A government department’s human resources, skills sets, and the collective experience, training, and expertise of public administrators is important for policymaking and ultimately governance. The assumption is that the stronger the policy capacity is for a department, the greater potential for better decision-making and improved policy outcomes. Goal-focused mentoring is an essential component of successful research capacity-building programs for policy practitioners. Successful professional development also requires that participants are provided new experiences, exposure to a broad range of challenges, and education.

**INPUTS**
- Junior Policy Analyst (1/Annual)
- Structured policy capacity training
- Mentorship

**ACTIVITIES**
- Policy projects
- Weekly mentorship meetings
- Ongoing feedback for professional development

**THE RESULTS**
- Jurisdictional Scans
- Literature Reviews
- Research Briefs
- Briefing Notes
- Project Charters
- Policy analysis reports
- Presentations

**IMMEDIATE OUTCOMES**
- Increase policy analytical capacity
- Increase professional network
- Increase knowledge and skills for policy development
- Increase information for decision-making purposes

**LONG-TERM OUTCOMES**
- A skilled cadre of policy leaders
- Strong policy capacity to address complex issues and solve problems effectively
- Research-informed public policy

**MEASUREMENT**
- Pre-program participant assessment
- Post-program participant assessment
- Key informant interviews (program participants)

**References**
- Haynes, A., Rowbotham, S., Redman, S., Brennan, S., Williamson, A. & Moore, G. (2018). What can we learn from interventions that aim to increase policy-makers’ capacity to use research? A realist scoping review. *Health Research Policy and Systems*, 16 (31). Open access, Available at: https://tinyurl.com/yb57q927

**Endnotes**
2 Ullrich (2010)