



Kaleidoscope Mentoring Program

Mentee Application

Please have the following documents ready to upload

- Your updated CV/Resume
- Your certificate of English proficiency (IELTS or equivalent)
- Your Australian visa/passport/citizenship certificate
- Your current National Police Clearance Certificate (issued within 6 months)

Mentee Eligibility

To be connected with a mentor, you need to:

1. have a minimum post-secondary education equivalent to a diploma or degree
2. have a minimum of 2 years of international work experience in their profession
3. are 'Job-ready' – this means you are ready to start a job in your field, in Australia, at any given time.
4. have limited (i.e. less than one year) or no Australian work experience in your profession
5. be legally entitled to work in Australia with full work rights unrestricted by time.
6. have lived in Australia for 5 years or less
7. be currently unemployed or underemployed (i.e. not working in your field of expertise)
8. have a current National Police Clearance Certificate (obtained within the last 6 months).
9. have the **Competent** English language proficiency to perform effectively in the workplace in your field. (For details on the requirements through alternative test results, please see [Department of Home Affairs.](#))

Mentee suitability

As a skilled newcomer professional, you need to:

1. be actively seeking work in your qualification field
2. have current core skills required to work in your field
3. be able to commit to working with a mentor for **30 hours** over 3 months.

Mentee readiness

To show your job-readiness, you will need to show you have:

1. Job search skills: a job-search-ready resume, interview skills, basic networking skills
2. Job supports: e.g. transportation, childcare or other supports required to enable securing suitable employment
3. Appropriate attitude: openness to act on constructive advice and willingness to try new approaches to job searching.

Time Commitment

30 hours (minimum) over **3 months** = **18 hours** of mentoring + **2 hours** each of Orientation Session, Cultural Competency and Graduation Ceremony + **1 hour** of completing Session Logs + **5 hours** of preparing for your meetings.

2020 Cycle 1 Timeline

- | | | |
|---------------|---|--|
| ✓ 1 Oct 2019 | : | Applications open |
| ✓ 3 Nov 2019 | : | Mentee/Mentor applications close |
| ✓ 13 Dec 2019 | : | Communicate the matches to the mentors/mentees |
| ✓ 17 Dec 2019 | : | Confirm all mentee/mentor matches |
| ✓ 6 Feb 2020 | : | KMP 2020 Cycle 1 starts – Orientation Session |
| ✓ 7 May 2020 | : | KMP 2020 Cycle 1 closes – Graduation Ceremony |



Kaleidoscope Mentoring Program

Mentee Application

Cost

A fee of **\$100** will apply to successful applicants before starting their mentoring relationship. Please contact us if this cost is a barrier for you.

1. I've read and understood the **Important Information** above. I also confirm that Kaleidoscope Mentoring Program or their mentor's role is **NOT** to find a job for me but to guide me on the Australian hiring process, Australian work culture and like topics.

Basic Information

2. First name / Given names
3. Last name / Surname / Family Name
4. Your Address and Contact Information (Address, Email, Mobile)
5. Your Date of Birth
6. What is your Gender?
7. Do you have a disability or impairment? (A disability may be defined as any of the conditions below that can impact on a person's lifestyle and/or everyday function)
8. What is your country of birth?
9. What is your main language spoken at home?
10. What other languages do you speak?
11. How did you first find about the program?
12. Would you like to subscribe to Kaleidoscope e-newsletter?
13. On completion of your mentoring, would you like to participate in follow up research, surveys and evaluation from the Australian Government Department of Social Services?

Education and Employment History

14. What is the highest level of education you have completed?
15. Please provide your LinkedIn profile's URL.
16. Please upload your most updated resume/CV that reflects your past experience (Only PDF, DOC, DOCX, PNG, JPG and JPEG files are supported).
17. Do you agree to your resume/CV being circulated to potential mentors after removing your personal details?
18. What is your current employment status?

Your Australian Employment

19. What is your current job title?
20. What is the type of your employment?
21. What is your approximate gross annual earnings before tax (including any bonuses and commissions)?

Your Goals

22. What field/profession/industry do you want to be mentored in? (Please note that this should be the same field in which you have international work experience and not a new field you want to transition into.)
23. What are your short-term goals (i.e. within 1 year)?



Kaleidoscope Mentoring Program

Mentee Application

24. What are your medium-term goals (1-3 years)?
25. What are your long-term goals (3-5 years)?
26. Describe your progress towards your employment goals.
27. What steps have you taken to overcome your language barriers, if any?
28. In what ways are you learning about the Australian Workplace Culture?
29. In the last 3 months, how many job interviews have you attended?

Your Ideal Mentor

30. Please describe your ideal mentor.
31. Please select the areas in which you would need assistance from your mentor?
32. Is there anything else that you would like to share that can help you in the mentoring program or help us find a good mentor for you?

Australian Work Rights

33. Which of the following categories best describes your work right status in Australia?
 - a. Australian Citizen
 - b. Permanent Resident
 - c. Other Visa with Full Work Rights and with NO time restrictions
34. Please attach a copy of your Australian Visa/ Australian Passport/ Citizenship Certificate (Only PDF, DOC, DOCX, PNG, JPG and JPEG files are supported).

Length of International Experience

35. How many years on international experience do you have in your profession/industry before coming to Australia?

Time in Australia

36. Did you permanently move to Australia before 01 February 2015?

Australian Experience

37. What is the length of the period that you worked in your profession/industry in Australia?

English Competency

38. Do you believe you have **Competent** English language proficiency to perform effectively in the workplace in your field. (For details on the requirements through alternative test results, please see [Department of Home Affairs](#).)
39. Please attach your IELTS/equivalent tests result or certificate (Only PDF, DOC, DOCX, PNG, JPG and JPEG files are supported). – Need **not** be current.

National Police Clearance

40. Please attach your National Police Clearance obtained within the last 6 months (Only PDF, DOC, DOCX, PNG, JPG and JPEG files are supported)?



Kaleidoscope Mentoring Program

Mentee Application

Terms and Conditions

41. I confirm I have read and understand that
 - a. my mentor may introduce me to occupation-specific networks and provide advice.
 - b. my mentor may provide me with guidance on how the hiring process works in many companies in Western Australia
 - c. my mentor may be able to help me prepare for an interview, and,
 - d. my mentor may help me understand work culture in Australia.
 - e. I understand and confirm that this program is **not** a job-finding program.
 - f. I commit to putting in a minimum of 30 hours over a period of 3 months for my mentoring.
 - g. I will attend **ALL** Kaleidoscope Mentoring Program's training and other sessions
 - h. I understand that I get **only once** chance to be a mentee in the Kaleidoscope Mentoring Program.
 - i. If I am accepted in the program, I must pay a fee of **\$100**.
 - j. I have read the [KMP Code of Conduct](#) and accept its Terms and Conditions.
-

Thank You

Thank you for taking the time to complete the Kaleidoscope Mentoring Program's Mentee Application.

Your application and documents will now be reviewed against KMP eligibility criteria. In the meantime, please [book a meeting](#) with KMP Mentoring Coach to discuss your application.

Please note that a fee of **\$100** will apply to successful mentee applicants. If this cost is a barrier preventing you from joining this program, please discuss this with the KMP mentoring coach at your meeting.

Important: If you have not submitted your National Police Clearance Certificate above, please apply for it now and bring your NPC/application receipt to your meeting with our KMP Mentoring Coach.

Kind regards,

Kaleidoscope Mentoring Program Team