

## What are the benefits to mentees?

- To open up to new opportunities
- To know themselves better
- To make decisions
- To share problems
- To communicate
- To prepare for a new work life
- To access training or gaining employment
- To set targets with possible reference to attendance, punctuality, attitude and confidence
- To improve their interaction with peers
- To talk about experiences of life and work
- To gain self-respect
- By having someone who wants to talk to them
- By providing someone neutral to talk to
- By sharing real life experiences
- By being positive
- By supporting them in times of conflict
- Because mentors should have no axe to grind
- By providing encouragement
- To discuss possible solutions to current difficulties
- To decrease hostility
- To make a friend in whom they can confide
- By improving their overall performance

## CONNECT for Communities

CONNECT for Communities is a scheme to help people access work or training, using sustainable transport: walking, cycling, public transport, car sharing or park and stride

## THE ~~CONNECT~~ PROJECT



Blackburn with Darwen  
Borough Council

Town Hall, King William Street  
Blackburn BB1 7DY

## MAKE THE ~~CONNECT~~



## THE MENTORING PROGRAMME

The **CONNECT** Project offers a free half day training course which is aimed at providing the skills and knowledge to both mentors and mentees to enable them to participate in a mentoring relationship

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## WHAT IS MENTORING?

Mentoring relationships are unique alliances shaped by a particular mentor's talents and resources, and by a mentee's needs and abilities

Mentoring is a one-to-one relationship over a period of time between the company employee (mentor) and a client on a work placement, trial or experience, apprenticeship or new employment (mentee), which provides consistent support, guidance and practical help as the mentee goes through the initial period with the company. This could be quite challenging for some as they may not be familiar with policies, procedures, expectations or employment itself. On this occasion, the relationship will last for the period of the work opportunity and into the new job should employment be offered.

Mentoring is the process by which a company employee shares personal knowledge, skills and experiences with the mentee.

Mentoring seeks to support and enable a mentee to gain the necessary skills and confidence to be responsible for their own personal development.

Mentoring offers the mentee the opportunity to access impartial, non-judgemental, advice and support.



### What are the benefits to organisations?

- Improving staff development
- Being more informed about agencies which assist those seeking employment
- Being more aware of other agencies
- Enhancing their company role in the local community
- Having an insight into youth, culture or family issues
- Assisting in community project development
- Having an exchange of ideas
- Participating in a worthwhile programme
- Interacting with people from other organisations
- Receiving ideas for the company training
- Improving employees performance at work
- Promoting sustainable transport

### What are the benefits to mentors?

- Being more aware of problems of others
- Developing career
- Developing caring skills
- Having another role in the community
- Being able to take back new knowledge and skills into their own employment
- Improving their personal skills of listening and problem solving
- Feeling more valued
- Finding a new focus on life
- May be bridging the generation gap
- Opening up new opportunities
- Increasing their ability to communicate
- Having more appreciation of diversity
- Feeling better about themselves for having influenced someone's life
- Having improved their understanding of mentoring and other systems and processes
- Being able to relate to others
- Having learned more about themselves

