

## Careers in the arts mentorship program (ages 19–29)

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

In responding to the questions on the application, for both mentee and mentor, please keep in mind the definition and philosophy of mentorship. Your application should stress not only what you intend to learn, but what you intend to ask.

### **What is Mentorship?**

- 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 is usually 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. Mentorships typically take place over a set period of time and contain an evaluative component.

- 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. It is expected that the mentee will lead the relationship, inviting the mentor into their own inner dialogue to assist in working through complex career decisions. [www.artofmentoring.net/what-is-mentoring/](http://www.artofmentoring.net/what-is-mentoring/)

### **In order to meet the goals of this program, 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?

How appropriate is the application in regard to the mentee's age, artistic discipline and career trajectory expectations. (i.e. Is this the optimum point in the mentee's educational and career experience to work with a mentor?)

### **THE GROUP FACTOR:**

Exactly 15 mentorship pairs can be accepted into the program each year. In addition to assessing the applications as to their individual merit – there is also a focus on including a variety of disciplines and career areas within the group.

In addition, gender parity, inclusivity and welcoming first time mentors into the program are seen as priorities in the overall slate of mentorship pairs.

Although the application window is initially open for approximately 6 weeks, timeliness of the application can be a factor. In the case of 2 or more applications tying in all other areas of assessment, date of receipt of application may be considered. Applications may also be considered after the initial application window is closed.

### **FAQ's:**

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

Applicants must be 19 by December of the program start date. Applicants who are 19 within the program's running dates are eligible (September to May).

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

Your chance of "getting in" is based strongly on the integrity of the application and how it addresses the program (and youth's) goals. Having a mentor attached to your application may be indicative of a more clearly defined set of goals. If you are applying without a mentor, it is in your best interest to include your "wish list" of mentors. 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?**

A third party reference is required to vouch for your readiness and level of commitment to enter a mentorship program. Also, because the mentor receives an honorarium for their time, a secondary reference is required.

#### **Can I (mentor or mentee), add additional support material to my application?**

Yes, please send links to your work or pdf samples. Anything you cannot easily add to the online application may be sent to [jan@creativemanitoba.ca](mailto:jan@creativemanitoba.ca). Make sure your name is in the subject line.

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

Within 3 weeks of the application window closing, you will receive an email letting you know whether you are on a short list for the program. In-person interviews with up to 20 applicant mentees (with mentors optional) will be arranged over the summer, for a quick discussion about the program. The final 15 selections will be announced by mid August.

**For more information, contact Jan Skene, Mentorship Programs Manager at [jan@creativemanitoba.ca](mailto:jan@creativemanitoba.ca).**