

MENTORING FAQs

What is Manchester Gold Mentoring?

Joining Manchester Gold Mentoring means that you will be matched with an individual mentee for a six-month period, which this year will be running from November 2017 to April 2018, February to July 2018 and July to December 2018. During those periods of time, you will be required to develop a mentoring relationship with your mentee, which can be maintained by a combination of face-to-face meetings, telephone or Skype calls and emails.

The Manchester Gold team will offer advice and guidance about how to get the most out of the mentoring process and how to best manage your mentoring partnership in the training session. We will also provide all mentors and mentees with a pack of resources to help them, including our Manchester Network Guide, Mentor Handbook, Mentoring Checklist, and Mentoring Diary. We will also keep in touch by producing monthly communications and social media messages, as well as organising social events.

We estimate that to maintain a successful mentoring relationship you will need to allocate around 15-20 hours of your time over the six-month period.

We would also like to encourage mentors on the Manchester Gold Mentoring programme to offer, where possible, additional opportunities to their mentee. These would include:

- A visit to your workplace
- Work shadowing opportunities
- Work experience opportunities

Please note however that this is not an expectation of our mentors, or a pre-requisite for joining the programme. These are suggested as additional opportunities to help provide your mentee with helpful insight into your sector or industry.

Are there any pre-requisites for mentors?

We welcome mentors from all industries, sectors/roles and with varying levels of experience. Although, please note that mentors from backgrounds within the media, the financial sector, marketing and PR roles and civil servants have historically been in the highest demand by our students. As such, if you have a role or experience within any of these areas we would strongly recommend applying to be a mentor.

However, the only specification that the Manchester Gold team requests is that mentors feel comfortable advising a mentee about current job hunting strategies, opportunities, recruitment practices etc. that will help them in their career progression.

How is the mentor match made?

Manchester Gold staff do not match students with mentors this year. Students select and request their own mentor through the Manchester Network portal.

Once a student finds a suitable mentor, they will press request on the mentor's profile. The Manchester Gold team will check the request to ensure that the match is suitable before forwarding to the mentor for consideration. Mentors can accept/decline the student mentee through the portal. If you accept, the student will receive a direct message through Manchester Network confirming the match. If you decline, your message will be forwarded to the Manchester Gold team for action. Students who have been declined by mentors will be able to return to the Manchester Network portal to search for an alternative mentor.

Students can send requests to one/multiple mentor(s); however, they can only be matched to one mentor over the 6-month programme. Once a mentor accepts a request, the match is confirmed. Please therefore ensure that you respond to requests within 3 working days.

Please choose your mentee wisely based on the information they have provided on their profile and in the initial message to you. Please do keep in mind that mentees who have difficulty articulating their motivations/ambitions or those who have least experience are often the ones most in need of mentoring support. We would therefore encourage mentors to be open-minded when considering the kind of mentee they could offer support to.

What will I be asked about?

You will be supporting students with career planning and decision making, although we will provide prompts for discussion within our monthly communications. Topics for discussion between mentors and mentees have previously focused on the following general themes:

- The job application process – such as CV writing, application advice, sector specific examinations such as psychometric testing and mock interviews.
- Entry routes into specific sectors and networking opportunities
- Insights into role/sector/organisation
- Requisite skills and experience

Will I be guaranteed a mentee?

Unfortunately we cannot guarantee that every mentor who kindly offers to support the programme will be matched with a mentee. Sometimes we simply do not have applications from students who would be a suitable match. We also find it difficult to find matches for the following areas, due to a lack of mentee applications: IT/Technology, Medicine/Dentistry/Optomety and Engineering.

We hope that mentors are flexible about the kind of student they are matched with. For example, we encourage mentors to accept a student who is from the same degree background as themselves but lacks experience in their particular field/sector. It is good for these students to have exposure to different career paths that they may not be aware of.

If you do not receive any mentoring requests, you will be invited to take part in the next programme, where hopefully you will have better luck.

I've registered – what next?

For the Autumn programme, mentor partnerships will begin after students have successfully requested a mentor from our Manchester Network portal. We hope to have all matches confirmed by the end of October.

Who can I contact for more information or help?

If you have any questions or need help with your registration please contact the Manchester Gold team on 0161 275 2828 or via mentoring@manchester.ac.uk