

Mentorship for capacity building among young scholars in knowledge translation, research, and practice in universities in Kenya

Abstract

Mentoring is instrumental in professional development and capacity building to enhance attitude, skills, and knowledge. It's need in Kenyan higher education institutions cannot be overstated. However, there exists gaps in mentoring implementation, thus its impact has not been felt. The study explores mentorship as a strategy for building capacity of young scholars in research, knowledge translation, and practice in universities. Specifically, the study assesses prevalences of mentoring skills and the environment that promotes mentoring culture. The results showed that while the majority of the mentees (88.3%) and 53% of mentors had adequate skills for mentoring, they needed to perfect the less developed functional mentoring skills. Combined, 56% of mentors and mentees shared very good functional mentoring skills relevant for effective mentoring. Also frequent communication, similar research interest, institutional support for mentoring, and mentoring guide an promote the culture of mentoring relationships. Practical implication for mentoring program leaders, mentors and mentees are discussed.

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