



Kaleidoscope Mentoring Program

Mentee Application Questionnaire

Important Instructions

- This application will take **45 minutes**.
- It is suggested that you use a desktop or laptop to complete this application.
- Please commence if you have 45 minutes and required documents as listed below.
- You can not save the application and come back to it later so please ensure you have everything you need before you start.

Documents to be uploaded at the end of the application.

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

Mentee Eligibility

To be connected with a mentor, you need to:

1. have a minimum post-secondary education equivalent to a degree
2. have 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](#).



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Mentee suitability

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
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.

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. Did you live in any other country for more than 3 months before arriving in Australia?
11. Emergency contact in Australia.
12. What is your main language spoken at home?
13. What other languages do you speak?
14. How did you first find about the program?
15. Would you like to subscribe to Kaleidoscope e-newsletter?
16. 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

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

Your Australian Employment

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



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Social Cohesion

24. Do you feel you belong here in Australia?
25. Do you feel you are accepted in Australia?
26. How optimistic are you that you will find a job in your profession in Australia?
27. With 10 being a strong negative impact, how does NOT securing a job in your profession in Australia affect your mental health?
28. With 10 being a strong negative impact, how does NOT finding a job in your profession in Australia affect your confidence?

Your Mentoring Goals

29. What are your future employment goals? Please provide 3 goals.
30. In what ways are you learning about the Australian Workplace Culture?
31. Please select industry/sector you would like to be mentored in.
32. What was your job title when you worked in your industry/sector (e.g.; Civil Engineer/Data Analyst, Researcher, Project Officer). Please be specific so we can match you with the right mentor.

Your Ideal Mentor

33. Please select the areas in which you would need assistance from your mentor?
34. 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

35. 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
36. See your visa grant letter and select your visa category.
37. Please select your visa subclass.

Time in Australia

38. When did you first arrive in Australia?
39. When did you become a permanent resident? Skip this question if you are on a temporary visa.

Length of International Experience

40. How many years of experience do you have in your profession/industry before coming to Australia?



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Australian Experience

41. What is the length of time that you worked in your profession/industry in Australia?
42. 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 \$3,500 for a short (approx. 10 week part-time program). If this product was available, would you be keen to be involved?

Upload your documents

Please upload the following documents using one of these formats: PDF, DOC, DOCX, PNG, JPG and JPEG.

1. Current Resume/CV that reflects your past work experience
2. Certificate of English proficiency (IELTS or equivalent). **Does not need to be current.** The mentee applicant must have written and spoken English language competency necessary to work in their chosen profession to join the mentoring program. (Managers/Professionals roles need IELTS Band 7 or equivalent. Technical/non-client facing roles need IELTS Band 6 for or equivalent)
3. Your Australian Visa/Citizenship Certificate
4. A National Police Clearance certificate obtained within the last 6 months
5. Your headshot photo in good quality. Refer to the [guidelines](#) here. (to use in our presentations).



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Terms and Conditions

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.
- 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 one** 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 Kaleidoscope Initiative, the City of Stirling, City of Canning and City of Swan. 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
