



QUEENSLAND
TOURISM INDUSTRY
COUNCIL

The Voice of Tourism

YOUNG PROFESSIONALS MENTORING PROGRAM

WHAT TO EXPECT

Are you a young professional forging your career in the tourism and hospitality industry? Would you benefit from one-on-one mentoring with an industry leader who has experience in your chosen field?

The program runs over a six-month period between February and July each year. It begins with an induction/welcome session, and officially concludes in September with a networking function. During the program, mentees should meet with their allocated mentors monthly, but this is flexible. Meetings (either in person or online) between mentors and mentees are semi-structured and provide the opportunity for relevant and individually tailored discussion topics and tasks.

BECOME A MENTEE

Are you keen to learn from a more experienced professional who can help achieve your career goals? If so, learn more about becoming a mentee.

BECOME A MENTOR

Are you an experienced professional who is passionate about the industry and gets a kick out of our helping others? If so, you could make an ideal mentor. Sharing knowledge and wisdom accumulated over the years is a rewarding experience. Mentees relish the chance to ask questions, seek advice and enjoy the support of someone who has already walked down a similar career pathway.



ELIGIBILITY CRITERIA:

- **35 YEARS OLD OR YOUNGER**
- **WORKED AT LEAST 12 MONTHS (FULL/PART TIME) IN THE TOURISM & HOSPITALITY INDUSTRY**
- **CURRENTLY EMPLOYED BY A FINANCIAL QTIC MEMBER OR BE A STUDENT COMPLETING YOUR FINAL YEAR OF STUDIES**
- **HAVE APPROVAL FROM YOUR EMPLOYER**



FREQUENTLY ASKED QUESTIONS

WHAT IS THE PROGRAM?

The program was developed in response to the need for professional development opportunities and skilling of the younger members of 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.

WHO SHOULD APPLY?

- The program is open for applicants who are 35 years old or younger and employees of QTIC member organisations or students in their final year of study, while also working in the industry.
- QTIC is seeking applicants who are passionate about their role in the tourism industry, want to extend their knowledge and develop their skills.
- Successful mentees are motivated to assume responsibility for their own professional and personal growth and development. Mentees appreciate the mutual respect, trust, and openness
- between mentee and mentor (including confidentiality).
- Applicants from across Queensland are invited to apply.

DOES IT COST ANYTHING?

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

WHAT IS THE REQUIRED TIME COMMITMENT?

The program officially runs over six months (February-July 2022):

- **February:** If successful, you will be required to attend a group induction session in Brisbane.
- **March-July:** Monthly, one hour sessions with mentees and mentors, organised at own discretion. The mentee is responsible for organising all sessions with the mentor and are to be scheduled at a time that suits both parties.
- **September:** QTIC celebrates the program conclusion at a Brisbane event typically coinciding with World Tourism Day. All participants are invited and encouraged to attend, but are not required to as part of the program.

WHERE IS IT HELD?

There should be no barrier to participation of applicants from all parts of Queensland. Apart from the group induction session in Brisbane, all required sessions can be undertaken in person, online, or by phone - this is up to mentees and mentors to decide.

Please follow any current Queensland Government COVID-19 health directives when planning face-to-face meetings.

HOW MANY MENTEES ARE SELECTED?

There are no limits to the number of applications received for the program, however each application will be reviewed and assessed.

FREQUENTLY ASKED QUESTIONS

HOW DO I APPLY?

- Scan the QR code or visit qtic.com.au/workforce-development/young-professionals-mentoring.
- Log in or register to the QTIC website to fill out the application form. Ensure you complete the entire process.
- All applicants will then be contacted after the closing date to schedule a short online interview to discuss the application.

BECOMING A MENTOR?

Prospective mentors (those who have not participated in previous intakes in a mentoring capacity) should email Esther Anderson (program coordinator) at esther.anderson@qtic.com.au.

HOW WILL MENTEES AND MENTORS BE MATCHED?

Every mentoring relationship is unique, just as every individual is unique. Matches between mentors and mentees are made considering of a number of elements, such as shared occupation and industry; expertise and experience; location; job role and duties; and professional strengths.

WHAT DOES THE PROGRAM COVER?

All participants will receive a guidebook of discussion topics and professional development activities.

The following sessions may help mentors and mentees to structure their monthly meetings:

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

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.

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



Some of the 2021 mentors and mentees at the QTIC World Tourism Day celebration and official program conclusion..

TESTIMONIALS

MENTEES

"Simply put, I've loved being paired with someone so well respected in the tourism industry who is happy to take time out of their day to listen to the things going on in my life (work and personal) and offer advice on how to overcome challenges and reach my goals. I've already noticed the difference in my confidence at work and the way I approach difficult situations, all thanks to my mentor"

"Having an outside third-party opinion with many years' experience in the industry has been incredible. It has been great to bounce ideas off, ask questions, discuss pain points and work on career plans with someone outside of my workplace but still within the industry."

MENTORS

"Thoroughly enjoyed getting to know my mentee and providing guidance and advice as needed. If my mentee is an example of the young professionals coming through in our industry, then we are in good hands for the future."

"Only a few sessions in and my mentee has had an exciting journey already - we had a number of discussions around how to approach employers and sell your experiences. He has already been successful in deploying these learnings to gain an internship..."



INTERESTED IN PARTICIPATING?

- APPLICATIONS FOR PROSPECTIVE MENTEES AND NEW MENTORS OPEN 11 OCTOBER AND CLOSE 19 NOVEMBER 2021
- FOR FURTHER ENQUIRIES CONTACT ESTHER ANDERSON (PROGRAM COORDINATOR) AT ESTHER.ANDERSON@QTIC.COM.AU OR (07) 3238 1982
- SUBMIT YOUR APPLICATION ONLINE AT [QTIC.COM.AU/WORKFORCE-DEVELOPMENT.YOUNG-PROFESSIONALS-MENTORING](https://www.qtic.com.au/workforce-development/young-professionals-mentoring)