The Next Generation...

Trainees, Apprentices and Work Experience
What is a mentor?
What is a mentor?

A more experienced or knowledgeable person who guides a less experienced or knowledgeable person through their journey of personal and professional development.
What is the role of a mentor?

- listen actively and question
- build rapport
- give constructive feedback
- set targets
- offer support and guidance
- provide motivation
- signpost
- act as a role model
- monitor progress
- share information and experience
What makes a good mentor?

- good listener
- draws on own experience
- open and available
- builds trust
- realistic
- interpersonal skills
- inspires & motivates
- encouraging
- good teacher
- direct and constructive
- opens doors
- keen to learn
What am I doing...?

The Learning Curve

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What am I doing trying to achieve?

- skills and knowledge relevant to the job
- passion and enthusiasm for their subject
- wide multiskilled experience, or high specialism?
- good communicators, writers, presenters
- valuable, effective team workers
- future leaders in their field
- “well rounded individuals”
What can a mentor offer?

- subject-specific skills training
- induction process
- work allocation
- soft skills training
- admin help
- career advice
- guidance for applications
- project and work planning
- proof reading
- feedback on work
- skills review and development planning
What can a mentor offer?

- **A friendly face....**
  - regular one to one contact
  - targets & ambitions
  - life advice

- person of trust
  - emotional support comes with a warning label!

- soundboard for ideas
- point of contact for issues
- signposting
- two way feedback
What does soft skills mean?

- initiative
- critical thinking
- communication skills
- adaptability
- problem solving
- leadership
- teaching
- self reflection
- confidence
- prioritising
- resilience
- motivation
- teamwork
- social skills
- decision making
- creativity
- organisational skills
- time management
How do I make this work?

- lack of time
- lack of engagement of mentee
- lack of engagement of colleagues
- lack of knowledge of subject area/course framework
- lack of relatability
- lack of boundaries
What’s in it for me?

- experience and learning
- self-reflection
- building role models
- strong relationships and mutual respect
- support for good management skills
  - time & people management
  - questioning and listening skills
What support is available?

- training courses run through the EEF
- online guidance – TUC, Apprenticemakers, Hire an Apprentice Campaign
- experienced colleagues, your line manager, GROW
- Skills for Successful Mentoring – Linda Philips-Jones