

Employability Mentoring FAQ

Q. How long do I have to wait for a mentor / mentee?

Why is this important to address?

We recognise that sometimes the wait to be paired up might be longer than anticipated, so it's important for those on waiting lists to feel valued and supported. As such we are keen to provide a range of interim contact and support to help keep mentors and mentees engaged.

What we say about it?

It's important to get the right balance in supporting those before and after they are paired. We are committed to valuing our mentors and mentees to helping ensure that they committing to a quality experience and to provide them with meaningful activity to help keep them engaged and keen to develop into their roles.

Our actions and response

Whilst recruiting mentors and mentees we advise them that it may be a while before they can be placed, as at times we might not have a good match within our 'pools' waiting to be matched. To ensure that wait times are kept to a minimum, we have designed a process than enables mentors and mentees to engage in group mentoring activity to try it out and offer a positive experience from the start. This forms part of the induction into mentoring and assesses those that that are serious about the opportunity and takes them forward. For those that successfully engage with group mentoring they are then granted access to one to one mentoring. In seeking to match mentors and mentees one to one, we take a range of information in order to identify matches quicker to speed this up. We will send updates during each round of matching to keep each informed as to whether a match has occurred. We will negotiate with you to see if you are willing to change your preferences to speed the process up. We will send a mail to you to see how long you are willing to wait to ensure that we prioritise the people who would like to be matched sooner over others who do not consider their needs to be a priority at that time.

How you can help

Please keep us informed of how you are feeling about your wait and let us know if you would like to change your preferences. Please be open to being flexible and patient with us as the matching process is often a complicated one. Thank you

Contact us

Contact us on 07909 000127 or 0116 207 8979

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