Student Futures Team
Faculty of Humanities and Social Sciences

The University Of Queensland
AUSTRALIA
CREATE CHANGE

HASS Connect Mentoring Program

Guidelines for mentors

HASS Connect Mentoring Program

Build Confidence. Broaden Understandings. Make Connections.

HASS Connect aims to bring together engaged industry professionals with enthusiatic HASS students to explore career options and goals. As a mentor, you can play a vital role in helping students to navigate the transition from study to the workplace, building their confidence to identify potential career pathways, set career and study goals, increase professional networks and articulate their value to others.

Program Objectives

1. To establish positive mentoring relationships that are mutually beneficial
2. To help create study and career goals
3. To increase students confidence in identifying potential career pathways
4. To encourage professional networks and relationships
5. To build awareness of personal employability and how to articulate this to others

Program Details

HASS Connect is a volunteer program that runs twice throughout the year in March to June and July to October. You will be matched with a current HASS student based on your studies, shared interests and area of expertise.

Connect with your mentee

- your mentee is responsible for initiating contact with you to introduce themselves and arrange initial meeting
- complete the Mentoring Agreement together

Build your relationship

- attend a HASS networking event with your mentee
- meet with your mentee at least four times (in-person/phone/or online)
- guide the student through achieving their study and career goals set out in the mentoring agreement

Reflection and Celebration

- complete a feedback form to share your experiences and offer recommendations
- attend the celebration networking event with your mentee

"Tapping into the experience of a seasoned media worker by learning first-hand what it means to apply yourself is an opportunity I will be forever grateful for accepting. Through his tutelage, I managed to expand my professional network, fine-tune my CV and cover letters, learn to appreciate myself and my strengths, and made a professional friend and reference for the rest of my career."

Julian Lehnert with his mentor Steve Haddan

The role of a mentor

- Provide information about your area of expertise, experiences and nature of your job
- Offer advice, tips and resources relevant for your mentee
- Assist with personal study and career goal setting
- Share your successes, challenges and insights into gaining employment following graduation
- Encourage your mentee to explore different perspectives and approaches
- Provide feedback on observed performance
- Assist with practical skills such as job seeking strategies, networking and resume writing
- Facilitate self-directed learning, providing guidance and advice, rather than answers

A good mentor is:

- Accessible
- Reliable
- Supportive
- Open-minded
- Motivating
- Enthusiastic
- Empathetic
- Patient
- Honest
- Willing to share skills, knowledge, time and expertise

What to expect

The HASS Student Futures Team really appreciate the time and commitment you are volunteering to this program. As a mentor, you are committing to regular contact with your mentee, sharing your experiences and offering guidance throughout the program. By participating in this program it is advised that you:

- Understand your role as a mentor is to listen and guide the mentee, and you are not obliged to take on any other roles such as a counsellor, or friend
- Commit 8-10 hours of time for the mentoring program; including 4x1hr meetings, email correspondence and optional attendance at networking events
- Set aside uninterrupted time to meet with your mentee and ensure that you respond in a timely manner to these meeting requests
- Actively listen to your mentee and provide constructive feedback where appropriate
- Attend the networking events wherever possible
- Meet with your your mentee in a safe and appropriate setting e.g. on university campus, at workplace or a cafe
- At the first meeting, it is expected that you will complete the mentoring agreement with your mentee and discuss expectations surrounding contact, communication, goals and topics for discussion
- Maintain the privacy and confidentiality of information that is shared during the mentoring relationship
- Contact the HASS Student Futures Team whenever there are concerns or queries.

The mentee is expected to:

- Initiate contact with you to introduce themselves and arrange meeting times
- Drive the mentoring relationship, come prepared with topics for discussion and take notes
- Respect your privacy and confidentiality and not disclose information without consent
- Keep your scheduled appointments
- Refrain from contacting you outside of agreed times
- Maintain a professional manner and respect professional and personal boundaries
- Show appreciation for your time, effort and commitment
- Understand that a mentor is there to guide you and is not obliged to take on any other roles such as a counsellor, or friend.

Please be aware that it is not appropriate for the mentee to:

- Expect work experience or employment
- Ask for help with assignments

How to apply

Further information and the link to apply is on the Student Futures website: https://hass.uq.edu.au/hass-industry-mentoring-program

YOUR IMPACT - We surveyed the Semester 1, 2021 cohort before and after the program to find out what mentees gained from participating.

To what extent do you feel confident identifying potential career options?

BEFORE

Only **15%** of students reported feeling confident or extremely confident identifying career options before the program

AFTER

By the end of the program, **60%** of students felt confident or extremely confident identifying potential career options

To what extent have you built professional networks with industry?

BEFORE

Pre-program, **30%** of students reported having built professional networks somewhat, a lot, or a great deal

AFTER

After the program, **73%** of students reported they had built their professional networks somewhat, a lot, or a great deal

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How to register

Further information and the link to apply is on the Student Futures website

Visit the website

https://hass.uq.edu.au/hass-industry-mentoring-program

Contact us

Visit:
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