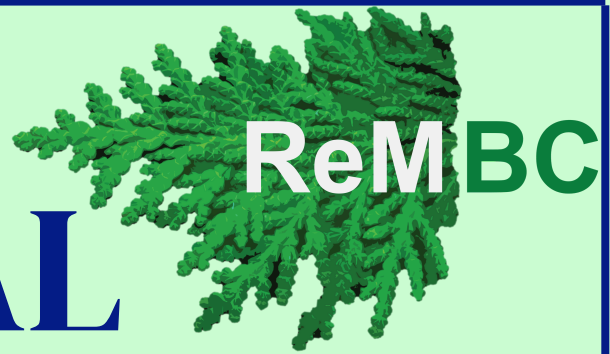


2024-2025



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 annual report for 2024-25! The program staff at ReMBC is thrilled to share this year's accomplishments.

This year was all about reflecting on where we have been and where we can go. We took stock of how we have incorporated participant feedback and where we can do better, in what areas we are providing support to rural students and where we are lacking, and how our knowledge translation portfolio is bridging gaps in industry research and evaluation. This work culminated in a comprehensive report, Rural eMentoring BC: The First 10 Years, [available on our website](#). We also created our first [Strategic Plan](#) that outlines our initiatives, operations and how we are fulfilling our mandate.

We continued our push to gather feedback from our participants, partners and other interests. The addition of our Indigenous Initiatives portfolio led us to also connect with Indigenous interests on these matters. It is clear that rural and Indigenous students are looking for ease of connection and have shifted their career and educational interests to favour pragmatism over dreaming big. In the upcoming year we plan to explore ways to accommodate these changes in preferences throughout all of our offerings.

We are proud to report that over 400 students benefitted from our eMentoring programs this year through our high school and rural pre-health e-mentoring programs, as well as our Pathways to Healthcare Presentations and Going Rural event. As always, ReMBC has been supportive of student experiential learning, and this year we supported 13 UBC medical, pharmacy, data science and PDP (teacher candidate) students. These dedicated students served as ambassadors and presenters, and lent their expertise to program improvement, resource dissemination, outreach, and research.

With the addition of a Communications and Marketing Assistant full time staff role this upcoming year, we hope to further promote our offerings and provide our rural and Indigenous participants and partners with the same access to resources and opportunities as their urban counterparts.

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

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Rural Pre-Health Program

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

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High School Strategy

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

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Indigenous Initiatives

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

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Research & Scholarship

Knowledge translation and student projects.

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2025-26 Priorities

Strategic goals and priorities for 2025-2026.

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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

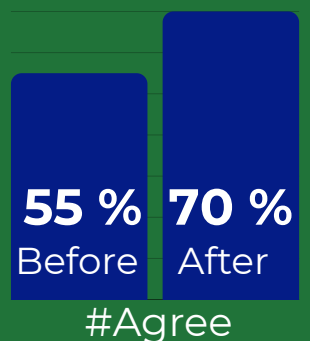
Demystify the post-secondary experience, showcase real-life examples of different educational pathways.



We supported:

- 63** Indigenous students
- 80** Students interested in healthcare

"I know what I need to do or where to find help to pursue my educational and career goals"



"This program is exceptionally insightful. I learned so many lessons from my mentor that I wouldn't have learned if I didn't do this program. I gained such valuable insights about university life, adulting, and success in high school, university, and beyond. I definitely recommend!"



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 28th 2025

▪ 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.

96%

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

13 Presentations

12 Schools

30 Attendees

13 Health professions programs exhibited

9 Student panelists

"I liked how relevant it was to the options/opportunities specific to our location. I learned about the different pathways of applying to UBC's Medical School"

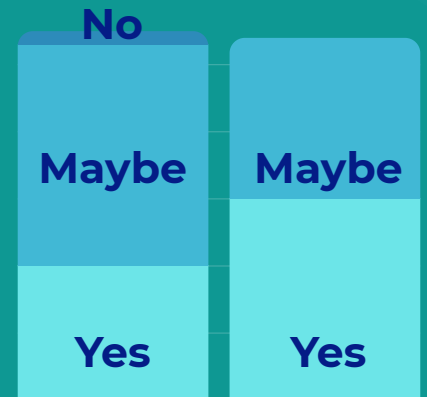
- Student from Comox on Pathways to Medicine presentation

Pathways to Healthcare: Presenter Reflections

Pathways to Medicine

While the initial focus of this project was on rural high school students, I realized that there was also a positive outcome on the community in general. By involving presenters who were medical students on rural rotations, this project fostered a connection between the medical students, high school students, and physicians in the community. This surprised me because I originally did not consider that the physicians would be involved at all; however, many of the medical students found that their physician preceptors were eager to get involved. Many of the preceptors were happy to accommodate time for the medical students to go and present, and there was a lot of positive feedback from the high school students and the communities in general. One medical student noted that “Everyone in the school, the staff, and even the doctors in the clinic I was working in were all very happy to hear someone has organized this and have encouraged me to tell you to continue the great work!” A physician in one of the communities even offered to have any interested high school students speak with them directly about life as a rural doctor.

The total number of students interested in healthcare careers (57, 89%) didn't change following the presentation. The presentation DID help students feel confident in knowing the steps needed to pursue a healthcare career.



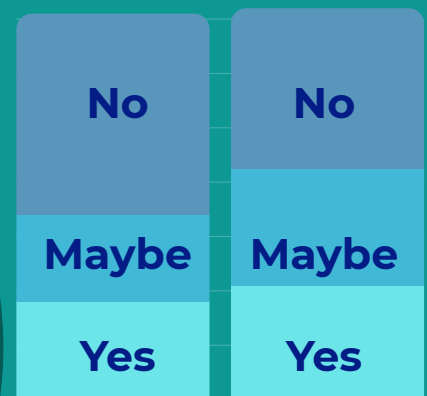
#Before #After
Do you know what steps you need to take to pursue a healthcare career?

Pathways to Pharmacy

Biggest opportunity: Prior to the presentation, more than 50% of students in both the North and South were unaware of the UBC's Pharm Sci programs and ReMBC. It is clear that outreach activities like this presentation have the potential to highlight many career paths for rural students that they may not have previously considered. Utilizing college students as mentors presenting to the high school students inspired them and helped foster a relationship between UBC Pharm Sci and rural high schools

Biggest surprise: Many students were surprised by the rural salary, the educational requirements, and the diverse opportunities available post-graduation. Several were particularly shocked to learn that pharmacists could earn more money if they returned to a rural community after graduation. Using this presentation to dispel misconceptions will help students view future job prospects in rural communities more positively

Are you interested in a career in healthcare?



#Before #After

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

18 2024-2025

122 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.

2024-2025 Accomplishments

- Created and deployed surveys identifying needs of Indigenous students and non-Indigenous learners.
- Interviews with 7 Indigenous changemakers to understand needs of Indigenous students.
- Created a database of Indigenous student supports, shared on our website and through monthly features in our newsletter.
- Work began on a Truth and Reconciliation activity for program participants.

“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

▪ Scholarly Activities

- CHES Celebration of Scholarship: Presentation
- Became an affiliated researcher at the Canadian Centre for Mentoring Research
- Manuscript in prep: *Using Natural Language Processing (NLP) to analyze mentoring conversations: an example from Rural eMentoring BC*

▪ Reporting

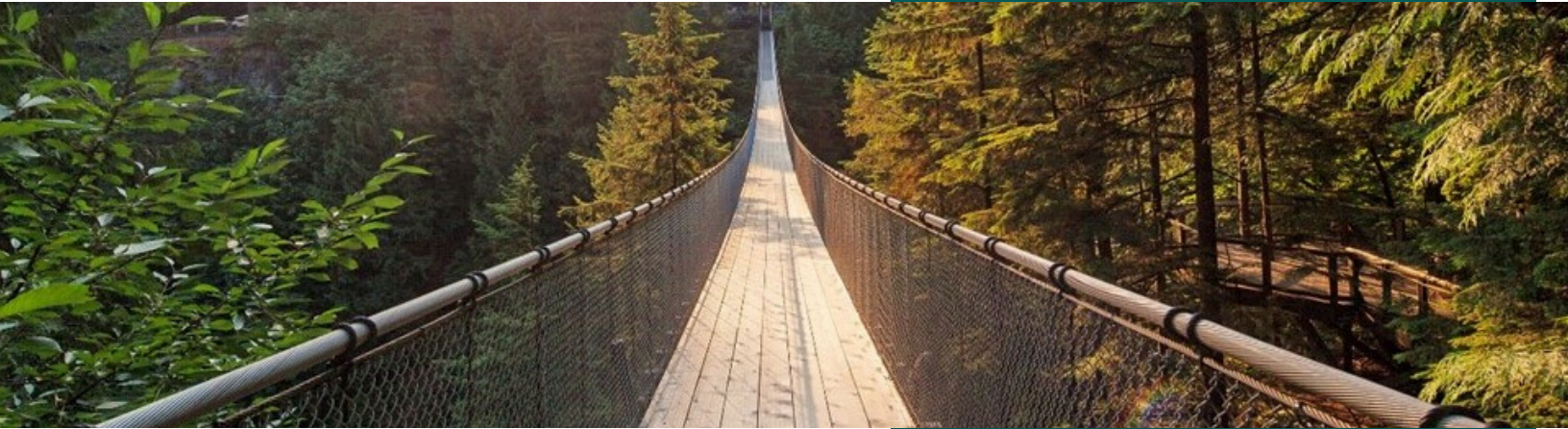
- Rural eMentoring BC: The first 10 Years. [Read the article here.](#)
- Rural eMentoring Strategic Plan and Organizational Summary. [Read the document here.](#)

Student Projects

- ReMBC's ambassador on the Northern Healthcare Travelling Roadshow: 1 UBC Medical Student
- Database of rural-pre health supports, mentoring resources, and academic programs. Rural healthcare career blogs: 2 UBC Medical Students
- Pathways to Medicine/Pharmacy presentation coordination and needs assessments: 2 UBC Medical Students, 2 Pharmacy Students
- High school program curriculum improvements: 3 UBC Teacher Candidates
- NLP analysis of mentoring conversations: 3 Data Science for Social Good students.

*“Overall, I truly enjoyed working on this FLEX project. When I look back at myself as a high school student in Armstrong, I would have loved attending a presentation like Pathways to Healthcare and getting to speak with a medical student. The most enjoyable aspect of this project was getting to interact with rural youth.” - **SMP student partner***

2025-26 Priorities



Expand our reach

- New Communications & Marketing Assistant full time staff role created.

Indigenous Initiatives

- Formulate a pilot initiative based on the feedback we gathered from community partners and Indigenous interests.
- Complete Truth & Reconciliation activity.
- Mentor Indigenous Cultural Safety Training to be updated by two Indigenous medical students.

Research and Evaluation

- Publish paper on using machine learning to study mentoring relationships.
- UBC Worklearn Student hired to create an interactive map of our past and present community engagement.
- Begin multi-year process of evaluating ReMBC's long term impact. Partnerships with UBC Medicine and Pharmacy admissions offices are underway.

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!

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