

ADR Update

Fall 2014, Newsletter of the ADR Institute of Ontario (article on page 10)

Experience Required..." ADRIO Pilot Mediation Internship Program Launching this Fall

On June 20, 2014, the first formal pilot **ADRIO Internship Program** for Mediators was announced at the organization's Annual General Meeting, signaling another chapter in its mission to "...contribute to the development of a community of ADR practitioners across Ontario that is competent, well educated and highly professional in delivering ADR services to its users..." .

ADRIO Internship Committee 2014

Mary Satterfield, C.Med,
C.Arb, *Chair*
mtsatterfield@hotmail.com

Peter Bruer
bpeter@sschto.ca

Mardi Edelstein, Q.Med
mardi@spectramediation.ca

Tricia Gazarak, Q.Med
triciagazarek@outlook.com

Margot Hallman, C.Med
hallman@resolving.ca

a program ... to set standards ... consonant with the national standards, ethics, codes of conduct and accreditation.

A few weeks before, the Internship Committee met with a number of experienced Mediators of C.Med or equivalent status inviting them to be Intern Supervisors in the first-year program pilot launching September 2014.

The group responded positively to the proposed structure and goals of the program and a dynamic conversation ensued well into the evening. A majority of those in attendance, as well as others on a follow-up teleconference committed to participate, ensuring ADRIO of a diverse and qualified Supervisor roster.

The **ADRIO Internship Program** will support trained mediators to get invaluable real-life and hands-on experience in mediation. Interns will be coached and guided in the core competencies of the profession, as defined in the C.Med. qualifications, and with an eye to developing their own art and style of mediation.

The program will provide eighty (80) hours of instruction on at least three (3) cases with opportunity for the Intern to actively mediate, co-mediate and/or observe live mediations, as appropriate to both circumstance and skill level. Interns will also be involved in the preparation of memoranda

of understanding, progress reports and confirming letters. At least twenty (20) hours of debrief, feedback, analysis and reflection on the process and role of the mediator will be included. Cases mediated to conclusion will be applied toward a candidate's Q.Med or C.Med accreditation path. Mid-program and final evaluation will be on a Pass/Fail/Excel basis and the successful Intern will be provided with a Certificate of Completion. Program costs for the Intern will include a \$200 application fee payable to ADRIO and Supervisor fees of \$2500 for the 80-hour course.

The Internship Committee was established in 2013, to envision and structure a program to create greater opportunity for Internships, and to set standards for its delivery consonant with the national standards, ethics, codes of conduct and accreditation.

With the support of the ADR Institute of Ontario, it is also envisioned that the public will be introduced to this program as ongoing professional development, essential to the progress of the field and its membership, whose ultimate aim is to better serve their clients.

The Committee, listed to the left, will continue to serve as points of contact for the program in its first year.