

Results of the IRPA YGN survey on mentorship practices

IRPA Task Group on Mentorship

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Why mentorship?

- **All experienced professionals** faced the issue of how to best convey the knowledge we have gained to recently hired radiation protection staff
- **For YG professionals**, mentorship potentially bring many benefits in a variety of skills, increase networking capacities and is a factor of attraction/retaining
- IRPA Executive Committee endorsed the concept of creating a **Task Group on Mentorship** [May 2022]



Method

The reasons for a survey addressed to IRPA AS

1. It has never been investigated before in IRPA AS
2. For a better understanding of existing mentorship programs
3. An opportunity for an AS to advertise and share their experience to others
4. To bolster the creation of mentorship programme

Survey

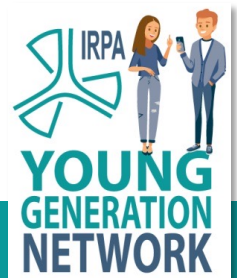
- On line survey: From 1st November~2nd December
- Send to all IRPA AS Chairs, the IRPA EC and the IRPA YGN

Data collected

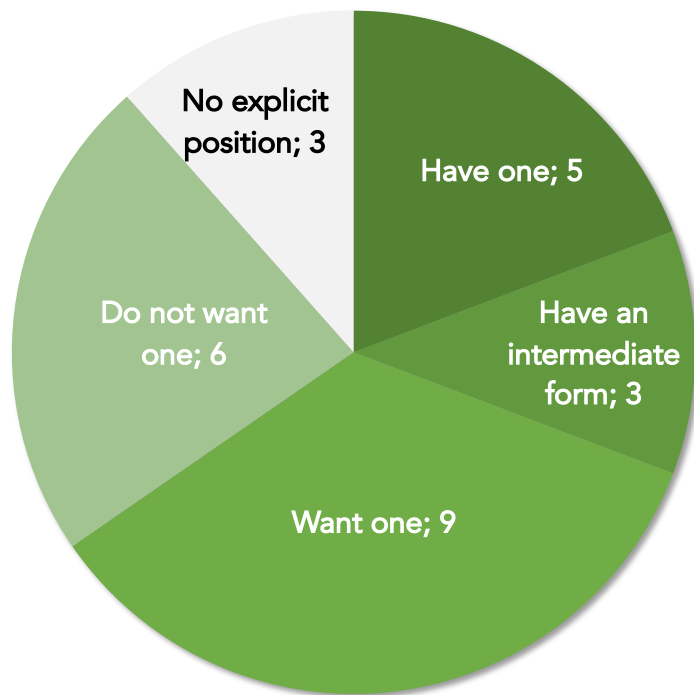
- N=28 answers ⇒ cleaning data: remove duplicate and outliers, fix structural error, missing data, ...
- Individualized contacts with the AS who has a programme in place
- ⇒ **26 valid answers** representing 26 AS (~50% of the IRPA AS)

Participants: Chair of the AS: N=12; Secretary: N=4; YGN/Member: N=8 (N/A: 2)

- Is a mentorship programme in place in your AS: **Yes: N=5 (19%); No: N=21**



Synthesis



Position of IRPA AS with regard to mentorship

The programme in place are quiet comparable

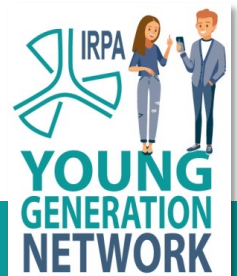
- In general: meeting of experiences members of the AS paired with one/several youngs
- Meetings at the occasion of the events of the AS, or detached
- Interesting practices have been collected
- These programme are recent and open for evolutions/improvements on the basis of indicators to be developed

Several AS expressed their interested to establish a mentorship programme

- Support the idea of s synthesis/scoping document

Several AS are not interested

- The barriers have been collected



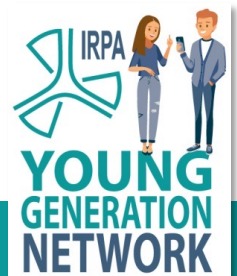
Results • Details on mentorship programme (N=5)

• Who participate?

- Volunteering experienced members of the AS (or even “*the most experienced*”) with younger members
- Interesting practice:
 - The AS helps in the pairing (common sector of activity)
 - The volunteer mentor fill a *mentor volunteering* posted on the webpage of the AS

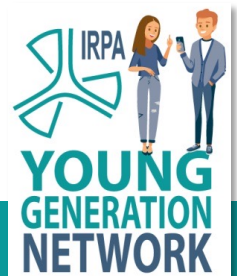
• How does it work?

- **Format**: most generally a combination of face-to-face and/or virtual meetings and also exchange of didactic and written information between the meetings
- **Duration** of the programme: day ($N=1$), week ($N=1$) but more generally $>$ months ($N=3$)
- **Face-to-face**: during the events/meetings of the AS and/or dedicated meetings. The participation to the national YGN has been regarded a mentoring programme as such. Same for the refresher courses organised by the AS
- **On-line**: email, WhatsApp, telephone, videoconference, ... “*very fluid*”



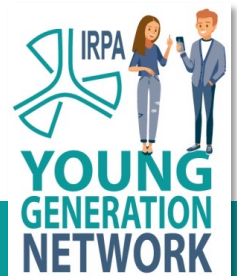
Results • Details on mentorship programme (N=5)

- Interesting practice
 - Periodic and repetitive meetings over the long term (> months) with in-person interaction were the most efficient
 - *"The best responses have been achieved in face-to-face meeting"*
 - *"Virtual methods have not been effective"*
 - Taking every opportunity to meet
 - Saving time by using the meeting of the AS
 - A written *mentoring scheme* developed by the YGN (UK RGG) is proposing a mentoring relationship, describing the roles and duties (non-prescriptive) of the mentor and the mentee
 - The AS can provide a financial support for the meeting (if no other support is available)



Results • Details on mentorship programme (N=5)

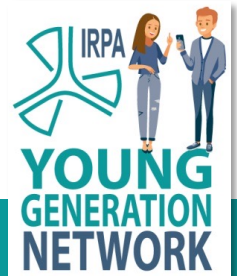
- **In case of questions (or issues)**
 - Coordination meeting or discussion to resolve the case
 - A *Code of Conduct* is part of the written *mentoring scheme*
- **Metrics to analyse the success**
 - Absent
 - In theory "*Mentors shall [...] provide a written report and also feedback to the Society*"
 - In practice : very limited follow-up, no analysis of the feedback and wishes to improve the programme ("*Our experience requires many improvements*", "*it needs to be reviewed*")
 - Proposition: suggest indicators of follow-up/success and ways to integrate the feedback of experience
- **Overall experience**
 - Note: 3/5 (N=2) and 5/5 (N=1)
 - "*Definitively helpful for the young professionals of the AS*"
 - "*We recommend putting a programme in place*"



Results • AS that do not have a mentorship programme (N=21)

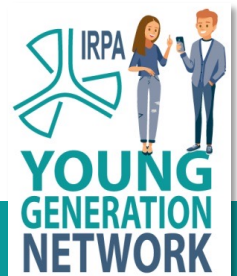
Very interested (N=9)	Not interested (N=6)
<i>"We want a mentorship programme!"</i>	<i>"We have no plan to establish a mentorship programme"</i>
Intermediate position	
<ul style="list-style-type: none">• Mentorship programme is in place but dormant• Already pairing experienced and young members on a case-by-case basis• Just started a list of members who would be willing and available to do be mentor	

- **Barriers:** AS too small (N=3), lack of: human resource or financial resource or young professionals or time or ideas
- **How can IRPA help?**
 - *"I was not aware of the possibility to set a mentorship programme!"*
 - *"We would like more details from the survey"*
- Mentorship programme can be: *"a regional project"*, *"with other countries"*, *"in connection with national YGN"*, *"we plan to collaborate with IRPA and other AS"*



Perspectives

- **Make the results of the survey available to the respondents and all IRPA AS**
 - Publication of the report on the IRPA YGN website
 - Announcement in the IRPA Bulletin, etc.
 - Consider other ways to advertise the results
- **The TG can consider developing a mentoring procedure (a few pages)**
 - Incorporating the results of the survey
 - Being clear of what an mentoring programme entails (time, ...)
 - Proposing different options for being mentor
 - Describe possible relationship between mentor-mentee ('how this can work in practice')
 - Incorporate options to follow-up the implementation of the procedure and indicators of efficiency
 - Consider trans-countries projects



Thanks to the respondents!

- **Madagascar National Association for Radiation Protection***
- Romanian Society for Radiological Protection
- Romanian Society for Radiological Protection #
- Canadian Radiation Protection Association
- Croatian Radiation Protection Association
- Sociedad Argentina de Radioprotección
- French Society for Radiation Protection
- **No AS indicated #**
- **Nigeria Society for Radiation Protection***
- Japan Health Physics Society
- **Sociedad Peruana de Radioprotección***
- Portuguese Radiation Protection Society
- Austrian Association for Radiation Protection
- Eastern Africa Association of Radiation Protection
- Iranian Radiation Protection Society
- German/Swiss Association (Fachverband für Strahlenschutz e.V)
- Czech Society for Radiation Protection
- Bulgarian Association of Radiation Protection
- Tunisian Association for Protection against Ionizing and Non Ionizing Radiation
- Australasian Radiation Protection Society Inc
- **Sociedad Española de Protección Radiológica***
- China Society for Radiation Protection
- Belgian Society for Radiation Protection
- Indian Society for Radiation Protection
- Korean Association of Radiation Protection
- Dutch association (NVS)
- Radiation Protection Association of Serbia and Montenegro
- **Society for Radiological Protection*** (UK)

* Mentorship programme in place; # answer not usable



One website internet
<http://www.irpa.net/YPN/index.asp>

One mini-blog (members only)
<https://irpaygn.posthaven.com>

