

Co-op to Industry Mentorship Program Frequently Asked Questions

1. I just graduated; can I still participate in the Co-op to Industry Mentorship Program as a mentor?

Yes, the Institute for Co-operative Education encourages young alumni to get involved as they can provide invaluable advice regarding career development and how to successfully transition in the workplace.

2. As a mentor what is the time commitment involved?

Mentors must commit to the minimum number of hours and events outlined by the Institute for Co-operative Education: approximately 15 hours over two academic semesters (8 months) or 7.5 hours over one academic semester (4 months). Please note that the suggested time above includes the accumulated amount of time it may take to write communiqués, telephone conversations, meetings, preparation time before interacting with your mentee, etc...

3. What are the mentor's responsibilities?

Each mentor is encouraged to fulfill the following mandates:

- Provide industry knowledge and insight.
- Share information regarding workplace expectations, professional relationships and career paths.
- Share professional wisdom gained from personal experience and knowledge.
- Help students develop their personal network within their respective industries.
- Actively participate in the Co-op to Industry Mentorship Program by communicating with their mentees (as agreed upon at the beginning of the mentorship relationship between the mentor and mentee).

4. What qualities should the mentor exhibit?

- Leadership abilities, as a result of organizational knowledge, experience and success in their respective field.
- Capability to provide constructive feedback.
- Ability to communicate effectively, listen and empathize with students.
- Previous mentorship experience would be an asset.

5. Will there be mentorship training and support?

There won't be an official training workshop for the mentors however the program coordinator will be available to provide support and guidance. The student mentees however, will attend mentorship-related meetings and workshops with the program coordinator throughout the mentorship period.

6. What can be done, in the event that the mentorship relationship does not work out?

The program coordinator can help you overcome challenges in your mentoring relationship however in extreme cases, the coordinator may terminate the match and assign you a new student.

Contact the program coordinator as soon as possible if any challenges occur to discuss whether they can be resolved. In extreme and unique cases, if these challenges cannot be overcome, the program coordinator may terminate the match and assign you a new student.