

Skilled Mentoring Program (SMP)

*Supporting meaningful employment
through empowering connections*



Are you seeking professional employment? Or,
would you like to help someone in finding
professional employment?

HOW DOES THE SMP WORK?



The SMP aims to help people seeking employment in their profession through matching them with a mentor who is employed in their occupational field.

Mentors can assist with different stages of the job seeking process, which include providing mentees with industry insights, sector-specific job seeking strategies, interview preparation, professional goal setting and general information about Australian or industry work culture.

Commitment

The SMP is a flexible, low-commitment and high impact arrangement for both mentors and mentees. The participants are expected to talk to each other for one hour a week either in person or on the phone at a mutually suitable time and place. We recommend maintaining the relationship for a period of 3-6 months unless the mentee is able to find suitable employment or either party decides to end the relationship. We will also provide both parties with support and guidelines to help them build a positive and constructive relationship.

'Every great acheiver is inspired by a great mentor'

Lailah Gifty Akita, Think Great: Be Great!



To participate in the SMP, please contact the project officer at smp@sev.org.au

Skilled Mentoring Program

Inclusion Criteria

Mentees

- Fluency in English
- Some professional experience in their occupational field

Mentors

- Currently employed in their profession or recently retired.
- Fluency in English
- Have at least two years of Australian work experience.

Benefits of mentoring



For mentees:

- Gather industry-specific information.
- Build professional relationships
- Gather information about Australian work culture and the organisational culture of your industry.
- Get assistance with job seeking strategies, resumes, cover letters and interview preparation.
- Get assistance with professional career planning and information on suitable jobs.
- Support and encouragement.

For mentors:

- Increase personal satisfaction by contributing to developing others.
- Use and developing leadership skills (including coaching, providing feedback, communication and interpersonal skills) as well as emotional intelligence.
- gain heightened awareness of own skills, qualities, patterns and knowledge.
- Opportunity to hear fresh ideas and learn from others.
- Opportunity to develop relationships and networks.



FREQUENTLY ASKED QUESTIONS

1. How much does it cost to participate?

Its free for both mentors and mentees!

2. What is mentoring?

Mentoring is a very special relationship that you have with somebody that could share their industry insights, their expertise; share stories about how they got to where they are and provide encouragement that you need to be successful in your job search.

3. Has mentoring shown to be beneficial?

Yes, mentoring has shown to improve the employment outcomes of many job seekers, including skilled immigrants in similar programs across Australia and Canada. Peer mentoring has also received increasing recognition and utilised by many employed people for guidance on career progression.

4. Will I get work experience in this program?

Given that most mentors in the program register as individuals instead of employers, the provision of work experience is outside the scope of the mentor's assistance in this program. However, mentees can seek guidance from their mentors about how and where to find opportunities for work experience.

4. What does the application process involve?

Both mentors and mentees are required to fill out an application form and sign a mentee/mentor declaration, which indicates that they agree to abide by the guidelines and boundaries of the SMP. Mentors are also required to complete an online police check using Crimcheck.