



## **Mentoring Overview**

### **General Description**

A mentoring program aims to improve the professional progress of the students, by matching her/him with a mentor who is from a similar educational background and/or career pathway and who may also have faced similar challenges in her/his academic and personal life.

### **Desired Learning & Development Outcomes**

- Supporting students' success and creating an impact towards making students feel confident as they navigate through college
- Mentors provide students with career advice and guidance related to career preparation
- Students gain networking practice and the enhancement of networking skills

### **Format**

USG provides numerous opportunities for mentoring students along the academic pathway. The specific requirements for mentors and mentees will depend upon the particular program.

### **Responsibilities of the Mentor**

Depending on the particular program, mentors will support mentees for a pre-determined period of time. Mentors will typically make contact with their mentees throughout the semester and will help them to navigate the challenges often experienced in their academic pathway; to be successful in their programs of study; and assist them in their job searches. Below are sample activities that mentors will be asked to do. Specific requirements and recommendations will be dependent on the particular mentoring program.

- Attend an orientation program for mentors and mentees
- Abide by the program's confidentiality rules reviewed in the orientation
- Make contact with mentee throughout the semester, including a face-to-face meeting
- Respond to email/phone messages from your mentee
- Be a source of support and encouragement through regular communication, suggestions, assistance, and career advice
- Provide information about community activities and events, professional meetings, conferences, and workshops that may be beneficial to your mentee
- Provide job site tours/job shadowing to your mentee
- Share internship and other career experiential learning opportunities with your mentee

## **Responsibilities of the Mentee**

As a participant in a Mentoring Program, student mentees will be typically be asked to do the following:

- Attend an orientation program for mentors and mentees
- Abide by the program's confidentiality rules reviewed in the orientation
- Make contact with your mentor throughout semester, including a face-to-face meeting
- Respond to email/phone messages from your mentor
- Attend student workshops on topics such as time management, networking, leadership, study skills offered through the Office of Student and Academic Services
- Visit USG's Center for Academic Success and Career Services Center

## **Benefits to Employer**

While a mentoring a student does not provide deliverables to an employer, it does represent an important service to the educational community from the area workforce. In addition, employers may benefit in the following ways:

- *Build leadership skills* – Mentoring helps develop your ability to motivate and encourage others.
- *Improve communication skills* – Working with a student will provide an opportunity to communicate more effectively as you navigate your way through the mentoring relationship.
- *Learn new perspectives* – By working with someone less experienced and from a different background, you can gain a fresh perspective.
- *Gain personal satisfaction* – Mentors often find it personally fulfilling to directly contribute to someone's growth and development.

## **Benefits to Students**

Mentoring can serve as a critical personal and professional support system for students. Participating in this experience enables students to do the following:

- *Goal setting* – Mentors can assist you in setting and accomplishing professional goals.
- *Gain valuable advice* – Mentors can offer valuable insight into what it takes to get ahead. They can be your guide and "sounding board" for ideas, helping you decide on the best course of action in difficult situations.
- *Build your network* – Your mentor can offer an opportunity to expand your existing network of personal and professional contacts.
- *Learn new perspectives* – Mentors can offer expert insights regarding strengths, challenges, and potential career trajectories in a particular field.

## **Compensation**

Typically, a mentoring experience is unpaid and does not qualify for academic credit.

**Evaluation Process**

The employer will be asked to complete a survey through which they can reflect upon their experience, and make recommendations for change. The student will be asked to complete a survey reflecting on the benefits gained from participating in the experience and recommended improvements to the program.