

Health Careers Scholarship - Mentorship Program

Information Sheet for Mentee

History and Inception of the Program

Since 2009 Health Plan of San Joaquin has awarded over 200 scholarships now in the amount of \$3,000 for full-time (minimum of 12 units), first year college students pursuing a nursing/healthcare career in San Joaquin or Stanislaus County.

In 2016, Health Plan of San Joaquin expanded the scope of the Health Careers Scholarship Program and added a complementary Mentorship Program. The Mentorship Program is exclusively offered to recipients of the Health Careers Scholarship Program. The Mentorship Program is designed for serious-minded students who are not just exploring, but have taken steps to enroll in a medical, nursing or pharmacy program at a participating Health Careers Scholarship Program school.

Why a Mentorship Program?

The need for medical and healthcare professionals in the Central Valley is high. The medical and healthcare programs at the participating schools are very demanding. The purpose of the Mentorship Program is to pair knowledgeable professionals, particularly those in the medical and healthcare fields, with incoming college freshmen and provide support, reassurance and encouragement for them to continue in the field. The mentor should enhance the mentee's college experience by offering one-on-one interaction, fostering professional development, identifying challenges (academic or personal), helping to develop goals and providing guidance so that the mentee feels empowered to succeed in the program and stay on-track until graduation and beyond!

What's the Role of the Mentor?

The mentor has an opportunity to:

- Help students network with industry professionals, find internships and locate possible jobs,
- Provide insight on how to navigate the college system,
- Support future professionals in realizing their dreams,
- Pay it forward by giving back to the community and
- Inspire greater interest in the medical and healthcare fields.

The first year of college can be tough. In providing insight on navigating the college system, the mentor can assist the mentee in what to expect as a first-year student. Mentors can share advice and experiences on 1) transitioning to college life, 2)

Health Careers Scholarship Program

balancing course-load, 3) choosing classes, 4) preparing for exams, 5) developing good study habits, 6) making friends, 7) feeling accepted, 8) joining societies and associations, 9) utilizing campus resources, 10) resolving issues, 11) dealing with homesickness, 12) managing money and time, 13) living independently, 14) being safe, 15) maintaining religious practices and 16) staying healthy. The mentee should take full advantage of the mentor's wealth of knowledge and real-life experiences. Remember, this mentorship opportunity is what you make it!

What's the Role of the Mentee?

The mentee has an opportunity to:

- Learn and reflect on the experiences of a mentor,
- Communicate with a resourceful professional,
- Obtain opportunities to network with other experienced professionals,
- Receive assistance with long-term career planning and direction guidance,
- Receive help clarifying goals and course of action,
- Have an objective person with whom to discuss problems and
- Collaborate with the mentor to identify areas of strength, concerns and opportunities for development.

Mentee Requirements

Mentees should be prepared to commit to the Mentorship Program for at least one year. Some form of communication with mentors should occur regularly, but at a minimum once/month. Communication does not have to be in-person. Mentor and mentee can decide on the form of communication that works best for both schedules. It is important to have an understanding of how the mentor wants to be contacted. The sessions do not need to be lengthy, but should be a time that is mutually agreed upon between the mentor and mentee. The mentorship relationship should have a formal ending after one year. The goal should be to make the end of the mentorship relationship a positive and affirming experience.

Participation in the Mentorship Program is mandatory for Health Careers Scholarship Program awardees. So, those who choose to apply for the scholarship, accept participation in the Program and demonstrate their dedication, commitment and willingness to receive the support of a mentor. If issues arise at any time during the Mentorship Program, mentees will have a point-of-contact in the Health Careers Scholarship Program who can act as a liaison between the mentee and mentor.

The Health Careers Scholarship – Mentorship Program is a value-add meant to help students navigate the college system and stay motivated to finish the college program.