

Careers in the arts mentorship program (for 19–29 yr olds)

What is Mentorship?

“Mentoring doesn’t provide answers. It provides the setting in which the people reframe both questions and answers for themselves.” Robert J. Wicks

Mentorship is a formal one-to-one relationship established between a mentor and a mentee for the purpose of the mentee learning new knowledge and skills to achieve a specific goal or future state. It usually takes place over a set period of time and is supported by an agreement between the mentor and mentee that specifies the learning that is intended to occur, the form that the mentorship is to take and the time frame in which the mentorship will occur. At one end of the spectrum of mentorship relationships are those that focus on the extensive experience of the mentor. The expectation is that the talent, knowledge, and influence of the mentor will assist the mentee in achieving their career objectives. At the opposite end of the spectrum the focus shifts to the mentee. The emphasis is on the personal insights and intellectual challenge to be gained through interaction with a mentor.

Applications should offer insight into how the proposed mentorship program will:

- Provide youth participants with knowledge and experience in their specific arts related careers;
- Develop the youth participants’ essential skills and their ability to apply them in a workplace setting;
- Provide an opportunity for youth participants to establish relationships and network within the local arts and cultural community;
- Provide an opportunity for employers and/or mentors to share their workload or provide self-directed work/creative opportunities for the youth;
- Promote the arts and cultural industries as a place to launch viable, long term careers.

Applications will be assessed with the following questions in mind:

- How specific, and thorough is the application proposal in regard to Mentorship objectives and career related goals for the mentee?
- Does the application show an ability on the part of both mentor and mentee to commit fully to the 7 month program?
- Does the mentor have the required experience and standing in their particular cultural community to offer networking type opportunities and ideas to their mentee. Are these outlined in the application?

The Group Factor:

Exactly 15 mentorship pairs can be accepted into the program each year. In addition to assessing the applications on their individual merit, an effort is made to have a variety of disciplines, career areas, and demographics represented within the group. An effort is also made to welcome first time mentors.

Although the application period is open from May 14 – July 6, timeliness of the application can be a factor. In the case of two or more applications tying in all other areas of assessment, date of receipt of application may be considered.

FAQ:

Can I apply to this program if I will be 19 in 2019?

Applicants must be 19 by December 31, 2018. Applicants who are 29 by December 31, 2018 are eligible.

If I apply to this program without a mentor, will I have less of a chance of getting in?

Your chance of being accepted is based strongly on the integrity of the application and how it addresses the program (and youth's) goals. If you are applying without a mentor, it is in your best interest to provide a wish list of mentors where requested in the application. Even if you do not know the mentors personally, including names indicates your familiarity with experts in your field and the type of mentor you are looking for.

Why can't my mentor be my nominator?

It is in your best interest to have a third party vouch for your readiness and level of commitment to enter a mentorship program. Because the mentor receives an honorarium for working as your mentor, it is important that you have someone else as your reference.

How and when will I find out if I have been accepted into the program?

By July 13th you will receive an email letting you know whether you are on a short list for the program. Generally, we will set up in-person interviews with up to 20 applicant mentees (with mentors optional), for a quick discussion about the program. The final selections will be announced by the end of July.

For more information, contact Jan Skene, Mentorship Programs Manager at jan@creativemanitoba.ca.