



2020-2021

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Programme Contacts

CIT Alumni Office

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CIT Careers Service

Maria Nugent, Careers Advisor

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About Us

CIT Alumni Office

The CIT Alumni Office develops and supports relationships with graduates, friends and new connections through a range of initiatives and communications, to support the Institute's education and research ambitions.

www.cit.ie/alumni

alumni@cit.ie

CIT Careers Service

CIT Careers Service is a free and confidential service committed to supporting and encouraging students to reach their academic, personal and professional potential.

The Careers Service works with Students, Employers and the wider CIT community to provide student-centred, **careers education** and planning for the benefit of the individual's professional and **employability skills development** in line with the Careers Service Strategic Plan.

The Careers Service is available to all full-time registered students of the Institute, as well as Apprentice, Springboard and ICT Skills students. In addition to this, the service also works with graduates, who were full-time students, for up to one year after completing their qualification.

www.mycit.ie/careers

Joint Mentorship Programme

The Joint Mentorship Programme is a voluntary extra-curricular activity. CIT Alumni Office and CIT Careers Service act as facilitators for the programme.

The Joint Mentorship Programme is an interactive learning experience provided to students to assist them in their personal and career development, enhancing the knowledge gained through third level education.

What is Mentoring?

Mentoring focusses on enhancing an individual's personal and professional skills and potential, while also developing industry awareness and knowledge.

The Mentoring Partnership

Each mentoring relationship involves two people to facilitate an exchange of business experience, knowledge, expertise and career advice. A mentorship pair consists of a Mentor (CIT alumni or other professional) and Mentee (CIT Student).

- **Mentor** – Acts as a role model for the student and is willing to enhance the student's development through guidance, support and the sharing of professional knowledge and insight.
- **Mentee** – The student is the recipient of the shared knowledge and expertise from the Mentor. The Mentee actively engages with the Mentor in order to learn new skills and develop their own professional potential.

Mentor and Mentee Schedule of Events

The Programme will occur over a six-month period, from November 2020 to April 2021.

Participation:

- All Mentors and Mentees are asked to attend the initial *Programme Induction* on **Wednesday 10 November 2019** as well as the *Programme Closing Event* on **Thursday 29th April 2021**, which will both be delivered as virtual events.
- We also ask that Mentors try to facilitate one *work-shadowing day* for their Mentee within their place of work over the course of the programme, dependent on Covid restrictions and current workplace guidelines.
- In lieu of a workplace visit, attendance at a virtual company webinar or training event could be a beneficial option for a Mentee.
- Mentees are asked to take responsibility for organising the *Mentor and Mentee Monthly Meeting/Contact*.

	Event	Date	Location
1.	Programme Induction	Wednesday 10 th November 2020	6.00pm – 7.00pm Location: MS Teams
2.	Mentor & Mentee Monthly Meeting/Contact 1	November 2020	To be agreed by Mentor & Mentee
3.	Mentor & Mentee Monthly Meeting/Contact 2	December 2020	To be agreed by Mentor & Mentee
4.	Mentor & Mentee Monthly Meeting/Contact 3	January 2021	To be agreed by Mentor & Mentee
5.	Mentor & Mentee Monthly Meeting/Contact 4	February 2021	To be agreed by Mentor & Mentee
6.	Mentor & Mentee Monthly Meeting/Contact 5	March 2021	To be agreed by Mentor & Mentee
7.	Mentor & Mentee Monthly Meeting/Contact 6	April 2021	To be agreed by Mentor & Mentee
8.	Mentee Testimonials (Programme Reflection & Learnings) and Closing Event	Thursday 29 th April 2021	6.00pm – 7.00pm Location: MS Teams

Careers Service Training Schedule for Mentees

Month (Dates To be Communicated)	Training Activity
November 2020	Mentee induction & overview to get the most from the programme
December 2020	Mentees complete Careers Service Canvas Courses – CV, Interview & LinkedIn
January 2021	Individual Mentee CV review & LinkedIn profile review with the Careers Service
February 2021	Communication skills & interview preparation
March 2021	Effective use of LinkedIn
April 2021	Programme reflection & applying your learning

Questions and Answers

What is the Mentorship Programme?

The Programme provides students and mentors with an opportunity to meet, discuss career goals and network, while assisting students to enhance their professional skills.

How long does the programme last?

The CIT Joint Mentorship Programme will run for six months (November 2020 to April 2021).

What is the cost of participation?

The cost of all programme events will be covered by CIT Alumni Office and CIT Careers Service. Additional costs incurred outside the organised events on campus are at your expense.

Will I receive a certificate for the Programme?

On completion of the programme, both Mentors and Mentees will receive a certificate of participation.

Who should I contact if I cannot attend an event?

Alumni should contact CIT Alumni Office (Email: Barbara.hempel@cit.ie) and students should contact CIT Careers Service (Email: Maria.nugent@cit.ie)

Who are the Mentorship Partners?

CIT Alumni Office and CIT Careers Service have collaborated to coordinate and facilitate the Joint Mentorship Programme.

Will there be an evaluation of the Programme?

There will be an official evaluation on completion of the programme.

Activities

Together as mentors and CIT representatives, we will provide a programme of events to particularly support students in the mentoring relationship. The events have been selected to provide students with a variety of experiences outside the classroom including networking, work-shadowing and delivering a presentation, to name but a few.

In addition to the CIT events, each Mentor/Mentee pair should work together to set goals for their individual meetings/contact during the programme. Mentors should outline to their mentee how they are willing to help them and the kind of information or support they can offer.

The following is a short list to start you thinking about what your goals and activities might be during your Mentor/Mentee relationship;

One-to-One Activities

Note: Some activities are dependent on Covid restrictions and current workplace guidelines.

- Give advice on CVs and letters of application
- Practice interview techniques
- Conduct interview role-plays
- Take a tour of the company or customer facilities
- Share business experiences and insights
- Shadow your mentor for a day
- Attend company events as appropriate
- Attend community/volunteer events that the organisation is involved in
- Act as a sounding board by providing constructive criticism and honest advice
- Act as a reference for your mentee
- Organise student interviews within the Mentor's company for students to interview various colleagues
- Introduce students to other professional colleagues
- Work on a project at the Mentor's company for experience – no payment should be sought

Benefits to Mentees

- Work with an experienced role model from the business community.
- Gain an insight into the workplace and link your academic programme to the world of work.
- Increase your understanding of various job roles and employment opportunities you may have with your qualification.
- Strengthen your confidence and self-awareness, and improve your interpersonal and presentation skills.
- Add your participation in the programme to your CV and help you to stand out from the crowd.

Mentee Roles and Responsibilities

CIT Alumni Office and CIT Careers Service have collaborated to provide you with an excellent programme of events to support the mentoring relationship. However, the only person who can ensure personal reward from the programme is you! We encourage you to use the guidelines below to make your experience a success.

General

- Commit to attending all programme events.
- Be proactive and willing to meet your Mentor at their convenience.
- Discuss your goals and expectations.
- Contact your Mentor. This may require persistence on your part due to busy schedules. Leave messages that inform him/her when and how to reach you.

Meeting your Mentor

- Take responsibility for initiating regular contact with your Mentor.
- Arrive prepared with questions about the company, industry, Mentor's job, etc...

Professional Approach

- Act in a professional manner at all times.
- Return calls and emails in a timely fashion.
- Ensure you are on-time for all meetings.
- Mentors should not be asked for job leads.
- Keep a reflective journal of your experiences. This will help you to prepare for your presentation at the end of the programme.

Contact Details

- Watch your email throughout the programme for important Mentorship Programme instructions and updates.
- If your contact information changes during the programme, please contact CIT Careers Service to update your information so you will receive all the necessary programme information.
- Please contact CIT Careers Service if you have any concerns about the Mentor/Mentee relationship.

Benefits to Mentors

- Build your organisations brand further among CIT students.
- Opportunity to recognise talent and encourage graduate application.
- Influence the future workforce.
- Participate in a unique programme where you make a positive difference.
- Share your experiences with a person interested in your area.
- Establish/re-establish a link with the Institute.
- Network with other Mentors and colleagues from other organisations and sectors.
- Keep up to date with academic developments in your sector and profession.

Mentor Roles and Responsibilities

To successfully achieve the goals of the programme, all participants must work together. Without the support and dedication provided by the mentors, we could not provide the Joint Mentorship Programme.

CIT Alumni Office and CIT Careers Service are committed to providing an excellent programme of events to support the mentoring relationship.

We ask that each mentor facilitates the following areas as part of the Mentor/Mentee relationship;

- Commit to attending programme induction and programme closing to allow your student to get the full benefit of the programme.
- Establish the needs and expectations of your Mentee.
- Work with the Mentee to help them develop and establish realistic career goals.
- Where appropriate, promote your Mentee's accomplishments to others in your department and organisation.
- Give constructive criticism as well as praise.
- Teach your Mentee how to seek career help.
- Be willing to provide support for people different from yourself. Avoid the temptation to assist only those who are most similar to you.
- Encourage your Mentee to explore new areas.
- Follow up on commitments made to Mentees.

Contact Details

- Please contact CIT Alumni Office if you have any concerns about the Mentor/Mentee relationship.

Student and Mentor Goals

It is recommended that you as a Mentor/Mentee initially set individual goals and then together agree on specific goals for the CIT Joint Mentorship Programme.

This template can help you to map out your Mentorship Programme goals and expectations.

Achieve your goals the SMART way!

SMART goals are:

S	<i>Specific</i>
M	<i>Measurable</i>
A	<i>Achievable</i>
R	<i>Relevant</i>
T	<i>Time-bound</i>

	Identify your SMART Goal	Reaching your Goal: Action Steps	Time-frame	Obstacles	Resources	Evidence of Success
1						
2						
3						
4						
5						