

Y Connect Program 2018 Mentor Role

Mentoring Plus...

- *Are you an experienced woman with networks that support you?*
- *Are you interested in assisting a woman living with disability to grow their potential, realise their goals and broaden their connections for potential employment?*
- *Are you able to find two hours a month to work with a woman living with disability as a Mentor Plus?*

The **Y Connect** program created by YWCA Adelaide is currently looking for experienced women to make their knowledge and networks available to assist a woman living with disability to develop her strengths and progress her work or career goals. Part mentor, part ambassador, this role will contribute to the **Y Connect** program, a ten week program of workshops to enable the participant to engage with YWCA Adelaide, explore their personal strengths for self-promotion and success, grow their connections for support and opportunity and experience an introduction to mentoring to help them achieve their goals.

YWCA Adelaide is currently seeking expressions of interest from women who would like to share their experience and networks by providing an individualised period of mentoring support. Previous experience or knowledge of working in disability is not required just an interest in supporting and empowering a woman living with disability.


YWCA Adelaide will provide training for 'Mentoring Plus', designed to assist mentors to deepen their understanding of the impact of living with disability and explore how their mentoring might make a significant contribution to their mentee reaching individual employment or career based goals. Training will include a specialist session run by Julia Farr to provide an opportunity to ask questions, break down myths and address any queries prior to being matched.

Expressing Interest

If you are interested in being a Mentor Plus, please register your interest by filling in the attached application form and returning to: lisa.gascoigne@ywca.com.au. For more information or queries please contact Lisa on 8203 9400.

Note: Mentoring Plus is a voluntary role with YWCA Adelaide, for which you will have access to insurance and support but not payment.

Y Connect Program 2018 Mentor Role

Title: Resource Sheet		
Y Connect Mentoring Plus Position Description		
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Position: *Voluntary Mentor on Y Connect Program*

Background:

Mentoring is a tried and tested way individuals can receive guidance and support to develop their potential and achieve their personal and career goals. At the YWCA we recognize the role played by mentoring in achieving intergenerational leadership and assisting young women to engage with more experienced but not necessarily older women to explore how to progress careers, address challenges they may face and generally expand their capacity through development of their ideas and increasing their knowledge and understanding.

Y Connect, as a YWCA program tailored for women living with disability to further their employment and empowerment goals, has identified mentoring as has having the potential to assist participating women to overcome barriers, develop their goals and expectations, and generally expand connections to opportunity for both personal fulfilment and employment success. Y Connect will assist women living with disability to explore their potential in a series of workshops whilst matching them with an established woman who can both act as a mentor and their ambassador for a set period of time. We have coined the term for this role as “Mentoring Plus”.

Requirements:

A person providing mentoring plus is a woman with some experience on which to draw. We will provide training to support you to expand your understanding of living with disability as well as exploring how you might use your knowledge and networks to provide mentoring plus. Besides meeting your mentee on a regular basis for up to 12 months in a traditional mentoring format, we anticipate that you may find opportunities to introduce your mentee to people you know, workplaces you have access to and networking situations to help them expand their connections and exposure to work opportunities aligned with their personal and career goals.

Mentors are required to have a valid (dated within three years) ‘Vulnerable Person’s Clearance’ from the Department of Human Services prior to being matched with a mentee. For those already holding another form of screening, for example a ‘Child Related Employment Clearance’ these are accepted as alternatives. For volunteers who do not already hold a valid check the cost is covered by YWCA Adelaide.

Commitment

A minimum of 2 hours per month, for up to 12 months, to meet with the mentee at an agreed time and location of mutual convenience. The contribution made by mentoring to the woman living with a

Y Connect Program 2018

Mentor Role

disability progressing her goals may be completed before this date, or has the potential to extend beyond this date by mutual agreement that this is useful and is not creating dependency.

Note: All first mentoring meetings will occur at the YWCA, 17 Hutt Street, Adelaide.

Role

Mentoring covers many roles but can be any of the following:

Teacher, sponsor, role model, guide, leader, friend, coach, counsellor, adviser, supporter, challenger.

In mentoring plus, we also include:

Connector, explorer, introducer, expander, door opener..

all indicating how we would like you to use your experience of work and your networks to help the mentee develop their capacity for employment, knowledge of individuals who might assist them to enter employment or expand opportunities for them to develop the career they aspire for.

Matching:

Utilising information provided by the prospective mentor and the mentee on what they are seeking from mentoring, mentors will be matched by the Coordinators of Y Connect. All first mentoring meetings will occur at the YWCA to allow supported introductions and a mentoring plan to be established. Follow up will occur after the first 1 -2 mentoring meetings to confirm that the match is progressing and both parties feel comfortable with the arrangement.

Throughout the match ongoing support is available as required from the Y Connect Coordinators.

Required Competencies:

1. Good listening skills
2. Capacity to commit to time demands
3. Interest in sharing and supporting
4. Empathy for people living with disability
5. Networks and experience on which to draw

Y Connect Program 2018 Mentor Role

Mentor Application Form

To be considered as a mentor for the **Y Connect** program please complete the following application form and return to lisa.gascoigne@ywca.com.au or post to 17 Hutt Street, Adelaide, SA 5000. Following your application, potential mentors will be invited to meet with **Y Connect** staff to explore suitability.

To speak with us about mentoring in the **Y Connect** program please call Lisa Gascoigne on 8203 9400.

Mentor Details

Name _____
Address _____
DOB _____
Phone _____
Email _____

Employment Details

I am:

Currently employed by _____

Position / Title _____

Full Time

Part Time

Casual

Self employed

Business Name _____

Position / Title _____

Retired/Career Break/Not currently in employment

Y Connect Program 2018 Mentor Role

About yourself

Please provide a brief overview of your current and past career experiences in management or leadership positions

Do you have any hobbies or special skills that you think will benefit Y Connect mentees?

Mentoring

I have experience in mentoring

- Yes, previous YWCA Program mentor (SHE Leads or other)
- Yes, within my previous/current workplace
- Other - _____
- No

What does mentoring mean to you?

Y Connect Program 2018 Mentor Role

What do you think your area of expertise is that you would bring to the mentoring relationship?

What do you look for from a mentee when building a mentoring relationship?

Have you had personal or professional experiences working with people living with disability that you could share with Y Connect participants? If yes please describe (*please note this is not essential*)

What do you hope the mentee will gain from having you as a mentor?

Do you have a preference in being matched to a mentee who:

Has an interest in working within same industry / sector - please list _____

No preference

Other – please list _____

Y Connect Program 2018 Mentor Role

Availability

To be the best of your knowledge will you be able to commit to meeting with your mentee once a month?

- Yes
- No – I will not be available for the following dates

I would prefer to meet my mentee via:

- Face to Face meetings
- Email
- Skype / Facetime
- Other _____

What locations or regions are you available to travel to or meet in?

- Adelaide CBD
- Southern metro
- Northern metro
- Western metro
- Eastern metro

Other: _____

Preferred contact details to be sent to mentee

Name _____

Phone _____

Email _____

Thank you for your willingness to be a mentor for the Y Connect Program being run throughout 2018. Your details will be assessed against the needs of the program and participants and we will be in contact with you soon.