

## FREQUENTLY ASKED QUESTIONS

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BCIT Student Association • Career Mentorship

### WHEN IS THE BEST TIME DURING MY STUDIES AT BCIT TO APPLY FOR THE MENTORSHIP PROGRAM?

The best time to apply is when you are 1 year out from graduating your studies. Currently, you are likely active in your job and career search and ready to use the benefits of mentorship. Mentees are expected to be proactive and lead this relationship and be ready to act on the suggestions from their mentor. If you are just starting out in your studies, you may not be ready to engage in job/career search activities just yet.

With that being said, first year students may benefit as well, during their second term (we require students to have at least 1 term completed). The student must feel confident that they are ready for mentorship and begin actively participating in their career search.

If you are studying part time while working part or full time, we ask that you consider the time and work commitment the mentorship program asks. If you are confident that you can commit to adding more activities to your personal schedule and that you'll be able to manage your time and commitments well, this may be a good fit for you.

Overall, we want you to make the most use out of your meetings with your mentor. Being ready is key.

### HOW DO YOU MAKE THE MATCHES?

We make matches based on BCIT school and program area, as well as industry. We also look at personality traits and who we think would work best together. Mentor availability is also key.

### ARE THE MENTORS IN THE PROGRAM BCIT ALUMNI?

Our mentors are volunteers from the community. Most of them are BCIT alumni, however we do have some that are not. They are all educated and experienced in their field and looking to give back. When asked why they want to mentor with us, they either say a) they had a mentor help them in their career search and now they want to do the same for someone else, or b) they didn't have a mentor and wish they had.

### WHAT ARE COMMON GOALS MENTEES AND MENTORS WORK ON TOGETHER?

Mentees will bring with them at least 3 goals they want to work on with their mentor. This could include exploring the industry, expanding industry knowledge, improve networking skills, create a portfolio or update resume and cover letter to name a few. During mentee training, staff will ensure all mentees have goals in mind to work on with their mentor based on the SMART goals criteria. (SMART = Specific, Measurable, Actionable, Realistic, Timely)

### CAN I PARTICIPATE IN THE PROGRAM MORE THAN ONCE?

No. Students can only participate in the program once during their studies, even if they decide to change programs. The best time for you to participate is when you are ready to commit, clear on your career goals, active in your job and career search and know what you want to work on with your mentor.

### WHAT WILL THE MENTEE INTERVIEW FOR THE PROGRAM INVOLVE?

The purpose of the interview is for us to get to know you and your goals in order to identify if you are ready for the program. By understanding what you hope to get out of mentorship, we can see if we have a mentor available that would be a good fit to help you reach your goals.

We will ask about yourself (past work experiences, education, training), your career goals, why you want to be matched with a mentor, and what your preferences for a mentor are.

Approach this interview as if it is a job interview: prepare and be professional in your dress and conduct.

### DO I NEED TO RE-APPLY IF I'VE INTERVIEWED BUT WERE NOT MATCHED AND WANT TO BE CONSIDERED AGAIN?

Yes. Things change with time, even if it's only a few months! If you will still be a student and meet with required program criteria, re-apply by using the online application form on our website for the next term you wish to be considered for.

### CAN MY MENTORSHIP RELATIONSHIP EXTEND PAST 6 MONTHS? CAN I KEEP IN TOUCH WITH MY MENTOR?

Yes and no. We encourage all matches to stay in touch after their time in the program comes to an end, however it is up to each individual mentor and mentee pair. Many mentorship matches build a long-lasting professional relationship with some deciding to continue their mentorship relationship informally after the program ends. Others have become close professional contacts or even friends.

Matches are unable to continue in the program formally after the end of the term.

### WHAT IS THE DIFFERENCE BETWEEN THE CAREER MENTORSHIP STREAM AND THE ENTREPRENEURIAL MENTORSHIP STREAM?

In the career mentorship stream, BCIT students are matched with industry professionals in their field to get insights, guidance and support in career development and work-life balance, while preparing for the work world after graduation.

In the entrepreneurial mentorship stream, BCIT students and recent alumni who are new or aspiring entrepreneurs are matched with experienced entrepreneurs in industry that provide them with support, act as sounding boards and share experiences that guide them through the entrepreneurial process.

### IS THE CAREER MENTORSHIP PROGRAM OPEN TO ALUMNI?

To apply to be a mentee in the career mentorship program, you must be a full or part time BCIT student in a declared program with at least the first term completed.

Alumni can be involved in the program as mentors. Please see [here](#) for more information on becoming a career mentorship mentor.

Note: The [entrepreneurship stream](#) accepts alumnus mentees.