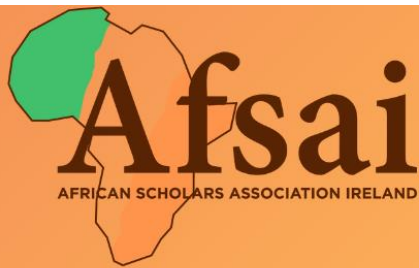




MENTORSHIP

Program Guideline





Mentorship Program

Empowering Academic Excellence

Who Can Apply:

Students of African descent in Ireland or Northern Ireland

Highlights

- One-on-one mentorship with experienced academics and professionals.
- Workshops on academic writing, research methodologies, and career development.
- Networking opportunities with industry experts and fellow scholars and more

How to Apply:

To apply as a Mentee or a Mentor, visit our website for more details

<https://www.afsai.ie/>



Application Deadline:

20th Feb, 2024

For more information, Email: mentorship@afsai.ie

ABOUT AFSAI

The African Scholars Association Ireland (AfSAI) is a vibrant community that brings together PhD holders and students of African descent.

Formed in 2018, AfSAI fosters academic excellence, collaboration and innovation which significantly contributes to the development of Africa, Ireland and global transformation.

Furthermore, AfSAI organises influential social events, writing retreats, mentorship workshops and academic conferences, as well as nurturing and empowering the academic and professional growth of her members.

Website: www.afsai.ie

AFSAI Mentorship Program PILOT Program Plan

About AFSAI Mentorship

Mentorship plays a crucial role in career development, offering a pathway to enhance workforce performance, encourage multidisciplinary collaboration, and provide valuable learning opportunities. Recognized as a bidirectional process, mentorship brings career and life benefits to both mentors and mentees. It contributes to personal development, career guidance, and choice within the various field. Mentorship, whether formal or informal, builds confidence, challenges comfort zones, and fosters lasting connections, especially in the demanding academic, training, and job responsibilities of varying professions.

Program Overview

This program plan provides a comprehensive framework for the AFSAI Mentorship Program, addressing key elements such as participant recruitment, mentor-mentee pairing, training, ongoing support, and program evaluation. Adjustments can be made based on specific circumstances and feedback from participants. The pilot program will be for the duration of 6-months (March to September 2024) after which subsequent programs will build on.

Mentorship Model

The AFSAI Mentorship Model emphasizes personalized, relationship-based mentorship over traditional course-based approaches. This model aims to transform the mentorship experience, focusing on 1-on-1 interaction and addressing the specific needs of mentees in a holistic manner. AFSAI is introducing a mentee-led structured mentoring program, aligning with the evolving needs of individuals. The program emphasizes engagement, live applied practice, and reflection, fostering a collaborative professional community.

1.1 Mission: Empower African students in Ireland and Northern Ireland through mentorship, guidance, and community support.

1.2 Objectives:

- ❖ Facilitate meaningful mentor-mentee relationships.
- ❖ Foster academic and professional development.
- ❖ Build a supportive community for scholars.
- ❖ Promote cultural integration and diversity.

II. Program Structure:

2.1 Mentorship Period:

- ❖ Duration: Academic Year (6 month).

- ❖ Minimum of 4 meetings

2.2 Formal launch event and orientation.

2.3 Mentor-Mentee Pairing:

- ❖ Matching based on academic discipline, career goals, and compatibility.
- ❖ Use of surveys and workshops for preferences and needs assessment.

III Participant Recruitment

3.1 Outreach

- ❖ Collaborate with academic institutions, community organizations, and online platforms.
- ❖ Promotional materials, social media campaigns, and informational sessions.

3.2 Eligibility Criteria:

- ❖ Mentees- Students (undergraduates, MSc and PhD) of African descent studying in Ireland and Northern Ireland.
- ❖ Mentors- undergraduates, MSc and PhD) of African descent studying in Ireland and Northern Ireland. Guest mentors open to non-African Scholars
- ❖ Open to both mentors (faculty, professionals) and mentees.

IV. Mentor and Mentee Training:

4.1 Orientation:

- ❖ Welcome event with program overview.
- ❖ Introduction to program goals, expectations, and guidelines.

4.2 Training Workshops:

- ❖ Effective mentoring strategies.
- ❖ Intercultural communication and understanding.
- ❖ Goal-setting and progress tracking.

V. Program Components:

5.1 Regular Meetings:

- ❖ Monthly one-on-one mentor-mentee meetings.
- ❖ Structured meeting agendas and goal-setting.

5.2 Workshops and Seminars:

- ❖ Academic writing and research methodologies.
- ❖ Career development and industry trends.
- ❖ Networking and community engagement.

5.3 Networking Events:

- ❖ Formal networking sessions with professionals.
- ❖ Informal social events for mentors, mentees, and program stakeholders.

VI. Program Evaluation:

6.1 Assessments:

- ❖ Regular feedback surveys from mentors and mentees.
- ❖ Mid-term and end-of-year evaluations.

6.2 Academic Progress Tracking:

- ❖ Monitor mentees' academic progress and achievements.
- ❖ Celebrate milestones and successes.

VII. Communication and Support:

7.1 Online Platform:

- ❖ Create a platform for continuous communication and resource sharing.
- ❖ Discussion forums, document sharing, and program updates.

7.2 Support System:

- ❖ Dedicated program coordinator for troubleshooting and support.
- ❖ Peer support initiatives within the mentorship community.

VIII. Alumni Engagement:

- ❖ Encourage successful pairs to become alumni mentors in subsequent years.
- ❖ Establish an alumni network for continued support and networking.

IX. Budget and Resources:

- ❖ Allocate funds for launch events, workshops, and networking sessions.
- ❖ Seek sponsorship from academic institutions, industry partners, and community organizations.

X. Marketing and Promotion:

- ❖ Develop a marketing strategy for ongoing recruitment.
- ❖ Utilize social media, newsletters, and partnerships for program promotion.

XI. Continuous Improvement:

- ❖ Gather insights from program evaluations for continuous improvement.
- ❖ Adapt program elements based on participant feedback and changing needs.
- ❖ Progress Tracking

XII. Mentorship Relationship

- ❖ Confidentiality
- ❖ Trust Building

COMMITMENTS AND RESPONSIBILITIES

- ❖ Mentees and mentors commit to attending training events and sessions, displaying a willingness to learn, engage in self-reflection, and contribute to the growth of themselves and others. Primary communication occurs via email, Zoom, WhatsApp or as applicable.

XII. Program Launch and Graduation Ceremony:

- ❖ Organize a formal launch and graduation ceremony to generate awareness.
- ❖ Invite key stakeholders, potential mentors, and mentees.

TIMETABLE OF ACTIVITIES

1. Program Announcement- Jan 29th. 2023- via social media
2. Application opens- Feb 1st via google form/website
3. Application closes for the Pilot- March ?
4. Official launch and Meet and Greet/Mentee/Mentor Training- March
5. First Call- March
 - Introduction
 - Interest exploration
 - Identify needs and clarify expectations
 - Set goals and Objectives
6. Second Call
7. Third Call
8. Mid-term Checking by Program Coordinator
9. Fourth Call
10. Fifth Call
11. Graduation Ceremony

MENTORSHIP PROGRAM HIGHLIGHT

