

## Tips / Assessment Info / FAQs Professional Mentorship Program



*“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

### APPLICATION TIPS

- In responding to the application questions, for both mentee and mentor, keep in mind the definition and philosophy of mentorship. Your application should stress not only what you intend to learn, or specific skills but also what you intend to ask and experience
- In order to meet the goals of this program, applications should offer insight into how the proposed mentorship program will develop, enhance and support the growth of the mentee in their artistic practice
- Be as specific as you can in what and how you plan to execute your proposed program plan
- Make sure the mentor you have chosen is a professional in their field, and someone you believe will be a good match for yourself. Have a conversation with them about their year plan, how they like to work before deciding

### ASSESSMENT INFORMATION

Applications will be assessed by the jury with the following questions in mind:

1. How specific, and thorough is the application proposal in regard to their objectives and career related goals for the mentee?
2. Does the application show an ability on the part of both mentor and mentee to commit fully to the 7 month program? Are they a full time student, or working full time, and if so how do they plan to allow for enough time for the program to benefit fully from it?
3. Does the mentor have the required experience and standing in their particular artistic community to offer networking type opportunities and ideas to their mentee? Are these outlined in the application?
4. How appropriate is the application in regard to the mentee’s age, artistic discipline and career trajectory expectations? (i.e. Is this the optimum time for the mentee to participate in the program)

In addition to assessing the applications as to their individual merit – there is also a focus on including a wide variety of disciplines and career areas within the full group of pairs. In addition, gender parity, inclusivity and welcoming first time mentors into the program are seen as priorities in the overall slate of mentorship pairs. Creative Manitoba makes best efforts to save 50% program space for applicants who identify as BIPOC or part of an Equity seeking community.

In the case of 2 or more applications tying in all other areas of assessment, date of receipt of application may be considered.

## **FAQ's:**

### **Can I apply to this program if I will turn 19 during the run of the program?**

Applicants must be 19 by December 2022. Applicants who are 29 within the program's running dates are eligible (running date are October 2022 to May 2023).

### **If I want to apply to this program as a mentee but do not have a mentor, can I?**

You must apply along with a mentor. However, we would be happy to help find a mentor in your artistic discipline to apply with and will aid in connecting you to find a match. You must reach out to the program director by **July 15th, 2022** in order to allow enough time for this before the application period closes. It is helpful if you have a "wish list" of names of people you look up to/know of in your field. Email [mentor@creativemanitoba.ca](mailto:mentor@creativemanitoba.ca) before this deadline and we would be happy to help you out!

### **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.

### **Do I need to become a Creative Manitoba member?**

As the only cost for the program, we do require both mentee and mentor to become members. You will then receive all member benefits including our weekly newsletter with upcoming opportunities, and will be able to attend Creative Manitoba workshops including our Creative Entrepreneurship event at no cost.

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

All applicants will be contacted with the final results within 4 weeks of program start.

### **If my mentor has taken part in the program in a previous year, am I eligible to apply with them?**

Yes, you may apply with a mentor who has taken part in the program in a previous year. However, if it is a highly competitive year, we will prioritize first time mentors.

### **Can a mentor apply for the program with more than one mentee?**

No. Mentors must choose one mentee to apply with for the program year.