

# Become a Mentor!



The CRIEC/Bow Valley College Mentoring Collaborative brings internationally trained professionals (ITPs) together with their Canadian counterparts in occupation-specific mentoring relationships. ITPs gain job search strategies, build professional networks and acquire the tools necessary to secure employment in their profession, while employers obtain access to the skilled and experienced talent available in Calgary.

## Interested in Becoming a Mentor?

Mentorship is an opportunity to enhance leadership/coaching skills and refine one's cross-cultural understanding in a real-life setting. The mentoring relationship provides a unique perspective on Canada's evolving workforce.

A mentor is an established professional who is eager and willing to set aside time to develop a supportive professional relationship with a mentee.

Mentors:

- Have at least three to five years' experience in his or her field of expertise
- Have professional networks and (where applicable) belongs to professional associations
- Are encouraging, supportive, flexible and empowering
- Have time to commit to a mentoring relationship

## What is the Time Commitment?

Mentors and mentees meet weekly for 1 to 1.5 hours over the course of 1 to 4 months (therefore mentoring partnerships can last from 4 to 16 weeks). Meetings are set Monday through Friday, when it works best for the mentor.

## Mentors Help Their Mentees:

- Learn about the Calgary job market and become familiar with industry and occupation-specific information
- Determine if professional designation is applicable/required
- Develop their professional networking and job search strategies
- Explore their transferable skills
- Develop an understanding of the Canadian workplace culture/communication
- Set realistic career goals and establish a plan of action to achieve them
- Share their cultural and professional perspectives with their mentor

## Who Are Mentees?

Mentees are internationally trained professionals who are seeking guidance to find employment in Calgary.

Mentees:

- Are Permanent Residents
- Are ready for employment in their area of expertise
- Have a minimum of three years' experience in their area of expertise
- Are unemployed or underemployed
- Possess the English skills necessary to perform their work
- Have time to commit to a mentoring relationship

## Support and Resources

Mentors have the opportunity to take part in workshops organized by CRIEC, sometimes in collaboration with their employer. Mentors can contact the CRIEC/BVC team for ongoing support during the mentoring relationship.

## What Happens After the Mentoring Match?

Mentors and mentees will:

- Attend a 30-minute mentoring orientation which outlines roles and expectations (usually as part of the first mentoring meeting with the mentee).
- Receive a comprehensive mentoring handbook during the orientation, which includes a mentoring roadmap that provides guidance for the mentoring partnership.

## To sign up as a Mentor, please contact:

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