



Thinking about Being a Mentor with Mentorability?

The people/mentees who come to Mentorability BC to talk to Mentors are from all over the province, they have a wide variety of career goals. They are seeking information to decide if it is the right path for themselves. Mentees want to talk to someone who has been on that path for a while; what was the training/education? What does the day to day look like? What is exciting and what is not so exciting? We have had Mentors in so many careers: retail, coffee baristas, the trades, cheerleaders, tech, nursing, auto design, video gaming, library sciences to business ownership and everything in-between. Ok, not everything, but we are getting close.

As a Mentor, you share your career path and what you have learned along the way. No need to do research beforehand, this is just talking about your journey and showing them what you do in your day currently.

- **What should Mentors expect in the process:**
 1. Start by reaching out to Mentorability BC to start a conversation.
 2. Time will be booked for you and the Hub Coordinator to talk. You ask questions (15-45 minutes) about a mentorship, and we ask you questions about your experience.
 3. The Hub Coordinator will tell you if there is already a mentee interested. If there is not, they will reach out to agencies to talk about the mentorship you have to offer.
 4. The mentor, mentee and mentorship facilitator are introduced, and you set a time that works for all of you.
 5. Mentorship happens. Examples: Mock or information interview on Zoom. Looking at their resume at a coffee shop and giving feedback. A job shadow, introduction to the team or a tour of the job site. The maximum mentorship is one day.
 6. The Mentee is supported by an Employment Specialist/Facilitator, there are some exceptions. This Specialist/Facilitator will help in the navigation of the process.
 7. Have fun, talk about yourself and your journey.
- **Is there any preparation for mentoring?**

- If the Hub Coordinator has told you about accommodations the Mentee needs, be sure to be prepared. Examples: the person is in a wheelchair, has a clear path for them to navigate the spaces they will visit. The person is hard of hearing and reads lips to communicate, set up the room so you are facing each other, have note pads to write out words if they are misunderstood. If you do not know how to prepare, feel free to ask the Hub Coordinator Mentorship Facilitator.
- The Mentee might have hopes to gain with the mentorship, ask the Mentorship Facilitator if there are any.
- Reflect on your own expectations of the mentorship, and you can share this with the Mentorship Facilitator
- Ask the Hub Coordinator or the Facilitator for your needs. Example: You can only do Zoom not in person; you would like the questions before hand. You would like a phone conversation before the mentorship.
- Think about when you were first starting in your career and all the “stuff” you did not know and wished you would have.
- **Do mentors receive any training?**
 - There is training available. Most mentors do not take this training but those that have found it useful. It is 40 minutes long. <https://www.supportedemployment.ca/training-and-events/courses/preparing-to-be-a-mentor/>
- **Do Mentors need to provide their job description (so that you can match)?**
 - A job description does help. It does not need to be too long, just a couple of sentences.
 - Often the Hub Coordinator will write up a description based on the conversation they had with the Mentor.
- **Do Mentee and Mentors meet ahead of time and then an in-person meeting?**
 - Meeting by phone or zoom sometimes happens before a mentorship but not always. Remember there will be an Employment Specialist/Facilitator supporting the mentorship.
 - Often the Mentorship Facilitator and the Mentor will have a conversation beforehand about the hopes of the Mentee and any accommodations that are required.
- **How long does the mentorship last?**
 - Mentorships last 1-hour to 1-day. By zoom, a conversation at a coffeeshop. A tour of the workplace, a mock interview or job shadowing. Each mentorship is unique, you get to decide what works for you.
- **Can Mentorships last longer than a day?**

- About 20 % of our Mentorships have some interaction after the mentorship. This might include sending information about relevant courses or an idea of who else they should talk to. A few mentorships last years and they talk every few months about their progress and journey.
- **Reasons why people become Mentors:**
 - It is nice to give back and nice to talk about yourself.
 - An opportunity to reflect on your career in a different manner than you might otherwise.
 - Confront an unconscious bias in real time and learn from the experience.
 - Build on the skill of mentoring and teaching, this is helpful during the mentorship and supporting your co-workers.
- **Here are some stories of past mentorship.**

A reminder all Mentorships are a little different.

 - <https://supportedemployment.ca/mentorability-experience-doug/>
 - <https://supportedemployment.ca/mentorability-experience-tyler/>
 - <https://supportedemployment.ca/mentorability-experience-sara-and-kyla-lorraine/>

If you are ready to sign up here is the link:

<https://forms.office.com/Pages/ResponsePage.aspx?id=-gwgaek2g06pOinMP-dbJo0SAj5eCepFqLxMfX-n5kRUM0pQSkczRVdTM1NMM0kxRjJLVFIzVjM3QSQIQCN0PWcu>

Should you have any questions or concerns before signing up, please don't hesitate to contact Tina Dam at tinadam@inclusionbc.org. 604 902-6794

