



## PURPOSE

This is a pilot program established by APGO to provide professional development and growth opportunities for interested members, both for the volunteer mentors and mentees.

**MENTORS:** The opportunity to give back and make a difference in a mentee's endeavour to carve a career in geoscience field; the opportunity to contribute towards the promotion of geoscience profession among young people; and the opportunity to exercise leadership and coaching skills by providing guidance, insights, and opportunities to brainstorm on different ideas and/or problem-solve.

**MENTEES:** The opportunity to learn critical soft skills and career guidance from seasoned professionals and to avail themselves of important knowledge about the sector and grow their network of professionals in the field.

The MENTORING PROGRAM is **not** a job-search mechanism **nor** is it part of APGO's Registration process. While the MENTORING PROGRAM encourages students and GITs to seriously consider a career in the field of geoscience and promote the importance of Registration, it is not part of the application process to be a registered professional geoscientist. Mentors, can provide insight of their own experience when they applied for APGO Registration but accurate information about the Registration requirements and process can only be accessed by contacting APGO.

## FAQ

### Who can apply as a mentor?

Experienced Professional Geoscientists in good standing who has been a licensed P.Ge. for at least three years, passionate about the profession and has a keen desire to mentor newly minted P.Ge.'s, Geoscientist-in-Training and geoscience students.

### Who can apply as a mentee?

Professional Geoscientists, Geoscientists-in-Training and student members.

### How do you conduct the matching process?

The matching process will be done using the profiles submitted by participants. The match will be based on industry, expertise and soft skills.

### I am a Geoscientist-in-Training, can mentoring be considered as “supervision” in relation to Work Experience Requirement of APGO’s registration process?

No, mentoring cannot be considered as supervision. Supervision in APGO’s registration process means that your work is being directly supervised by a Professional Geoscientist. A mentor is a volunteer that provides you with career guidance, professional insights and assists you with soft-skill development.

### What is involved in the mentoring program?

APGO members volunteering as mentors and mentees will be required to complete a profile, which will be used by APGO in the matching process. A participant’s profile will be shared to a potential match using non-identifying information. Once a match is confirmed with both mentor and mentee agreeing to the match, a Mentoring Agreement will be developed and signed by both parties. A Code of Conduct and Confidentiality Agreement will also be completed.

### How much time is required to commit to this program?

The length of the mentoring relationship is determined by both participants.

### What is involved in the Mentoring Agreement?

A mentoring agreement outlines the mutually agreed objectives and goals of both parties, how often they will meet and for how long, and how they will communicate with each other.

### Can participation in Mentoring Program be considered as CPD activity?

Yes, P.Geol.'s participating in the Mentoring Program can count the time as CPD hours under the participation category.

#### Contact information:

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