

ELIGIBILITY

*All participants must be based in Queensland, unless there are extenuating circumstances. If you are not a QTIC member and wish to learn more in order to participate, visit the [website](#).

MENTEES	<ul style="list-style-type: none">• Stream #1 – Young tourism professional<ul style="list-style-type: none">◦ 35 years old or younger◦ 12+ months tourism work experience◦ Currently employed by a financial QTIC member (and have manager approval) or be a QTIC individual member• Stream #2 - Student<ul style="list-style-type: none">◦ Final year of an undergraduate degree or above, regardless of age◦ Have support from a lecturer or course/program coordinator◦ Studying a tourism-related course• Stream #3 – Career changer<ul style="list-style-type: none">◦ Transitioned into tourism from another industry within the last 2 years, regardless of age◦ Currently employed by a financial QTIC member (and have manager approval) or be a QTIC individual member
MENTORS	<ul style="list-style-type: none">• Able to commit to a minimum 1 hour per month meeting with mentees• Be employed by a financial QTIC member or be a QTIC individual member
EMPLOYERS	<ul style="list-style-type: none">• Tourism businesses who want to encourage the professional development of eligible staff• Be a current financial QTIC member

KEY DATES

2024	<ul style="list-style-type: none">• 4 December: Mentee applications and mentor EOIs open for 2024
2025	<ul style="list-style-type: none">• 15 January: Applications close for 2025• Late January-early February: Short phone interview for prospective mentees• Mid-February: Mentees advised of interview outcomes• Late February: Mentors confirm acceptance of assigned mentee• Early March: Mentees/mentor partnerships announced• Late March: Induction session following the QTIC Industry Networking Breakfast• March-September: Mentees/mentors meet monthly; online roundtable series exclusive to participants (details TBA)• Late September: Conclusion session before the QTIC World Tourism Day event

FREQUENTLY ASKED QUESTIONS

WHAT DOES THE PROGRAM COVER?

Participants will receive a comprehensive program guidebook ahead of the official program launch, which includes:

- Detailed information about the program, including expectations and helpful hints
- Activities and discussion topics that may help to plan monthly meetings
- Resources and links to encourage lifelong learning for both mentees and mentors

Mentors and mentees have a shared responsibility to collaborate and adapt the program to suit diverse mentee career aspirations and individual circumstances, ensuring maximum benefits.

HOW WILL MENTEES AND MENTORS BE MATCHED?

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

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.

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

DOES IT COST ANYTHING?

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

WHEN DO MENTEES AND MENTORS MEET?

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 or timing meetings with industry events, for example.

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 a face-to-face induction session (coinciding with an annual Industry Networking Breakfast) and conclusion (immediately prior to the annual World Tourism Day celebration). Additional online workshops specifically crafted for participants are likely to be scheduled throughout the program, with dates to be confirmed.

WILL PARTICIPANTS WITH DISABILITIES OR OTHER ACCESSIBILITY NEEDS BE ACCOMMODATED?

Diversity is a foundational element of a thriving tourism industry. QTIC is committed to creating an inclusive environment through the Queensland Tourism Futures Program. Please contact QTIC to discuss any accommodations to support your full participation.