



# Connecting to Industry Mentoring

Thank you for your interest in Charles Sturt Industry Mentoring. This program is an opportunity for Charles Sturt students to connect with an Industry Professional in a guided but flexible mentoring relationship based on education and career goals.

The purpose of the program is to support students' growth, development, and success as they enter their chosen industry. The mentoring relationship is flexible and unique to the agreement formed between mentor and mentee. Flash Mentoring or Sessional Mentoring can be selected.

## Flash mentoring

Flash mentoring involves brief, focused, and time-limited interactions between mentors and mentees. Generally, these are one-off sessions lasting no longer than an hour. However, they can also be customised based on the mentor/mentee's needs. Flash mentoring provides quick and targeted guidance to address specific needs or challenges.

## Sessional Mentoring

Sessional mentoring involves regular and ongoing mentoring sessions on a weekly, fortnightly, or monthly basis. Mentees can receive regular feedback, advice, and insights, which helps them navigate challenges and progress their career goals. These mentoring sessions also allow mentees to adopt a continuing professional development approach. Mentors can share industry trends and offer resources where appropriate. Mentors and mentees can build trust, rapport, and a strong professional connection, leading to long-term networking opportunities.

## Online Mentoring Platform

The Charles Sturt Industry Mentoring program is run through our online industry mentoring portal. Mentees can search for suitable mentors, organise appointments, set goals, track progress, and record milestones throughout the mentoring journey. The mentoring sessions will also be set up through the mentor platform feature, though face to face meetings are certainly an option if appropriate.

## Charles Sturt Careers and Skills Team

The Charles Sturt Careers and Skills team is always available to support your mentoring experience. We offer guidance on how to approach different sessions, the online mentoring portal, and communication and planning. We can also support the mentor if the relationship is not a good fit.

## What's next

Once you/your organisation decide to volunteer in the program, we will:

1. Meet with mentors to introduce the program, platform requirements, and responsibilities.
2. Ask mentors to complete their profiles, using information that makes their skills unique.
3. Communicate to relevant students that new mentors are available in the appropriate industry area and invite them to connect.
4. Ask student mentees to complete a short questionnaire and send responses to the mentor BEFORE meeting to ensure the mentor feels prepared and comfortable with the questions.

Finally, two key considerations are:

1. Industry Mentors have complete control of their availability and who they would like to mentor. For example, if industry mentors are taking leave from work, they can set their online mentoring profile to unavailable.
2. Industry Mentors can mentor 1 - 5 mentees. This can be adjusted in the mentor's profile.

## Contact details

For any further information, questions, or to request to start in the Industry Mentoring program, please contact: Peter Doran - Careers and Skills Officer - [industrymentoring@csu.edu.au](mailto:industrymentoring@csu.edu.au)