



KALEIDOSCOPE

Kaleidoscope Mentoring Program

Mentee Application Questionnaire

Important Instructions

This application will take **45 minutes**. Do not commence if you do not have 45 minutes and your documents as listed below. You must complete the application prior to uploading your documents.

It is suggested that you use a desktop or laptop to complete this application.

Apply by **31 May 2021**.

You will need the documents listed below to be uploaded at the end of the application.

1. Your updated resume/ CV
2. A National Police Clearance certificate obtained within the last 6 months.
3. Certificate of English proficiency (IELTS or equivalent). Does not need to be current.
4. Your Australian Visa/Citizenship Certificate
5. Your headshot photo in good quality (to use in our presentations)

Mentee Eligibility

To be connected with a mentor, you need to:

1. have a minimum post-secondary education equivalent to a **degree**
2. have a minimum of **two years** of international work experience in your profession
3. have completed KMP Job Readiness workshop or will complete once you have been accepted to be part of the program
4. be **'job-ready'** – this means you are ready to start a job in your field, in Australia, at any given time.
5. have **limited (< 1 year)** or no Australian work experience in your profession/industry
6. be currently **unemployed or underemployed** (i.e. not working in your field of expertise)
7. have full work rights with no time restrictions in Australia. In this cycle we also have a limited number of mentee positions available to skilled migrants on [Temporary Graduate Visa \(subclass 485\) Post-Study Work stream](#) that have at least 1 year left on their visa,
8. have lived in Australia for **five years or less**
9. 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](#).)
10. have **obtained a National Police Clearance** within the past six months. If you do not have a police clearance, please arrange your [100 point ID check](#) and [apply now](#).

Mentee suitability

1. As a skilled newcomer professional, you need to:
 1. be actively seeking work in the field related to your qualifications/experience
 2. have current core skills required to work in your profession



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4. 3. be able to commit to the program for 72 hours (30 hours with your mentor + 18 hours KMP Job readiness workshops + 6 hours of Cultural Competency Training + 18 hours additional) over 3 months.

Mentee job-readiness

To be job-ready, you will need to show you have:

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

Time Commitment

be able to commit to the program for 72 hours (30 hours with your mentor + 18 hours KMP Job readiness workshops + 6 hours of Cultural Competency Training + 18 hours additional) over 3 months.

Cost

- I confirm that a non-refundable fee of **\$100+ GST** will apply to all successful mentee applicants before the start of the mentoring cycle. If any fees are not paid by the invoice due date, KMP may cancel my booking for the mentoring program. If you cannot pay your fee, please discuss your options at the interview. Please email KMP mentoring coach Cema Santos at Cema.Santos@mrcwa.org.au. upon submitting your application to discuss the
- fee deferment.
- The mentee also bears the platform charges to pay the mentee fee and their credit/debit card charges.

1. I confirm that

- Kaleidoscope Mentoring Program and my mentor's role is **NOT** to find a job for me but to guide me on the Australian hiring process, Australian work culture and similar topics.
- I confirm that I will attend Kaleidoscope Job Readiness Workshops before meeting my mentor.
- I confirm that a non-refundable fee of \$100+ GST will apply to all successful mentee applicants before the start of the mentoring cycle. If any fees are not paid by the invoice due date, KMP may cancel my booking for the mentoring program. If you cannot pay your fee please discuss your options at the interview. Please email KMP mentoring coach Cema Santos at Cema.Santos@mrcwa.org.au upon submitting your application to discuss the fee deferment. [View payment flowchart.](#)



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Basic Information

2. First name / Given names
3. Last name / Surname / Family Name
4. Your Address and Contact Information (Address, Email, Mobile)
5. What local government area do you live? If you are not sure please refer to the map on [My Council Website](#).
6. Your Date of Birth
7. What is your Gender?
8. 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)
9. What is your country of birth?
10. Emergency contact in Australia
11. What is your main language spoken at home?
12. What other languages do you speak?
13. How did you first find about the program?
14. Would you like to subscribe to Kaleidoscope e-newsletter?
15. 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

16. What is the highest level of education you have completed?
17. Please provide your [LinkedIn profile's URL](#).
18. Do you agree to your resume/CV being circulated to potential mentors after removing your personal details?
19. What is your current employment status?

Your Australian Employment

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

Impact of COVID-19

23. How has COVID-19 affect you personally?
24. How has COVID-19 affect you professionally?
25. Were you eligible to receive any government payments/benefits before COVID-19?
26. What payment/benefits did you receive?



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27. As a consequence of COVID-19, did you qualify for the following Economic Support Payment or the Coronavirus Supplement payments?

Your Mentoring Goals

28. 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.)
29. What are your short-term goals (i.e. within 1 year)?
30. What are your medium-term goals (1-3 years)?
31. What are your long-term goals (3-5 years)?
32. Describe your progress towards your employment goals.
33. What steps have you taken to overcome your language barriers, if any?
34. In what ways are you learning about the Australian Workplace Culture?
35. In the last 3 months, how many job interviews have you attended?

Your Ideal Mentor

36. Please describe your ideal mentor.
37. Please select the areas in which you would need assistance from your mentor?
38. 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?

Job Readiness Skills

Please identify where you see yourself on these scales. We will ask the same questions at the end of the mentoring program to identify if you perceive there has been a change in your job readiness skills.

Lower ranking does not affect your eligibility and helps us to provide you a targeted mentoring program.

39. On a scale of 1 to 10, 10 being the highest, how prepared are you to secure a job in your field?
40. On a scale of 1 to 10, 10 being the highest, how would you rate your preparedness on answering typical interview questions in your chosen field?
41. On a scale of 1 to 10, 10 being the highest, how would you rate your knowledge of what to expect during the first 90 days in a job in your chosen field?
42. On a scale of 1 to 10, 10 being the highest, how would you rate your knowledge about Australian workplace culture along with its industry-specific nuances?
43. On a scale of 1 to 10, 10 being the highest, how would you rate your knowledge about trends and insights in your chosen industry?



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44. On a scale of 1 to 10, 10 being the highest, how would you rate your networking skills?

Australian Work Rights

45. 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

46. What is your visa category and subclass? Please refer to the page 1 and 2 of your visa grant letter.

English Competency

47. 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.](#))

Length of International Experience

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

Time in Australia

49. Did you permanently move to Australia before 01 October 2016? Please note if you have arrived as a student, please exclude your time on student visa.

Australian Experience

50. We know that gaining local experience is critical for you to reconnect to your career in Australia. Kaleidoscope is exploring the opportunity to offer a new training product which will be a work-based learning experience/work experience placement. This would cost mentees approximately \$3500 for between a six to ten weeks (not full-time) If this product was available, would you be keen to secure a work placement?

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

Upload your documents

52. Please upload your most updated resume/CV that reflects your past experience (Only PDF, DOC, DOCX, PNG, JPG and JPEG files are supported).



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53. Please attach your IELTS/equivalent tests result or certificate (Only PDF, DOC, DOCX, PNG, JPG and JPEG files are supported). – Need **not** be current.
54. Please attach a copy of your Australian Visa/ Australian Passport/Australia Citizenship Certificate (Only PDF, DOC, DOCX, PNG, JPG and JPEG files are supported).
55. Please attach your National Police Clearance obtained within the last 6 months (Only PDF, DOC, DOCX, PNG, JPG and JPEG files are supported)?
56. Please upload your high-resolution headshot photo. (Only PNG, JPG & JPEG files are supported.) Refer to the [guidelines](#) here.

Terms and Conditions

57. 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 72 hours over a period of 3 months for my mentoring, I will attend **ALL** Kaleidoscope Mentoring Program's training and other sessions
 - 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. I agree to pay a non-refundable fee of **\$100+ GST** fee before joining the program. If a deferment of fees is required, I agree to discuss this with mentoring coach at interview and follow deferment process. If any fees are not paid by the invoice due date, KMP may cancel my booking for the mentoring program.
 - j. I have read the [KMP Code of Conduct](#) and accept its Terms and Conditions.
 - k. Participants at Kaleidoscope Initiative and Kaleidoscope Mentoring Program events may be photographed or filmed during the course of the event. By participating at a Kaleidoscope event you agree to be photographed or filmed, and that these images may be used for media or promotional purposes by the City of Stirling, the City of Canning and Kaleidoscope Initiative. Images remain the property of the City of Stirling.

Kaleidoscope Initiative will consider reasonable requests to not be photographed or filmed. Please advise the event organisers if you don't wish to be photographed.



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Thank You

Thank you for taking the time to complete the KMP Mentee Application.

Your application and documents will now be reviewed against KMP eligibility criteria. Our mentoring coach will get in touch with you soon.

Please note that a non-refundable fee of **\$100+ GST** 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
