



QUEENSLAND
TOURISM INDUSTRY
COUNCIL

The Voice of Tourism



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

YOUNG PROFESSIONALS MENTORING PROGRAM

Are you a...

- Young professional or student forging a career in tourism, hospitality, and events?
- Passionate leader who wants to give back to the industry that shaped your success?
- Tourism business wanting to invest in dedicated young employees?



The QTIC Young Professionals Mentoring Program, presented in partnership with the University of Queensland, is an established forum that fosters the skill development and career advancement of young tourism professionals, under the guidance of industry leaders.

It runs over six months (March-August), including an induction session (March) and conclusion event (September). For the duration of the program, mentees and mentors meet once a month to engage in discussions and activities. The program is semi-structured, but with flexibility and scope for mentees to communicate their goals and aspirations with mentors to co-develop a relevant, individually tailored plan.



Applications close 18 November 2022. Scan the QR code or visit the [QTIC website](#) to learn more and apply!

KEY DATES

<p>2022</p>	<ul style="list-style-type: none"> • 19 October: Mentee applications and mentor EOIs open for 2023 • 18 November: Applications close for 2023 • Early December: Short phone interview (15-20 minutes) for prospective mentees • Mid-December: Mentees advised of application outcomes
<p>2023</p>	<ul style="list-style-type: none"> • January: Mentors confirm acceptance of assigned mentees, mentees/mentor partnerships announced • Mid-March: Induction session immediately following the QTIC industry networking breakfast • March-August: Mentees/mentors meet monthly and work through program sessions together • Late September: Conclusion session before the QTIC World Tourism Day celebration

ELIGIBILITY

<p>MENTEES</p>	<p>MENTORS</p>	<p>TOURISM BUSINESSES</p>
<ul style="list-style-type: none"> • 35 years old or younger • Based in Queensland • 12+ months tourism work experience, are currently employed by a financial QTIC member, and have manager approval • OR be a final-year student studying a tourism-related course 	<ul style="list-style-type: none"> • Based in Queensland • Able to commit to a minimum 1 hour per month meeting with mentees • People interested in being mentors are strongly encouraged to be current financial QTIC members 	<ul style="list-style-type: none"> • Tourism businesses who want to encourage the professional development of young staff • Be a current financial QTIC member • For information on QTIC membership, visit the website

Diversity is a foundational element of a thriving tourism industry. QTIC is committed to creating an inclusive environment through the Young Professionals Mentoring Program. For any general questions about the program or accommodations to support your full participation, email program coordinator Dr Esther Anderson (esther.anderson@qtic.com.au).

FREQUENTLY ASKED QUESTIONS

WHAT DOES THE PROGRAM COVER?

Participants will receive a comprehensive digital program guidebook, which includes:

- Detailed information about the program, including expectations and key dates
- Activities and discussion topics to structure monthly meetings
- Suggestions for additional or replacement activities, recognising the varied needs, career aspirations, and circumstances of individual mentees
- Resources and links to encourage lifelong learning for both mentees and mentors

During the sessions, participants are encouraged to consider how they can foster "responsible, sustainable, and universally accessible tourism" via the UN Sustainable Development Goals (untwo.org/tourism4sdgs) and foster inclusivity in their conduct as a young tourism professional.

HOW WILL MENTEES AND MENTORS BE MATCHED?

Every mentoring relationship is unique, the same as every individual. We pride ourselves in making carefully considered matches between mentees and mentors, taking several factors into account. These include location, industry sector, expertise, career goals, roles and duties, and professional strengths.

DOES IT COST ANYTHING?

Participation is free, but participants are required to cover their own travel and accommodation costs.

WHERE IS IT HELD?

There should be no barrier to participation, regardless of location. Meetings between mentees and mentors can be face-to-face, online, or by phone.

QTIC hosts an induction session (coinciding with the annual Industry Networking Breakfast) and conclusion (immediately prior to the annual World Tourism Day celebration) in Brisbane, but options are being explored to ensure those who are unable to attend in person can participate through other means.

HOW MANY PEOPLE CAN PARTICIPATE?

There are no limits to the number of mentees accepted into the program, however each application will be reviewed and assessed for suitability.

QTIC maintains a pool of available mentors – prospective mentors are encouraged to submit an EOI. Participation will be determined on whether a suitable mentee can be found.

WHAT ARE THE MONTHLY MEETINGS?

Mentors and mentees should meet for approximately one hour per month for the duration of the program. The mentee is responsible for organising sessions with their mentor, to be scheduled at a time that suits both parties. Meeting format, structure, and frequency can be flexible – some previous mentees have benefited from an informal fortnightly email check-in with mentors.

REVIEWS

MENTORS

"I am proud to have been involved in the Young Professionals Mentoring Program since its inception 12 years ago. My mentees have been passionate and committed...I enjoy seeing their confidence grow over time, see them face challenges with determination and kindness and see the smiles on their faces when success for a project is in reach. Tourism is in good hands with these talented upcoming professionals."

- Kayleen Allen, BTL Gems

"One of the challenges in our industry is that university graduates don't always consider tourism as an option. I felt that [by] mentoring a young person interested in tourism, they can then carry that flame and influence others...so in the future we can see university graduates looking to tourism as a career."

- Keelan Howard, Caravan Parks Association of Queensland

MENTEES

"When my mentor gave me the opportunity to attend 'Longreach Road to Rodeo' to help in the facilitation of the event, I was thrilled. I've always been interested in regional and agricultural events, and this incredible opportunity only reaffirmed my passion in the area. I'm truly grateful to my mentor and the lessons I've learnt from her."

- Amalie Schmelzer, University of Queensland

"Working alongside my mentor has been fantastic! She has helped me to map out practical pathways to my career goals, and we've worked out strengths that I should focus on. My mentor's industry insights have been invaluable and her guidance has helped me navigate my career."

- Jessica Lowe, Queensland Hotels Association



Some of the 2022 mentees and mentors at the QTIC industry networking breakfast and program induction session, held at the Calile Hotel.