medicine is not possible due to not having role models or mentors in their lives who have attended post-secondary education. I believe that giving presentations was a great opportunity to show students that they are capable of being trailblazers in their community and role models for future generations to come. For me, my ultimate goal was to show students the value of post-secondary education and how it can lead to a stable and fulfilling life. I also wanted to approach my presentations with empathy by sharing my own story about feeling alone and uncertain when I was career planning during high school. Other impactful topics I spoke about included the huge need for healthcare workers in rural communities, the many government incentives available for rural physicians and the Rural/Northern Pathways to Medicine program that UBC offers.

One of my most memorable moments I had was when a student approached me after a presentation and told me that they had never considered a career as a physician until listening to my presentation and that they now felt inspired to attend post-secondary education and return to their community to work as a rural family doctor. Another highlight was engaging with students who had not previously been interested in healthcare careers who, after the presentation, were eager to learn about program applications. Furthermore, students already interested in healthcare shared that the presentation reinforced their aspirations and expressed gratitude that someone traveled to their rural community to speak with them.

On a personal note, I thoroughly enjoyed visiting these rural communities. As I continue to consider a career in rural family medicine, this experience was invaluable. It allowed me to connect with the people and places where I might one day work.

Undergraduate rural pre-health program

▪ Description

Matches rural-minded undergraduates with mentors who are in their desired health professions program. Mentees can choose to have one mentor or a team of interprofessional mentors.

▪ Goals

- Help newer students adjust to college/university life.
- Help students prepare for applying to a health professions program (e.g. pharmD, medicine).
- Healthcare career exploration.

Mentor-mentee pairs

15 2023-2024

104 Since 2018

Indigenous Initiatives

▪ Goals

- Indigenize and decolonize ReMBC's offerings.
- Indigenize and decolonize ReMBC's organizational operations and practices.
- Provide resources and supports to Indigenous students, provide learning opportunities for non-Indigenous participants.

2023-2024 Accomplishments

- Awarded \$250K from UBC's Indigenous Initiatives Fund
- Angela Nash hired as Indigenous Initiatives Manager
- Created EDI.I hub for ReMBC participants and Indigenous initiatives section of ReMBC's website.
- Began recruitment for Indigenous partners and mentors.
- Landscape survey of relevant programs, supports and services.
- Partnered with Assembly of First Nations on state of Indigenous youth report.

“My mentor had some great advice, took time to research some stuff and ask people they know on their experiences. I'm going to take all resources and apply them to the rest of my academic career.”

Research & Scholarship

Knowledge Translation

▪ Presentations

- CHES Celebration of Scholarship: Hosted round table discussion
- Hosted lunch at UBC's First Nations Longhouse
- BC Career Education Society: Workshop
- ICAM 2024: Poster
- CPERC 2024: Presentation
- Digital Learning Symposium: Workshop

▪ Publications

Oshiro J, Wisener K, Nash AL, Stanley B, Jarvis-Selinger S.

Recruiting the next generation of rural healthcare practitioners: the impact of an online mentoring program on career and educational goals in rural youth. **Rural and Remote Health** 2023; 23: 8216.

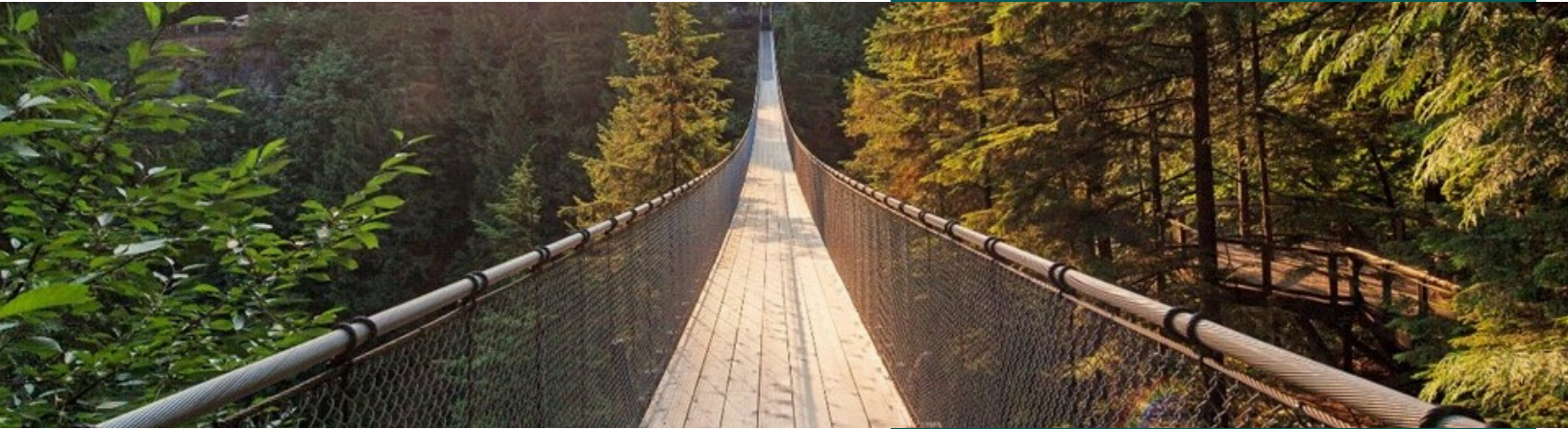
<https://doi.org/10.22605/RRH8216>

Student Projects

- 3 UBC Medical Students: ReMBC ambassadors on the Peace, Nechako and Kootenay Roadshows.
- 2 UBC Medical Students: Rural pre-health undergraduate program evaluation and refresh.
- 1 UBC Medical Student: Pathways to Medicine presenter and needs assessment for the North.
- 1 UBC PharmD Student: Created and delivered Pathways to Pharmacy presentation.
- 3 UBC Teacher Candidates: High school program curriculum improvements.

“With the knowledge I have gained I am better able to understand the experiences of those living in rural communities. In the future, I can use this information to make recommendations in areas such as policy that impacts these individuals or to use it directly to aid rural students in their struggles.” - NMP student partner

2024-25 Priorities



Expand our reach

- Partner with rural pre-health programs
- Target gap-year students

Build on Pathways to Healthcare Careers Presentation Successes: give more presentations!

Indigenous Initiatives

- Continue to develop community partnerships
- Curriculum development and content creation

New research directions: using machine learning to evaluate successful mentoring relationship development.

Operational

- Apply for non-profit status
- Increase program awareness: create a communications role within ReMBC.

ReMBC would like to thank the Rural Education Action Plan and the Joint Standing Committee on Rural Issues for their continued support of our program, its goals, and for rural students across the province!

We'd love to hear from you!

e.mentoring@ubc.ca | 604-827-4197

Report author:
Juliet Oshiro (juliet.oshiro@ubc.ca)