

QTIC Young Professionals Mentoring Program

Frequently Asked Questions

1. What is the program?

The QTIC Young Professional Mentoring program was developed in response to the need for professional development opportunities and skilling of the younger members of the workforce in the tourism industry.

The program aims to:

- Facilitate a professional forum for the sharing of information and experience between senior and newer members of the industry, with the aim of increasing levels of awareness, education and industry connections.
- Create, support and foster an environment that offers the opportunity for professional development and career advancement gained through the experience of others.

2. Who should apply?

The program is open for applicants who are 35 years old or younger and is available for employees of QTIC member organisations only.

QTIC is seeking applicants who are passionate about their role in the tourism industry, want to extend their knowledge and develop their personal and interpersonal skills.

Successful mentees are motivated to assume responsibility for his/her own professional and personal growth and development. Mentees appreciate the mutual respect, trust, and openness between mentee and mentor (including confidentiality).

To be eligible applicants:

- Must have worked at least 12 months (full or part time) in the tourism/hospitality industry.
- Are currently employed with a current financial QTIC member OR be a student completing your final year of studies with a current QTIC member training institution.
- Have approval from employer or training institution to participate in the program.

Applicants from across Queensland are invited to apply.

3. How many mentees are selected for the program?

There are no limits to the number of applications received for the program, however each application will be reviewed and assessed. Total intake will be limited. In 2017, a total of 24 mentees were selected to participate.

4. How do I apply?

Applications open each year during October-November for the Young Professionals Mentoring Program. You will need to submit an application through the QTIC website:

- You will need to complete the application form.
- Ensure your application has been received.
- There is no cost to apply. You should receive an automatic confirmation once you have processed your application.
- After your application has been received, you will be requested to provide a short CV with industry qualifications listed and a professional photo.

All applicants will undertake a short interview in-person or via telephone to discuss the application.

Application opening and closing dates are available on our website, www.qtic.com.au/mentoring

5. What time commitment is required as a mentee?

The program will run over a six-month period from February - July, with mentees meeting with their allocated mentors on a monthly basis.

If you are successful, you will be required to attend a group induction session in Brisbane in February, followed by a monthly session between mentee and mentor for 5 months (March to July).

Each session should run for approximately 1 hour. The session can be conducted in person, via telephone or online depending on your location.

QTIC celebrates the ongoing success of the program each year and recognises the valuable contribution by the mentors during a QTIC event.

All mentees are invited but are not required to attend as part of the program.

6. When and where will the program be run?

All mentees are required to attend a group induction session in Brisbane in February. Apart from this, all sessions can be undertaken in person, via telephone or online depending where the mentee and mentor are located.

There should be no barrier to participation of applicants from all parts of Queensland.

The mentee is responsible for organising all sessions with the mentor and are to be scheduled at a time that suits both parties.

7. What will the program cost?

Participation in the program is free.

To attend the required group induction session you will be required to travel to Brisbane and participants are expected to pay for travel and accommodation costs.

Mentees will be required to travel to and from the mentor sessions at their own cost.

8. What will the program cover?

All participants will receive a program outline containing discussion topics and professional development activities. The mentee is required to complete the tasks and activities for each session.

The program covers the areas listed below:

- Session 1 – Career Paths
- Session 2 – Brand You
- Session 3 – Professional Development
- Session 4 – Networking
- Session 5 – Open Session

The monthly meetings will provide the opportunity to discuss issues relating to the current tourism environment and share knowledge relevant to a successful career in tourism.

9. How will the mentee be matched with a mentor?

All mentors have volunteered their time to help mentees, as part of their commitment to the improvement of the tourism industry in Queensland.

Every mentoring relationship is unique, just as every individual is unique. Mentors and mentees, as humans, will vary in personality and character types and this will reflect in how they communicate and work with others.

Time and effort is spent by QTIC identifying a mentor that will meet the needs of the mentee that will establish a mutually rewarding relationship from the beginning.

Matches between mentors and mentees are made considering of a number of elements:

- Shared occupation and industry
- Expertise and experience
- Location
- Job role and duties (similar or different)
- Areas of strength as a professional