



Mentees - Frequently Asked Questions

Q - How do you select my mentor and can I contact them prior to joining?

A - Matching Criteria - You will be matched using information you provided in your application form. You will not have been matched by location (your mentor could potentially be in different region or country) nor on academic background. We look at your aims and motivations and all of this information will be given to your mentor at induction as a basis from which you can form an action plan.

Q - Will my mentor be at the main induction at WBS?

A - Approximately 70% of our 95 mentors are UK based and last year almost half attended this event, a few travelling from overseas. We would not want you to base accepting nor attending the event on the basis that you will get to meet your mentor at the Induction, as we cannot currently confirm this will definitely be the case. What we can guarantee is that you will get the opportunity to network with a great group of committed individuals and if your mentor is not present, then you will be able to speak to another mentor who will feedback any information you give them to your designated mentor (via the steering committee).

Q – Can you guarantee a specific mentor or a mentor for specific needs?

A – At all times we will match you with a mentor that best fits your requirements. Please use the application to convey your requirements. It would be helpful to rank your needs in order of importance, so we can best match them. We however, are unable to guarantee a specific mentor. Remember that we have a solid network of mentors that have a wealth of knowledge and they too, can use this network to support you throughout the programme. What we can say with a degree of certainty is that for a smooth programme we will do our utmost to match the right mentor to your needs – make certain that your responses reflect what you need.

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Q- What form and how often will contact between myself and my mentor occur?

A - Your mentor is a volunteer and they have pledged an average of two hours contact with you per month. Experience and previous pilots have shown us not to be prescriptive and so it will be up to you both to establish your preferred working pattern and times. Survey feedback has shown us that the majority of contact is via skype, phone and email although approx 15% have had at least one face to face meeting per year in addition to induction.

Q- What is the subscription fee for and will I or my mentor be paid travelling expenses?

A - The fee of £200 for the 2 years covers the operational costs of induction and administration costs. The programme is there as a support mechanism for student and alumni and is a non profit making scheme so any additional monies raised from fees are re-invested into the development of this programme. We do not reimburse travelling expenses for mentor/mentee meetings.

Q- What are the main benefits of the programme?

A - Primarily applicants are keen to use their mentors as a sounding board to aid self development and over 70% enter the programme as a supplement to their current career development and progression. Feedback from the 2011 survey will be shared with you at induction along with the experiences of previous mentees. You will also have the opportunity to talk with current mentees if you are attending the main induction at WBS. Success stories are primarily feedback comments from mentees stating the value they have placed on being in this programme rather than tangible examples like career promotions or industry sector moves. In 2011, 90 per cent of mentees said that they would recommend this Programme.