

Get connected!



CALGARY

REGION IMMIGRANT
EMPLOYMENT COUNCIL

connecting experience with opportunity

CRIEC helps Calgary employers access the skilled and experienced employees they need to meet business objectives, and helps skilled immigrants gain job search strategies, build professional networks, and acquire the tools necessary to secure employment commensurate with their education, experience and skills.

The CRIEC Mentoring Collaborative

brings skilled immigrants together with their Canadian counterparts in occupation-specific mentoring relationships.

criec.ca

Why be a mentor?

It's an opportunity to enhance your leadership/coaching skills and to refine your cross-cultural understanding in a real-life setting. Besides supporting core corporate values such as workplace diversity, the mentoring relationship provides you with a unique perspective on Canada's evolving workforce.

Who can be a mentor?

A mentor is an established professional eager and willing to set aside time to develop a supportive professional relationship with a mentee.

Mentors help their mentees:

- ⇒ Develop professional networks and job search strategies
- ⇒ Understand their profession in a Canadian context
- ⇒ Learn about the Canadian job market
- ⇒ Become familiar with industry and occupation-specific information
- ⇒ By providing guidance in obtaining professional designation (where applicable)

Note: Mentors are not expected to find mentees a job.

To participate mentors must:

- ⇒ Have at least five years experience in their field of expertise
- ⇒ Have active links to professional associations (where applicable) and professional networks
- ⇒ Be encouraging, supportive, flexible and empowering
- ⇒ Have approximately 24 hours to commit to a mentoring relationship over four months

Who can be a mentee?

A mentee is a skilled immigrant who is seeking guidance to find employment in Calgary.

Mentees participate in the program to:

- ⇒ Learn and develop an understanding of the Canadian workplace culture
- ⇒ Set realistic career goals and establish a plan of action to achieve them
- ⇒ Acquire job search and interview strategies
- ⇒ Develop a professional network
- ⇒ Initiate steps to obtain professional designation (where applicable)
- ⇒ Share their cultural and professional perspectives with their mentor

To participate, mentees must:

- ⇒ Be a Canadian citizen or permanent resident
- ⇒ Be ready for employment in their area of expertise
- ⇒ Have a minimum of three years current experience (in or outside of Canada) in their area of expertise
- ⇒ Be unemployed or underemployed
- ⇒ Possess the English skills necessary to perform their work
- ⇒ Have time to commit to a mentoring relationship



Quality time with your mentee

Mentors and mentees commit to a total of 24 hours over four months (1.5 hours per week for 16 weeks). Meeting times and locations are set according to the needs and schedules of both parties; there should be a balance of email correspondence and phone calls **with sufficient in-person contact**.

Program guidelines

Mentors and mentees will:

- ⇒ Attend an orientation session (2.5 hours)
- ⇒ Sign a mentoring partnership agreement
- ⇒ Agree on the goal(s) of the mentoring relationship
- ⇒ Meet a total of 24 hours over four months
- ⇒ Complete two evaluations

The partnership can be ended at anytime at the request of either party (by contacting CRIEC who will schedule a closing interview).

What happens during a mentoring meeting?

Every mentoring relationship will be different. To establish the relationship, we encourage regular, one-on-one, face-to-face meetings. Later, meetings can happen by phone and/or online.

Some suggested mentoring activities

- ⇒ Invite your mentee to a “lunch and learn” or to a training session at your workplace
- ⇒ Attend a networking event together
- ⇒ Attend an event organized by your professional association or an industry luncheon
- ⇒ Invite your mentee to a company team-building activity
- ⇒ Give your mentee a tour of your organization and introduce him/her to colleagues
- ⇒ Ask your mentee to share insight about the work culture in their country of origin
- ⇒ Share materials/books/articles specific to your profession
- ⇒ Encourage or sponsor your mentee to join relevant professional associations
- ⇒ Review job search strategies
- ⇒ Help your mentee build a network
- ⇒ Seek your mentee’s opinion on a project at work

Support and resources

CRIEC and its community partners offer a variety of support services and resources throughout the mentoring relationship to ensure a rewarding and successful mentoring experience.

Orientation session

Mentors (and mentees) participate in an orientation session which outlines roles, codes of conduct, program expectations and provides guidance for the first few conversations. During this session first introductions will be made.

Support materials

Mentors (and mentees) receive a handbook which includes a mentoring activity roadmap. Mentors and mentees are also provided with the mentoring partnership agreement – to establish the rules of engagement, the commitment of both parties and an understanding of mutual expectations.

Learning workshops

Mentors will have the opportunity to take part in workshops organized by CRIEC, sometimes in collaboration with their employer.

Mentoring coordinator

Mentors (and mentees) will have access to a mentoring coordinator for ongoing support during the mentoring relationship.

Employer
Partners



Community
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**For more information
and registration,
visit www.criec.ca**

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