

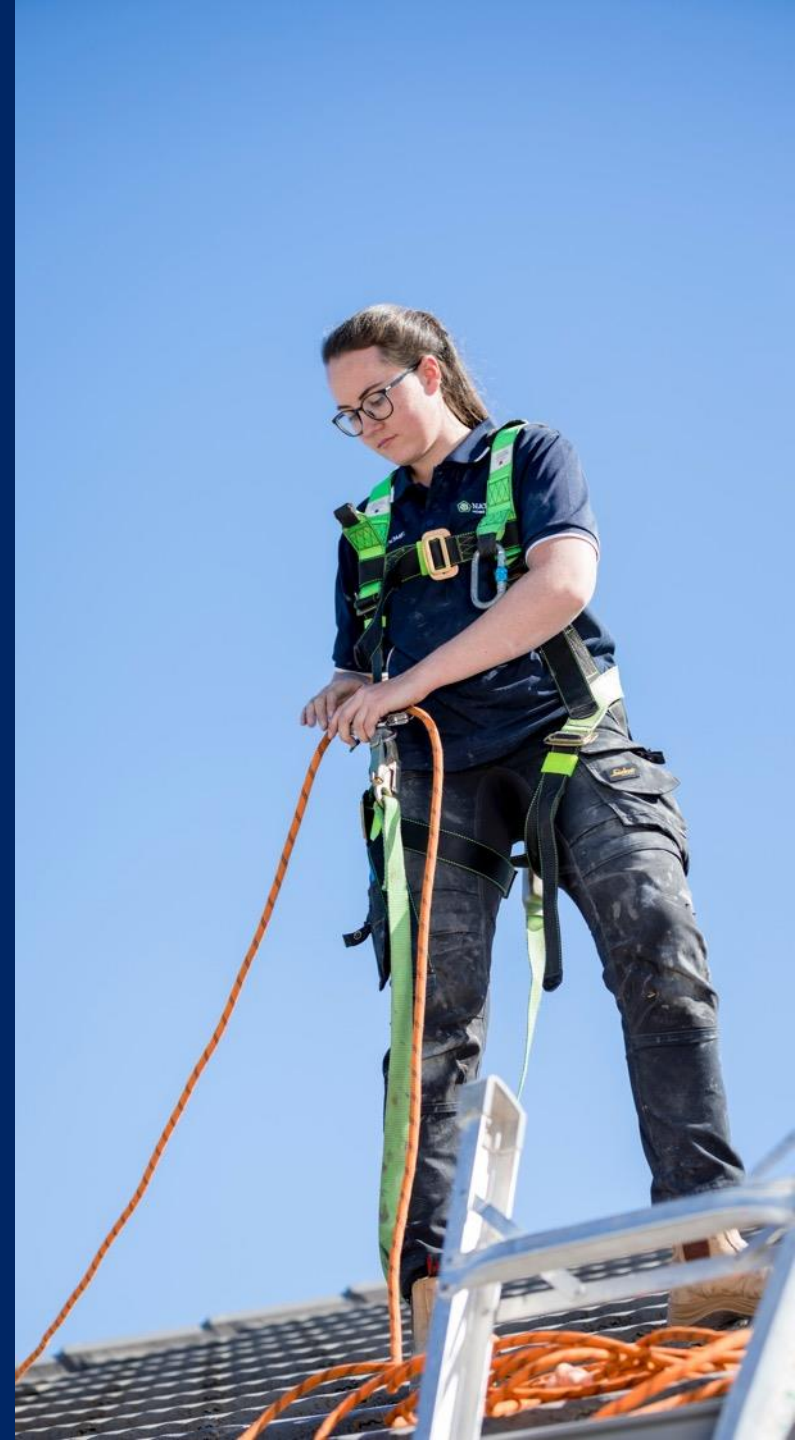
NSW Department of Education

Careers adviser mentoring program

A wholistic approach to mentoring

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Acknowledgement of Country



We recognise the Ongoing Custodians of the various lands and waterways where we work and live. We pay respect to Elders past and present as ongoing teachers of knowledge, songlines and stories.

We strive to ensure every Aboriginal and Torres Strait Islander learner in NSW achieves their potential through education.

Defining mentoring

The department is committed to establishing a deliberate, holistic approach to mentoring which will contribute to a more robust education system for the benefit of both educators and students.

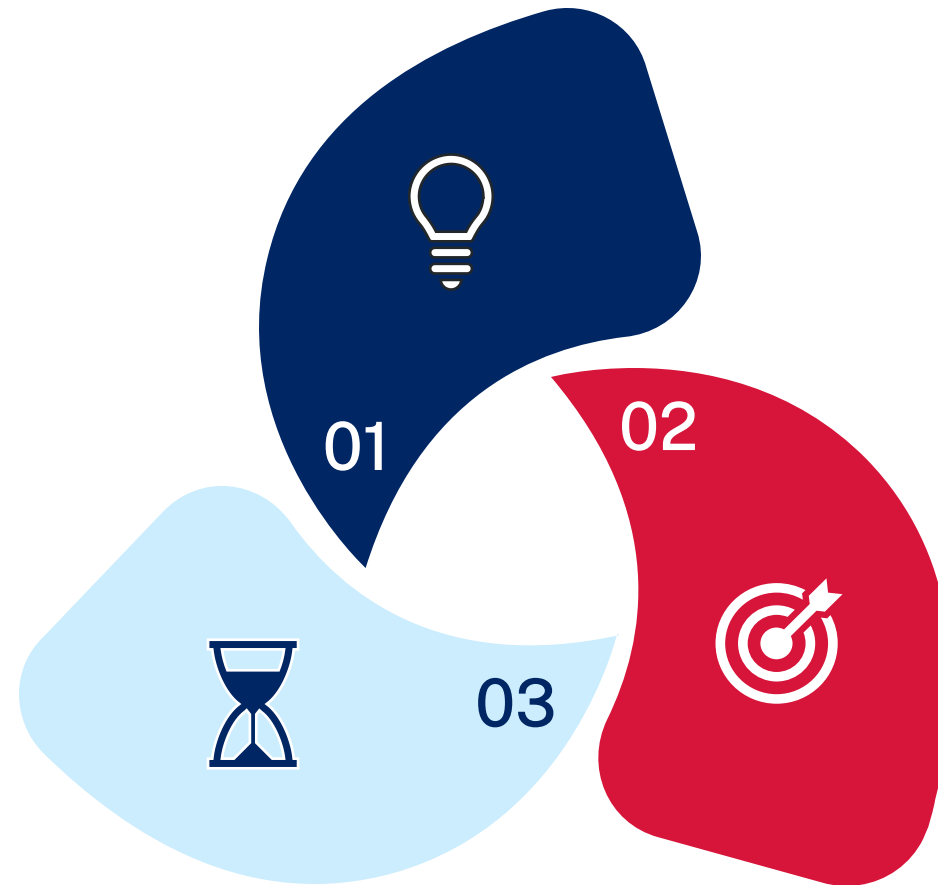
A holistic approach to mentoring has three principal characteristics: reciprocal and collaborative relationships, awareness of and consideration for contextual and cultural needs, and ongoing applicability across educators' careers.

**Mentoring has been defined as
'both a relationship and process
between at least two individuals
who share and build knowledge,
expertise, and support'**

Principal characteristics

Reciprocal and Collaborative

Reciprocal mentoring is a collaborative endeavour, a mutual investment, with mentor and mentee working towards shared goals.



Differentiated

Mentoring is enhanced when it is differentiated and tailored according to the personal characteristics of the mentee and mentor

Ongoing

Mentoring is a valuable tool for developing the capacity of mentees and the leadership skills of mentors

Skillset of mentors

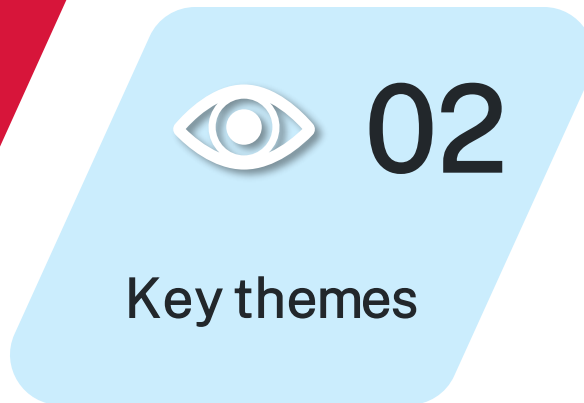


Mentor training with the institute



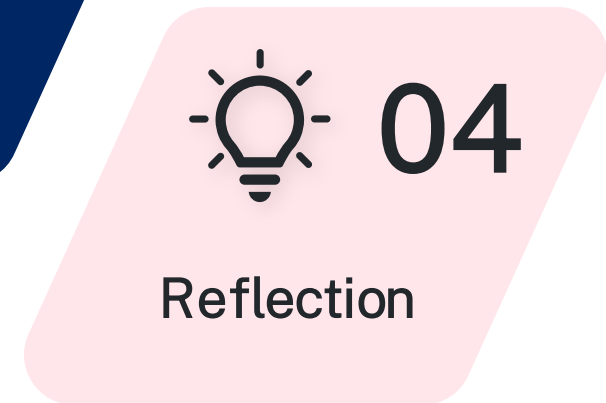
Mentors are required to attend all sessions and complete all components to obtain a Certificate of Completion..

Key themes include, foundation and impact of mentoring, essential skills and mentoring process in practice



The Leading and Aspiring Mentoring program team will schedule times throughout the program to answer questions and provide support.

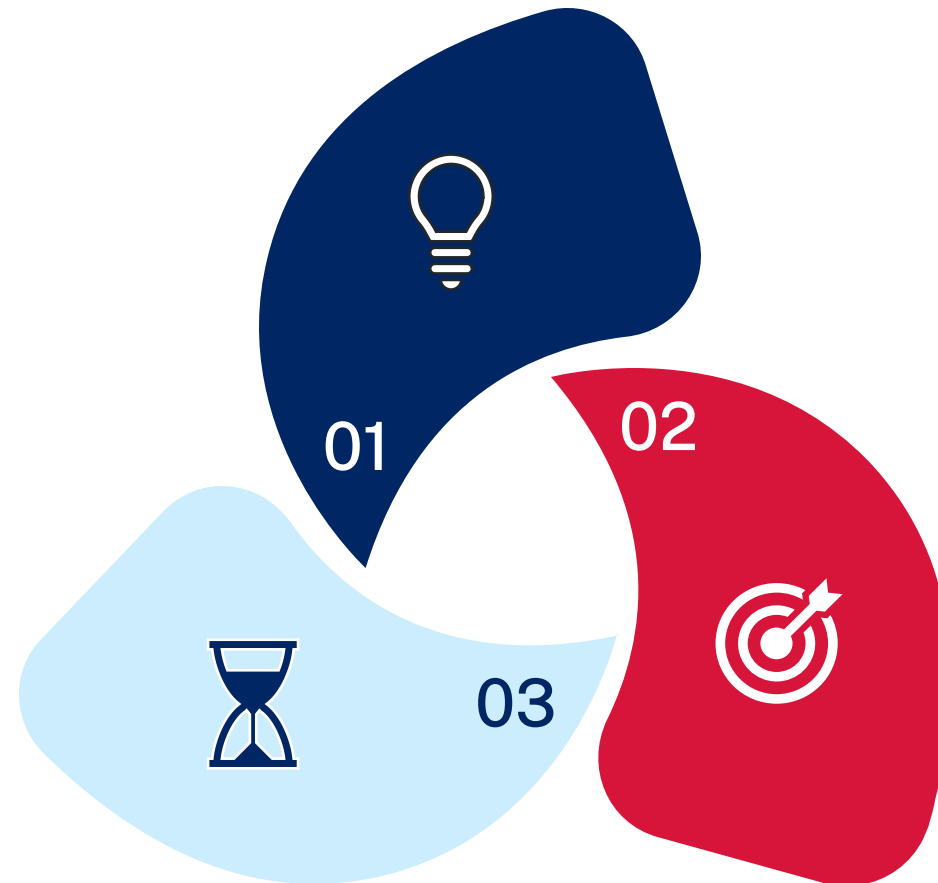
Mentors will submit a 1000-word synthesis reflection on how their skills have developed and response to challenges



Careers adviser centred approach

Community of practice

Will bring the group together with a focus on a shared concern, a set of problems, or a passion about a topic, and who deepen their knowledge and expertise in this area by interacting on an ongoing basis.



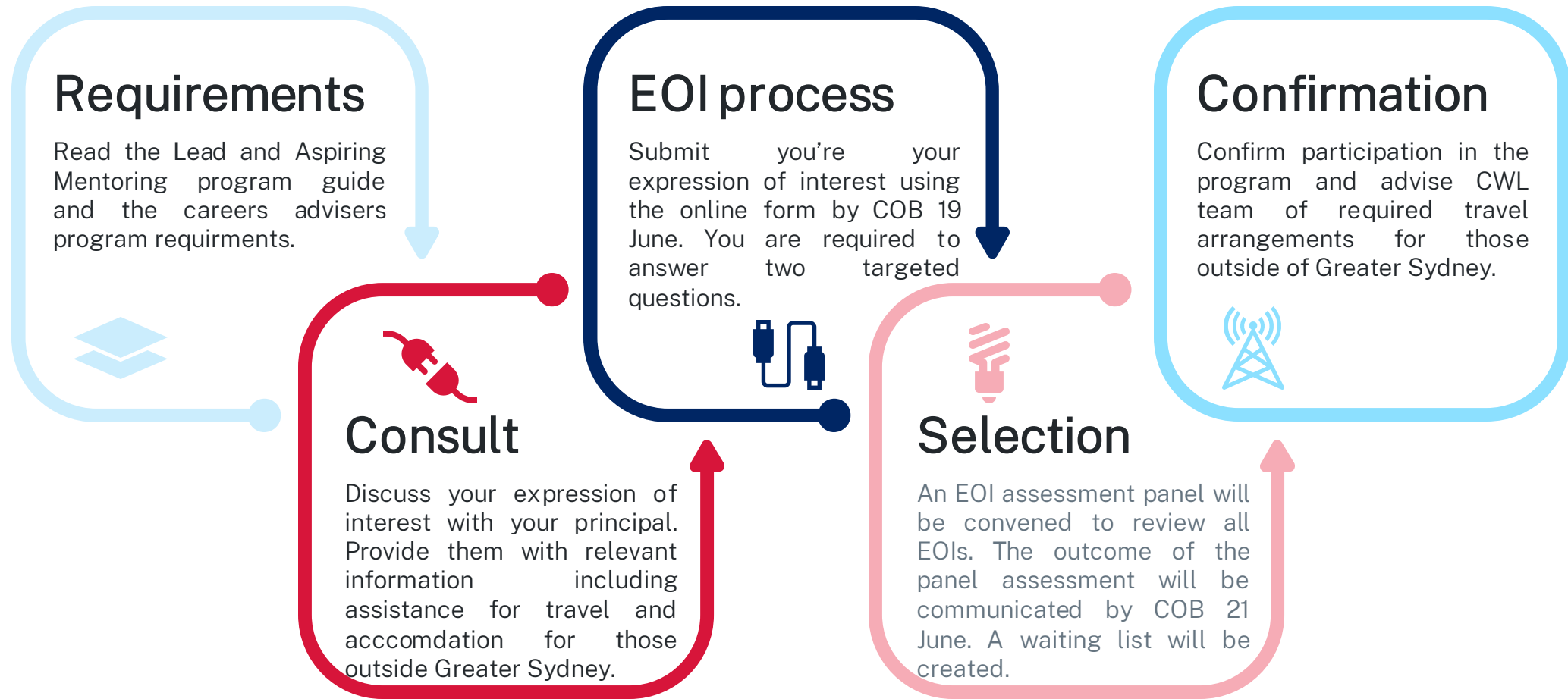
Introductory session

This online session will bring together the mentors and CWL team. The session will focus on resources, processes and the introduction to the community of practice.

Careers approach

This professional learning opportunity will focus on the needs of the group and to link the LAMP program to the work of careers advisers.

Next steps



Questions and Answers



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