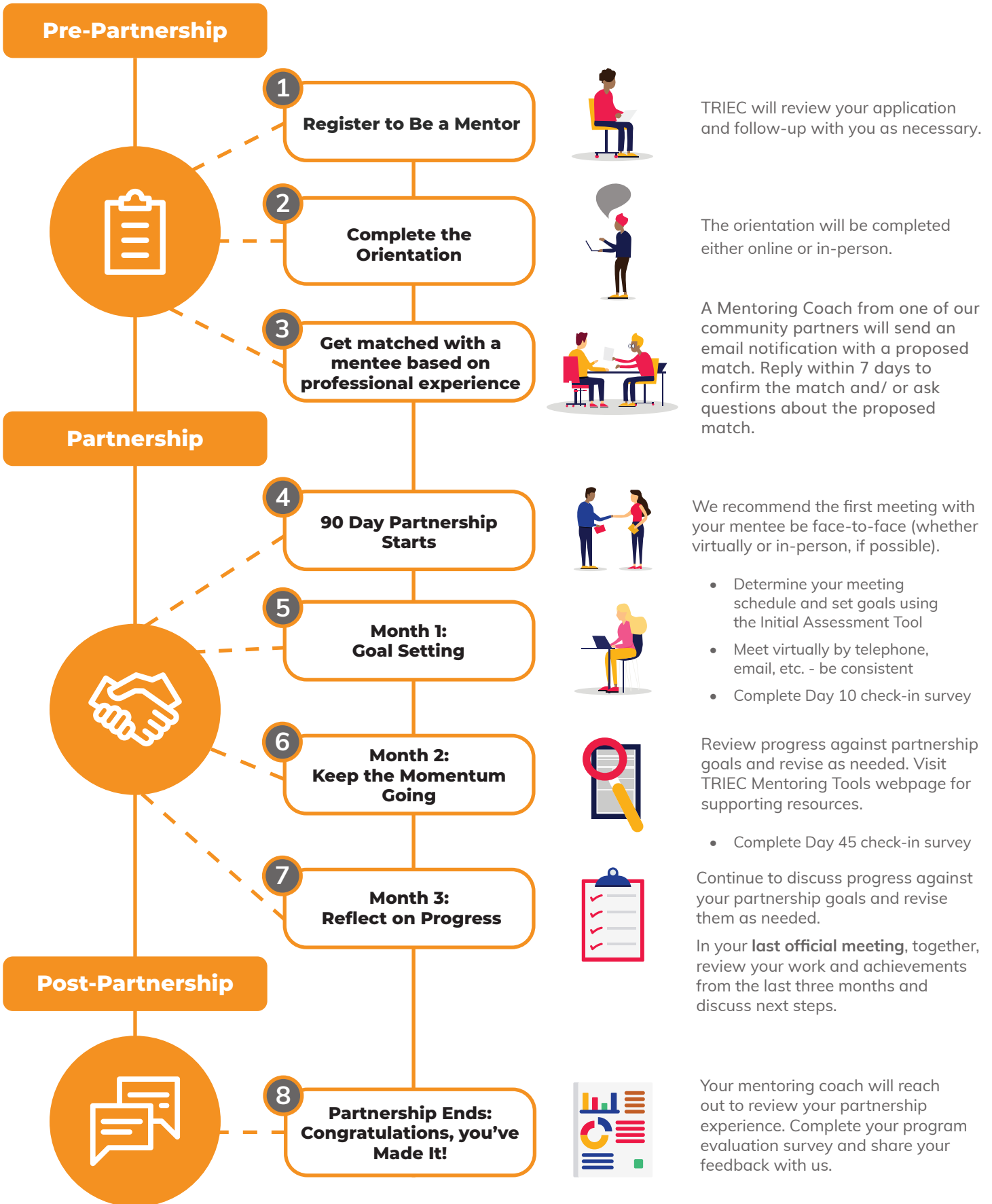


Mentor Partnership Roadmap

You will provide 18 hours of support over a 90-day partnership. Together with your mentee, decide where, when, and how you will use those 18 hours of support.



Frequently Asked Questions

1. Who's involved in TRIEC Mentoring Partnership?

TRIEC – We own and coordinate the program between key stakeholders including: Community Partners and Employer Partners, as well as mentors and mentees. We provide program orientations, supporting resources and facilitate additional professional/networking opportunities for mentees and mentors.

Community Partners – Employment service-providing organizations who support immigrants to find work in their professional field. Our 12 Community Partners recruit mentees, match mentees with mentors, and assign a mentoring coach to partnerships to provide support.

Employer Partners – TRIEC works with over 25 organizations across a broad range of sectors that help us to recruit mentors for the program. In addition to contributing the largest number of mentors into the program, Employer Partners often host events that offer additional networking and professional development opportunities for all program participants.

2. What is the role of a TRIEC Mentoring Coach and when will I connect with them?

A **Mentoring Coach** is an employment service professional from one of our community partners who matches mentees with mentors and provides support throughout the partnership. They work to ensure mentors and mentees have a positive experience and get the most out of their partnership. Reach out to your coach to discuss:

- Availability & scheduling issues
- Pausing the partnership
- Support and guidance if you are experiencing challenges
- Next steps if mentees find employment within the 90-day partnership
- General concerns about your partnership
- If you are ready to be matched again after a partnership ends

3. How are matches made and what do you mean by “occupational based” matching?

TRIEC Mentoring Partnership is an occupation-specific mentoring program that matches a job-ready newcomer to Canada with a volunteer mentor who shares a similar professional background. Mentors help their mentees understand how the local job market works and build vital professional networks in the Greater Toronto Area (GTA). We cannot guarantee a 100% perfect match, but we do our best to match mentees and mentors in a similar job role and or sector/ industry.

4. What specific type of support will I be expected to offer to my mentee?

As a mentor, you will be supporting your mentee across 3 key areas, which are captured in the “WIN Model”.

W - Workplace Culture and understanding the Canadian context of the occupation: Advising your mentee on how teams work together, the preferred ways to manage conflict, and what styles of management are valued.

I - Information sharing on occupation, industry, career planning: Helping your mentee understand what is distinct about your profession in the GTA / Canada and whether specific competencies/skills are expected.

N - Networking and developing professional connections: Discussing regional differences in networking norms, facilitating introductions and helping your mentee strategize on making ‘cold’ contacts.

5. How is success measured?

At the outset of your partnership mentees and mentors should set goals for the partnership and communicate openly about progress. The job search process is a long one, and success is not solely determined by the employment outcomes of the mentee (mentors **are not** expected to find their mentee a job). A successful partnership is one in which the mentor supports their mentee through the WIN Model to maintain self-confidence in a new society, workplace and culture, while helping them to maintain motivation and realizing their full potential.

A complete list of FAQs can be found at www.mentoringpartnership.ca.