



## Facilitating Networking Opportunities for your Mentee

Networking is an important component of the mentoring relationship. Kaleidoscope Mentoring Program recommends that Mentors facilitate at least **five introductions** for their mentee.

This document suggests ways you can help your mentee prepare for networking, as well as tips on who they could meet to expand their network.

**Create a networking plan with your mentee** using some of the ideas below:

- Help your mentee **develop and practice a 30-second ‘elevator’ speech** that gives a concise summary of their background and the type of employment they are looking for.
- Brainstorm a list of **networking events** they can attend (i.e. associations, seminars, conferences, job fairs, etc.).
- Explore how to use **social media for networking**. Review your mentees’ profile, identify groups for them to join and where to search for jobs and build online connections.
- **Refer your mentee to Professional Immigrant Networks or Cultural Organisations** to meet immigrants in the same profession and/or cultural community, build social support and expand their network.

**Expand your mentee’s network** by facilitating some introductions. Your mentee will have a chance to practice his or her elevator speech and it will provide both of you with feedback from other perspectives.

People in your Network	How they can help your mentee
<ul style="list-style-type: none"> <li>• A colleague you feel comfortable with</li> </ul>	<b>Give mentee an opportunity to practice networking</b> <ul style="list-style-type: none"> <li>• Get feedback on elevator speech and networking style</li> <li>• Prepare mentee for meeting your larger network</li> </ul>
<ul style="list-style-type: none"> <li>• Current and past colleagues</li> <li>• Contacts from professional associations</li> </ul>	<b>To conduct an occupation-related information interview:</b> <ul style="list-style-type: none"> <li>• Get information about sector and occupation in Canada</li> <li>• Get information about professional development, networking events or job sources</li> </ul>
<ul style="list-style-type: none"> <li>• HR department</li> <li>• A hiring manager you know</li> <li>• Current and past colleagues</li> </ul>	<b>To conduct a mock interview or review résumé</b> <ul style="list-style-type: none"> <li>• Practice interview skills</li> <li>• Have résumé /cover letter critiqued</li> </ul>
<ul style="list-style-type: none"> <li>• A recent immigrant who works in their occupation</li> <li>• Your personal network</li> </ul>	<b>To provide inspiration/motivation:</b> <ul style="list-style-type: none"> <li>• Find new ideas for job search and networking</li> <li>• Receive social support/settlement tips</li> </ul>
<ul style="list-style-type: none"> <li>• Your personal network</li> <li>• Colleagues</li> <li>• Someone in a similar role but not in the same occupation/sector</li> </ul>	<b>To help with skill development (technical, social media, etc):</b> <ul style="list-style-type: none"> <li>• New ideas/approaches for job search</li> <li>• Focus on skill development while job searching</li> <li>• Effectively use social media for job search</li> </ul>
<ul style="list-style-type: none"> <li>• Employees of companies the mentee is targeting for work</li> </ul>	<b>Mentee cold calling:</b> <ul style="list-style-type: none"> <li>• Schedule an information interview</li> <li>• Learn more about the company hiring process</li> <li>• Identify networking and/or job search opportunities</li> </ul>