



Rivers to Success: Mentoring Indigenous Youth

Post-Secondary to the Workforce Stream

Program Overview

Rivers to Success: Mentoring Indigenous Youth program has two streams of support. The Post-Secondary to Work Force stream matches senior Indigenous post-secondary students with career professionals in their field of study to assist them in transitioning to the workforce. Mentorship is an effective way to help students gain invaluable insight beyond their own education and experience.

Who can be a mentor?

A mentor is an enthusiastic leader who is willing to provide support and guidance to help shape the professional growth and academic development of an Indigenous post-secondary student. Mentors inspire their mentees and facilitate academic, educational, and professional development.

Mentors provide the following:

Support: Encourage growth and achievement by providing career advice and strategies to maintain balance and achieve success.

Information: Share their knowledge, experience, and wisdom. Listen and offer advice, resources, and constructive feedback.

Contacts: Stimulate curiosity and build confidence by presenting new career connections, ideas, and opportunities.

Goal Setting: Guide mentees in reaching their goals related to academic and career life success and achievement.

Role Models: Share stories of achievement and become role models to their mentees.

The following are criteria for participation in the program:

1. A minimum of five years' experience working in their career field;
2. Have a network and a repertoire of strategies to be successful in the workplace;
3. Be enthusiastic and have a positive attitude towards Indigenous achievement;
4. Commits to 1 to 2 hours'/month involvement in the program.

Career professionals may be non-Indigenous with an openness to share their learning and a goal to improve workforce outcomes for Indigenous people.

Who can be a mentee?

Senior years Indigenous Post-Secondary students with questions about career professional development, looking to enter the workforce, want to learn hidden workplace rules, or to develop their network for career exploration.

1. Indigenous post-secondary students who wants to learn more about the workplace;
2. Committed to actively engage in developmental goals;
3. Open to learning and expanding their networks.

Application Process

While the program runs each year from September to May, applications are accepted throughout the year. The process is as follows:

1. Complete and submit an application form (visit indspire.ca/rivers).
2. Intake Conversation – Applicants will be contacted for a 10-minute conversation by phone, including a series of questions to assist with the matching process. The questions will take into consideration personality preferences and traits, mentor’s expertise, and mentee’s specific needs.
3. Police Record Check – all participants (both mentor and mentee) will be required to have one completed, paid for by Indspire.
4. Contract – mentors will complete a mentoring agreement outlining time commitments and developmental goals for the term of the mentorship program.

Matching Process

Using information from the application form and intake conversations, Indspire considers the following when pairing mentors and mentees:

1. Learning goals;
2. Region;
3. Career field;
4. Skills and experiences;
5. Other professional preferences.

It is very important to complete all questions on the application form to ensure a suitable match.

Program Process

The program requires mentors and mentees to follow the steps below, which were developed by Indspire as a framework for success to facilitate a positive collaborative relationship:

1. **Sign up:** <http://indspire.ca/for-students/mentorship-for-students/>
Choose either: **Apply to get a mentor OR Apply to be a mentor.**
2. **Build a relationship:** Mentors and mentees will be introduced by email. The mentor should initiate contact with the mentee within one month of receiving the email. Together choose dates and times to meet and how you will collaborate, e.g. via skype, email, phone etc.
3. **Watch orientation webinar:** All mentors and mentees are required to watch an orientation power point webinar. <http://indspire.adobeconnect.com/p7zjqej5ze2/>
4. **Read the program guide:** It will provide all of the information needed to guide a collaborative learning journey and establish a positive learning relationship.
5. **Meet monthly:** Communicate and collaborate with one another at least once per month. Choose specific dates and times to meet, whether by phone, Skype, in person, etc.
6. **Stay Connected:** The Program Coordinator will contact mentors and mentees 2-3 times during the year to check on progress.
7. **Rematches:** Sometimes personalities may not be compatible. If either party feels that the match is not working, please contact the Program Coordinator as soon as possible. We will make every effort to address concerns and/or find a more suitable match.
8. **Complete surveys:** There are three online surveys for mentors/mentees to complete during the program year. Upon completion of each of the three surveys, mentees will receive a \$50 honorarium.
#1 Orientation & Goal Setting
#2 Check-ins
#3 Program Feedback
9. **Certificate of Completion:** Mentors and mentees will receive a Certificate of Completion at the end of the program year.

Contact:

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