

***The Mentor Experience:  
An Alberta Sampler***

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**Date:** May 21, 2009

**Government  
of Alberta**

The FASD Learning Series is part of the Alberta government's commitment to programs and services for people affected by FASD and those who support them.

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This session will provide an overview of FASD mentoring and its history in Alberta.

The presenters use examples from urban and rural settings to illustrate the importance of partnership and adapting to the existing environment.

They will share stories of encouragement and hope from rural and urban Alberta FASD mentoring programs.

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***Learning Objectives***

- To learn about FASD Mentoring Programs in Alberta
- To learn what an FASD Mentor does
- To learn about the factors that contribute to the success of the individual mentor and program

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**Session Outline**

- Program Overview
- The History of Mentoring in the Province
- What is the PCAP model?
- Resources in Alberta
- Mentors
  - What is a Mentor?
  - What do Mentors do?
  - Who are Mentors?
- Program Details
  - What Makes the Work Successful?
  - Rural Challenges
  - Advice from Mentors
  - Key Messages

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**Program Overview**

- The Lakeland Center for FASD
- FASD Programs at Catholic Social Services in Edmonton

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**The Lakeland Center for FASD**

- Primary role is diagnosis/assessment
- Follow up outreach supports for each child or adult diagnosed
- Transitioning to adult services
- Mothers to be Mentorship Program
- Summer Camp
- Education/training
- Resource development

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***FASD Programs at Catholic Social Services in Edmonton***

CSS is a large agency that has many programs beyond FASD, but these are applicable for today:

- First Steps
- Step by Step Program
- Coaching Families
- McDaniel Youth Program

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***The History of Mentoring in Alberta***

- First Project Site/Expansion Sites and Time Periods
- Current Situation

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***First Project Site/Expansion Sites and Time Periods***

- Catholic Social Services - First Steps, 1999
- Lethbridge - First Steps, 1999
- McMann - Calgary, PCAP, 2000
- LCFASD - Cold Lake, Mothers to be Mentorship Program, 2001
- Edson/Hinton - Youth with FASD Mentorship Program

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### **Current Situation**

- Evolved over time but stayed fairly committed to the original PCAP model
- Mentorship term has become more inclusive than just PCAP
- New Alberta FASD Service Networks have led to an increase in interest in the PCAP model and supports to families

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### **What is the PCAP Model?**

Parent – Child Advocacy Program Seattle, WA  
<http://depts.washington.edu/fadu/>

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### **What is the PCAP Model?**

Parent – Child Advocacy Program (PCAP)  
Seattle, WA

PCAP Model is:

- Intensive home visitation model
- Serving women at highest risk of having a child with FASD
- Women using substances and pregnant or post delivery

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### **What is the PCAP Model?**

PCAP Model is (continued):

- Focus is to prevent future births of children with FASD
- Relationally based
- Motivational interviewing
- Person's strengths
- Harm reduction

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### **Resources in Alberta**

- Alberta FASD Cross Ministry Committee
- Provincial FASD Service Networks

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### **The Alberta FASD Cross Ministry Committee**

The Alberta FASD Cross Ministry Committee (FASD-CMC) is ...

- Made up of representation from 10 government ministries to oversee the development of FASD services in the province
- One key area of responsibility is the establishment of FASD Service Networks in the province

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### **The Alberta FASD Cross Ministry Committee**

The purpose/role of the FASD-CMC is ...

- FASD Service Networks in Alberta will provide comprehensive and coordinated response to FASD
- A full continuum of services will be available across the lifespan and will be respectful of individual, family and community diversity

[www.fasd-cmc.alberta.ca](http://www.fasd-cmc.alberta.ca)

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### **Provincial FASD Service Networks**

The purpose/role of the FASD Service Networks is...

- The networks have been tasked with developing or expanding services to fill existing gaps across the lifespan
- They are in-line with the following areas in the FASD 10 Year Strategic Plan:
  - Targeted and Indicated Prevention
  - Assessment and Diagnosis
  - Supports for Individuals and Caregivers

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### **What is Happening in Alberta**

- Example Mentor/Advocate Programs

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### Example Mentor/Advocate Programs

Examples from mentors about the day in the life of a mentor:

- Edmonton
- Cold Lake

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### Mentors

- What is a Mentor?
- What do Mentors do?
- Who are Mentors?

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### What is a Mentor?

A Mentor is...

- Direct one-on-one support and advocacy to help clients address negative environmental issues in their lives by connection to needed services and assistance with following through on recommendations
- The client may access services in a central location or be served through outreach

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### **What do Mentors do?**

- Home visitor
- Connect to community supports
- Goal setting
- Managing crisis
- Assisting to appointments

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### **Who are Mentors?**

Mentors are...

- Committed individuals, usually women
- From varying backgrounds and education
- Require lots of on the job training
- Require lots of supervision/clinical support

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### **Program Details**

- What Makes the Work Successful?
  - Rural Challenges
- Advice From Mentors From the "FASD Mentorship Inventory"
  - Key Messages

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**What Makes the Work Successful?**

- Intensive level of service that is responsive to client growth
- They are relationship based
- Trust is gained and workers have perseverance
- Mentors are role models
- Work is strengths based
- Non-judgmental
- Client and family focused

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**What Makes the Work Successful?**

Helping clients to find and keep appropriate services such as:

- Food
- Shelter
- Safety
- Diagnosis
- Addictions treatment
- Social services
- Legal support
- Domestic violence support
- Counseling
- Keeping the clients connected with any children in care

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**What Makes the Work Successful?**

- Training is a key component
- Supportive supervision also a key component
- The establishment and support of regular team meetings
- A healthy supportive team environment
- A program that is grounded in theory

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### ***Rural Challenges***

- Confidentiality
- Anonymity
- One town – one service provider
- Issues for mentors/supervisors



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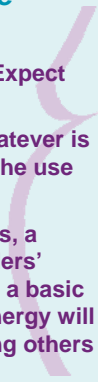
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### ***Advice From Mentors From the “FASD Mentorship Inventory”***

- Forget what you learned in school. Expect anything and go with the flow
- Adopt a can-do attitude. Provide whatever is needed however it works, including the use of out-side the box methods
- Make no assumptions about a client’s, a community’s, or other service providers’ knowledge of FASD. Most still are at a basic level. A good deal of the worker’s energy will be spent on advocating and educating others about the realities of FASD



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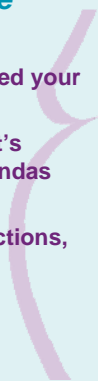
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### ***Advice From Mentors From the “FASD Mentorship Inventory”***

- Success will depend on how motivated your clients are to change
- Keep it practical. Deal with the client’s poverty first. Put aside program agendas until basic needs are met
- Be well informed about trauma, addictions, mental health issues
- Don’t work harder than your clients



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### **Key Messages**

- **Work together in a team**
- **Importance of diagnostic supports**
- **Mentorship programs work**
- **This is not easy work – take a long view of the work**

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### **Reference**

- **Contact Information**

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### **Contact Information**

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Edmonton  
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