

Veterans SA Mentoring Pilot Program FAQs

What is the Veterans SA Mentor Pilot Programs?

The Veterans SA Mentor Program are two inaugural, pilot programs designed to connect members of the veteran community to leaders and professionals across the wider South Australian community.

The two programs have different objectives and intended outcomes and is in response to identified needs in the community - to support and develop the personal and professional skills those who have served in South Australia.

The program will be run by Veterans SA and will be delivered by Mentoring expert Christine Molitor from Be Sustained.

What are the two programs and how are they different?

The first program is the Female Veteran Mentoring Program and is open to all those who identify as female who have had military experience currently living in South Australia.

The second program is the Former Non-Commissioned Officers (NCO) and Other Ranks Mentoring Program which is targeted to support the professional development of participants who have left the Defence Force within the past 3-8 years (approximately) as a NCO or Other Rank.

What is the purpose of the mentoring programs?

To improve the skills, professional development and self-awareness of a specific group of the veteran population with the aim to enhance their experience and prospects as they transition out of their military careers.

What is Mentoring?

Mentoring is a relationship-driven process that involves sharing knowledge and skills to guide and inspire the development of another person.

That development may be specific, such as helping to support and build certain skills (i.e. communication skills or presentation confidence), or it may be to enhance the ability to manage an emerging situation (i.e. prepare for a business event, or to lead a new initiative in the workplace).

Alternately, Mentoring can be aimed at developing someone's overall capacity and wellbeing – without a specific issue to address at the time. Mentoring is flexible.

Why be a Mentee?

Everyone's experience is shaped by others in their lives. Having the opportunity to learn from others who have both 'trodden the path' before and who may also come from a background diverse to yours, in a relaxed and confidential setting, is a true gift. Learning and growing, overcoming perceived barriers and developing your own capacity is a journey made somewhat easier, with another alongside you.

Why be a Mentor?

Mentoring can be immensely satisfying. Reflecting on and sharing your experience and knowledge to help another, seeing someone fulfill their potential, or overcome barriers can be incredibly rewarding. Mentors can also develop their own skills, such as their interpersonal and communication skills, as a result of being a Mentor.

When will the program take place?

Mentee and Mentor nominations for both programs opened on April 12, 2021 and close on May 31, 2021. Successful applicants will be notified by June 25, 2021.

The program will formally commence in July 2021 and conclude in January 2022.

How will the program be run?

At the commencement there will be an induction session for both programs which is compulsory for Mentors and Mentees to attend.

Mentors and Mentees will subsequently meet every month, by the most suitable means available to them, face to face, online or by phone.

Over the duration of the programs there will be a number of check in points and professional development and networking events offered.

There will also be an evaluation process at the conclusion of the programs to help inform lessons learned and possibly the development of any future programs.

What commitment is required?

Mentors and Mentees should meet monthly. The suggested duration for each session is an hour to an hour and a half.

How many places will be offered?

There will be up to 12 mentee places offered for the Female Veteran Mentoring Program and 12 mentee places offered for the Former NCO and Other Ranks Mentoring Program.

Is there a cost involved in being part of the program?

There is no financial cost to being involved in the program as a Mentee or Mentor. Mentors are generously giving their time to enable those with military service to upskill and expand their experiences with a focus on positioning themselves positively and looking forward post service.

Who will be the Mentors?

Our mentors will come from a range of different industries, business segments and will have varied life experiences. They will also be located in both Metro and Regional South Australia and have different levels of management experience drawn from different professional disciplines.

What training or support is being provided to Mentors and Mentees?

All Mentors and Mentees need to attend the induction session (launch) on July 6, 2021. A support pack will be emailed to all Mentors and Mentees prior to the induction and launch event.

Depending on an individual's needs, additional 'content' and skills development insights may also be provided as part of the programs, alongside the professional forum at the half-way mark which will be offered.

Our Mentoring Program expert will also touch base with all Mentors and Mentees at regular intervals during the program.

How does the matching process work?

Matching will be conducted by the Mentoring Program expert and the Director of Veterans SA.

The matching process will take into account the skills, experience and industry backgrounds of all applicants and attempt to match participants based on not only their applications but the value of diversity of experience and backgrounds in the Mentor-Mentee relationship, and the aspirations of each applicant.

Of course, it is not always possible to get everything from the one Mentor. The more information you can provide us with, the more it will assist us in pairing you up with an appropriate candidate.

What if I am not selected?

If you are unsuccessful this round, we will notify you. If you agree, we will retain your application in our confidential files and if relevant, we may then be able to refer you to alternate programs or resources that may suit your needs.

In the event that the Veterans SA Mentoring Program is offered again in 2022, we will contact you to ascertain if you would be interested in being considered for that round.

For more information what should I do?

For more information contact Veterans SA via email at VeteransSA@sa.gov.au .