**WWPR RESEARCH MENTORSHIP PROGRAM**

**CONCEPT NOTE**

# **Title:**

# **Enhancing Primary Care Research Competence: A Research Mentorship Program for Family Medicine Residents and Physicians**

### 1. Introduction

**Aim:**

The aim of this research mentorship program is to equip family medicine residents and practicing family physicians with essential skills and knowledge in primary care research through a structured mentorship support.

This program is intended as a mentorship program—not a training program—focusing on professional growth, experience sharing, and providing guidance, rather than formal skill acquisition. To emphasize this, we will make adjustments in all related documents to avoid positioning it as training.

While mentees are encouraged to work towards an output, it is important to clarify that producing one is not a must. The primary aim is to foster experience sharing and professional development. If an output is achieved, it will be welcomed, and as WWPR, we will support the dissemination of any outputs via WONCA events by endorsing the qualified works.

**Background**

Primary care research plays a crucial role in advancing healthcare delivery, improving patient outcomes, and addressing the unique challenges faced in primary care settings. However, family medicine residents and physicians often encounter barriers such as limited research exposure, lack of mentorship, and time constraints, which hinder their participation in research activities.

This mentorship program seeks to bridge this gap by providing structured support tailored to the specific needs of family medicine professionals. The program will emphasize dialogue and collaboration, as evidenced by the integration of the Bridge Project, which encourages peer learning and supports young doctors in self-chosen research topics.

**2. Program Overview**

**Objective:** This mentorship program seeks to:

* Foster a strong research culture within primary care.
* Improve research literacy and skills.
* Encourage participation in scientific studies and research projects.

**Target Audience:**

* Members of Young Doctor Movement of WONCA who are family physicians and family medicine residents at various stages of their careers.
* Members of Young Doctor Movement of WONCA World interested in developing their research skills and engaging in scientific research.

**3. Program Structure**

**Mentor Selection**

Mentors are expected to have:

* Experienced professionals in family medicine with a track record of at least 5 years of publishing in peer reviewed scientific journals and high academic values.
* A passion for mentoring and providing guidance to early-career researchers
* Previous mentorship experience of at least 2 years (for ex; supervising PhD thesis or equivalent)
* Commitment to facilitate regular meetings for at least 6 months for a group of mentees (3-4 people)

**Mentee Recruitment and Enrolment**

Target Audience: Family medicine residents and practicing family physicians in the early years of their research career.

Recruitment Strategy:

* Outreach through Young Doctor Movement via regional representatives/YDM online pages and apply for recruitment.
* Family medicine residents and practicing family physicians submitting their CVs, motivational letter, and concept note of the research they intend to undertake over the 6 months program.
* Promotion via social media, newsletters, and professional networks.

**Matching Mentors and Mentees:**

Mentees will be selected based on predefined criteria by the YDM, and mentors will be matched with mentees according to their expertise and areas of interest.

**Online Kick-off Meeting and Program Introduction**

Purpose: Introduce the mentorship program and its objectives and mentor-mentee pairing

Components:

* Introduction
* Welcome (WONCA and YDM Executives)
* Description of the mentorship program structure
* Keynote: **Why PC research?**
* Keynote: **Current Trends in Primary Care Research**
* Mentor-mentee introductions [in small group rooms]

**Mentor-mentee Collaboration Process (6 months)**

* **Goal Setting**: During the first meeting, mentors and mentees will collaboratively establish clear, measurable goals.
* **Ongoing Support and Communication**
* Regular Meetings: Mentors and mentees are expected to meet regularly (e.g., bi-weekly or monthly) to discuss progress, challenges, and any adjustments to their goals.
* Documentation: After each meeting, mentors are encouraged to document key discussion points, action items, and progress toward goals. This will help in tracking development over time and provide a reference for future meetings.
* **Monitoring and Evaluation**
* **Feedback Loop:** At the midpoint and conclusion of the program, both mentors and mentees will be asked to provide feedback on their experiences. This feedback is crucial for the continuous improvement of the program.

**Program Completion**

* **Final Assessment:** As the program nears its end, mentors and mentees will assess the progress made toward the initial goals.
* **Online meeting to facilitate the sharing of final products**: At the conclusion of the mentorship program, we will host an online meeting to facilitate the sharing of final products developed by the participants.
* Final products could be;

1.Research Proposal Ready for submission for ethical review.

2. Research paper ready for submission for peer-review.

3. A draft manuscript ready for submission to a journal (In the case of a Scoping Review, Narrative Review or Systematic review)

4.Data collection progress report

5. Conference abstract

6. Journal Publication

* This meeting will provide a platform for mentees to showcase their work, receive constructive feedback, and engage in discussions with mentors and peers. The session aims to celebrate the achievements of the participants, highlight their progress, and encourage continued collaboration beyond the program. All products and outcomes will be shared digitally, allowing for broader dissemination and potential future use.
* At the conclusion of the program, participants are encouraged to present their research projects and findings at prestigious conferences, including those organized by WONCA World, WONCA Regions, WONCA research networks (like EGPRN), other research networks like NAPCRG and WONCA alliance associations like the European Forum for Primary Care (EFPC). This opportunity will provide visibility and recognition for their work and foster further professional development.

**Program Evaluation**

- Metrics:

 - Participant satisfaction and feedback.

 - Number and quality of research projects initiated.

 - Progress in research skills and knowledge.

- Methods:

 - Surveys and interviews with participants and mentors.

 - Review of research outputs and achievements.

**4. Conclusion**

This mentorship program aims to support family medicine residents and physicians in developing research skills and fostering a collaborative research culture. By combining structured training with innovative peer learning opportunities, the program aspires to empower participants to become proficient researchers and leaders in primary care, ultimately contributing to improved patient care and healthcare outcomes.