

Past participants – what they said

Mentors

"I always gain so much personal satisfaction from mentoring students. You don't realise how much you know until someone asks - you take it for granted!"

"Mentoring encouraged me to undertake a review of my skills."

"The Program facilitated my exposure to graduates as potential employees."

"Understanding the skill levels and core competencies of new graduates helps me to become a more efficient and valuable manager to new recruits."

Students

"Meeting new people in a professional environment has helped me to develop my interpersonal skills so that I can network more effectively in the future."

"The most important benefit of the Program is that it has transformed me from a student into an employee and proved a most useful bridge to employment."

"I gained a greater understanding of the requirements of the 'real world of work', and how to market myself to a potential employer."

"Since participating in the Mentoring Program, I feel more confident about preparing job applications and I am sure it will be only a matter of time before I get that interview!"

Griffith Industry Mentoring Program

How can I register as a mentor?

You can register online by going to the website below, clicking on Industry Mentoring Program and following the prompts.

griffith.edu.au/careers-employment

For more information about the Program, contact:

Tiana Fenton
Coordinator, Industry Mentoring Program
Careers and Employment Service
Student Services
Griffith University
Nathan QLD 4111

Telephone: 3735 7062
Facsimile: 3735 5360
Email: t.fenton@griffith.edu.au

The Careers and Employment Service at Griffith offers a range of services to assist you with your graduate recruitment needs.

- Advertise your graduate vacancies, vacation work and work experience
- Attend our recruitment and careers fairs
- Conduct an on campus visit
- Target a student cohort via direct mail or email.

For further information, please visit our website griffith.edu.au/careers-employment or contact Margo Baas, Manager, Employer Liaison and Graduate Promotion, phone 3735 5453 or email m.baas@griffith.edu.au

Griffith Industry Mentoring Program

Developing professionals



Mentoring – illuminating career pathways

What is mentoring?

Mentoring is a well recognised strategy for self-development, career development and skills development.

A mentor facilitates personal and professional growth in another by sharing knowledge and insights that have been acquired over the years. The desire to share these life experiences is a characteristic of a successful mentor.

A mentor offers guidance and encouragement to students looking to explore career options in their chosen field. The role of mentors is to use skills, experience and knowledge to support students in making decisions about their future.

Many students have little or no experience of work in their chosen field. Being mentored by an experienced professional offers them an invaluable opportunity to gain insights into organisational and professional life and helps them plan their future career.

A mentor's career to date is a useful case study for students who will generally be seeking an understanding of the workplace, career direction, help in exploring career goals, networking, job seeking skills, motivation and encouragement.

Griffith Industry Mentoring Program

Each year, 200 students from a variety of disciplines are matched with people in the workplace as part of the Griffith Industry Mentoring Program. After joining the Program, mentors are matched with a student whose career aspirations closely fit with the career path of the mentor.

The primary function of the Program is to assist students in clarifying their career objectives and to facilitate their transition from study to the workplace. Evaluations have consistently indicated that the Program makes a significant contribution to students' career development.

What are the benefits of participating?

The Program will provide you with the opportunity to share your experience, knowledge and work skills with a student seeking a career in a related field. The benefits for mentors include:

- personal satisfaction – rewards in giving back and contributing directly to your profession and future colleagues
- learning about current trends from the latest research
- developing skills in coaching, mentoring and personal support
- the chance to meet potential employees
- opportunities to reflect on your own professional practice
- recognition of your mentoring role at your own workplace
- opportunities to network with other professionals in your field
- a satisfying community service role within the University.

Your questions answered

How is the Program conducted?

The mentor/student matching process is undertaken during March/April and a mentoring workshop is subsequently provided for all participants. The Program runs during Semester Two from August to October. Formal functions mark the beginning and end of the Program and provide networking opportunities for mentors and students.

A Coordinator manages the Program and is available to offer support and advice regarding any issues that arise.

Can anyone be a mentor?

Mentors usually have at least four years experience in their chosen field. Mentors need to be good listeners who enjoy sharing their expertise with emerging professionals.

How much time would I need to commit?

As a general rule, it is recommended that mentors and students meet for a *minimum* of six one-hour appointments over the duration of the Program.

Am I expected to offer work experience?

Offering work experience is not a requirement for mentors. If students do undertake unpaid work experience as part of the Program, they are covered under the University's insurance scheme.

What is the typical form of interaction?

Mentoring partners employ a range of strategies for staying in touch, including regular face-to-face meetings, workplace visits, telephone conversations and communication via email.