

Fact sheet

Indigenous Mentoring Program (IMP)

An initiative of the *Community Services Skilling Plan*

The Indigenous Mentoring Program (IMP) is an initiative of the *Community Services Skilling Plan*, which focuses on the development and implementation of regional mentoring programs for Aboriginal and Torres Strait Islander people in the community sector.

Using an Appreciative Mentoring Framework, the IMP has skilled participants through regional programs, partnering mentoree and mentor together. This professional development is linked to two units of competency from the Community Services Training Package:

- CHCORG428A Reflect on and improve own professional practice (for mentoree)
- CHCORG627B Provide mentoring support to colleagues (for mentor)

The IMP utilises its best practice published documents:

- *Walking Together, Learning Together – A Mentoring Guide*, and
- *Walking Together, Learning Together – Our Stories of Mentoring*

Who is eligible to participate in the IMP?

As a Mentoree: Aboriginal and Torres Strait Islander workers, volunteers or carers in community services are invited to register. Priority places are available to those who work in the non-government sector. As part of the registration process, your workplace will support/acknowledge your participation in the program. Where it is appropriate, mentorees can arrange a mentor of their choice.

As a Mentor: Volunteer mentors (Indigenous or non-Indigenous) from government or non-government human services agencies, committed to Indigenous participation and who will support mentorees, are invited to register. Participant mentors will share knowledge, skills and experience as well as have the opportunity to learn from working with an Indigenous mentoree.

IMP New Trainer Program

In order to enhance workforce capability and in response to demand, the IMP New Trainer Program assists and guides previous IMP participant organisations, or those with proven mentoring experience, to manage their own service or community mentoring program.

An initial 3 day workshop is followed by coaching and support to deliver a contextualised IMP by completion of the program. This professional development opportunity is linked to the delivery units of competency from Certificate IV in Training and Assessment TAE40110.

IMP Alumni

The opportunity to access and share the wealth of information and community sector experience of past IMP participants was highlighted at the IMP Gathering 2011. The IMP Alumni, via Community Door, has been established to share resources and network across regions and services. This development will continue in 2012.

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Details of 2012 Programs:

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The IMP is a six (6) month program with facilitator-led sessions as outlined below. Both mentor and mentoree need to attend relevant face to face workshops and are required to commit at least 2 hours per month to support their designated outcomes. Each participant is supported by the facilitator and project officer. All program costs are supported by the Community Services Skilling Plan.

Locations and Dates:

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| 1. | North Brisbane, Caboolture, Sunshine Coast Region | March – September |
| 2. | Central Queensland (Rockhampton) | May – November |

Further programs may be developed during 2012, across the State.

Day	Time	Workshop
Session 1, Day 1	1:30pm-5:00pm	First <i>Mentoree (only)</i> workshop – skills audit, professional and personal goal setting and planning
Session 1, Day 2	9:00am-3:30pm	Joint <i>Mentor and Mentoree</i> workshop – relationship building, story telling, crafting and dream mentoring relationship, identification of professional and personal goals
Session 2	9:00am-3:30pm	Mid-point refresher workshop – maximising mentoring benefits, on-going pairs work to support goal achievement
Session 3	9:00am-3:30pm	Final/celebration workshop – pairs transitioning beyond the program, sharing their mentoring journey stories, achievements and future plans. Entry to Alumni Group.

How do I register?

To register as an IMP mentoree or mentor, please complete the relevant registration form at www.training.qld.gov.au website under Home > Information about > Skilling plans > Community Services Skilling Plan > Indigenous Mentoring Program (IMP), or contact below. All registrations to be forwarded to:

**Community Services Skilling Plan
Indigenous Mentoring Program
Centre for Managed Strategies
PO Box 5252 SCMC, Nambour Qld 4560
Fax to: 07 54571673**

Who can I contact for more information?

Phone the Indigenous Mentoring Program Officer on **1800 835 866** or email skillingplanenquiries@det.qld.gov.au