



Changing the face of North Bay

The North Bay Newcomer Network was created as part of the City of North Bay's immigration attraction and retention strategy. Since its inception in 2004, the NNN works with community partners and employers to attract, integrate and retain newcomers to North Bay and area.

# The North Bay Mentor Program

 sharing knowledge and experience

## Do I have to find my mentee a job?

No. A mentor's role is to help with job-readiness and cultural acclimatization.

## In Partnership with



## Funding Provided by



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[northbayimmigration.ca](http://northbayimmigration.ca)

## What's the time commitment?

For regular programs, mentors commit to 8 one hour meetings over an 8 week period. The exception would be speed mentoring.

## How are we matched?

A Mentorship Coordinator does the matching after reviewing your backgrounds and personal profiles. Education, similar work experience and common career goals are all taken into account.

## What support do I get?

The Multicultural Centre will make every effort to ensure a positive experience for all involved. Any issues can be brought to your contact at the Centre to be addressed, and ultimately resolved.



## M What's Mentoring all about?

Mentoring is a powerful, fulfilling and valuable practice that helps people progress in their career. In its most basic form, it's a partnership between two people (the mentor; or one providing guidance) and the mentee (the person learning from the partnership).

Generally both would be in the same field of work.



"We must open the doors of opportunity. But we must also equip our people to walk through those doors."

- Lyndon B. Johnson

## M What does a Mentor actually do?

A mentor uses their experience and career knowledge to guide their mentee in the best directions in their career path.

They also provide insight and solutions to obstacles the mentee is likely face, and can provide best practices that will help their protégé make smart choices as they move ahead.



## M Why is this important?

Being a newcomer to North Bay is challenging in many ways. Many arrive with solid skills and expertise, but may be unfamiliar with customs and unwritten codes of behavior. The mentor can take pride they are helping them overcome this situation by offering advice and direction.

## The Multicultural Centre's 4 Types of Mentoring

**One-on-One Mentoring:** this involves 8 face-to-face sessions with a final wrap up meeting that includes a Mentoring Coordinator. Easy to follow session instructions are provided.

**Group Mentoring:** utilizing a planned session approach, this option allows multiple mentees to benefit from one mentor. It's especially useful when mentors are in limited supply or for careers where group-speaking skills are relevant.



**Speed Mentoring:** usually requires a single session and focuses on a specific challenge (for example: a certification exam).

**E-mentoring:** this is helpful when distance is an issue, or a mentor is unavailable in the immediate area. E-mentoring follows the same framework of our other options, except it uses electronic technology to facilitate the interaction.