

Benefits of MENTORING

Mentoring is the pairing of an experienced or skilled person, **the mentor**, with someone seeking to improve their skills, **the mentee**. As a role model, the mentor shares their knowledge, resources and advice.

Mentoring can happen in many different ways. It can be as simple as an employee showing another how to complete a simple task, or a mentoring relationship that can last years.

Benefits of Mentoring

The benefits of mentoring are vast. The most obvious benefits are to the **mentee**, and can include improved skills, as well as increased self-confidence, motivation and productivity. In addition -

- It is crucial in some professions to have a mentor, as many professions require a practicum as a condition of licensure. A mentor can also open doors for you.
- There can also be financial rewards associated for the mentee. Studies have shown that employees who have had mentors typically earn more than employees who have not.



Mentoring does not only benefit the mentee, there are also many benefits for the **mentor**. For example -

- The mentor has the opportunity to share their skills and knowledge, and to develop leadership skills of their own.
- The mentor also experiences increased job satisfaction, and a greater sense of value in the workplace. Furthermore, the mentee keeps the mentor on their toes, so to speak.
- The mentor has further impetus to keep up with the latest research in their field to support the mentee, and in clarifying concepts and issues for the mentee,
- The mentor also clarifies their own understanding in passing on knowledge.

Both mentee and mentor are exposed to different cultures and personalities as well.

There are many different contexts in which mentoring relationships are beneficial.

Areas of Mentoring

Mentorship programs are quite beneficial for **new Canadians**. Many recent immigrants to Canada are more highly educated than previous cohorts, yet earn lower wages and have more difficulties entering the job market.

Many recent immigrants will need the advice and connections of a mentor to help establish themselves as Canadian professionals. The Mentoring Partnership in Toronto, which services new Canadians, found that for individuals that participated; almost 80% found work, there was a 67% increase in income for the mentee, and 95% of all mentors said they would hire a skilled immigrant.

Here are some key resources:

- www.iecbc.ca (The Immigrant Council of B.C.)
- www.issbc.org
- www.successbc.ca
- www.welcomebc.ca
- www.mosaicbc.com



Big Brothers and Big Sisters of Canada have group mentorship programs for both girls and boys. Go Girls! is intended for girls aged 12-14 and emphasizes healthy bodies, healthy minds, and a positive body image. Game On! is intended for boys and young men and focuses on providing them with the information and support they need to make informed choices about a range of healthy lifestyle practices. There are traditional mentoring programs with both boys and girls as well.

- www.bigbrothersbigsisters.ca

Apprenticeships are workplace-based programs that teach people the skills they need in the trades to achieve competencies and perform tasks to industry standards. Typically, an employer sponsors the apprentice. On-the-job, the apprentice works under the direction of a journey person. The training combines alternating periods of on-the-job (80 to 85%) and technical training (15 to 20%). Most apprenticeship programs are four years in length. Once the apprentice has completed the required hours or modules for the trade, the apprentice can write the exam for the Certificate of Qualification for the province/territory.

- www.itabc.ca (Industry Training Authority)
- www.workbc.ca

Where can you find a mentoring program? There are a variety of existing programs, with many designed for particular populations (immigrants, young girls, professional students) through organizations like Big Brothers, and, in the case of professional students, their university. However, many mentee-mentor relationships develop by chance in the workplace, and flourish for years as the chemistry is right.

YOUR NAME/LOGO HERE

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