

Empowerment
Programme @ ITE

InfoKit for



Mentors

An Initiative by


Yayasan
MENDAKI



A mentor *empowers* a person to see a possible future, and believe it can be obtained.

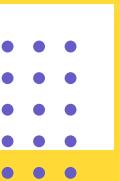


Shawn Hitchcock



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About the Programme

The Empowerment Programme @ ITE was developed to address some of the gaps and issues faced by our ITE students as they prepare into adulthood.

A ground-sensing exercise with students and other stakeholders found that whilst students are enthusiastic about their future, a lack of awareness on the various opportunities available still prevails.

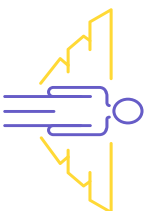
Hence they require guidance to support their journey into the next phase of their lives. The exercise also revealed family members as influencers in their decision making process.

The Empowerment Programme @ ITE was initiated by Yayasan MENDAKI in 2019 to:

Enhance students' motivation to strive for the highest possible qualifications whilst at ITE



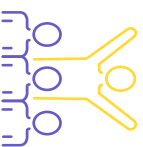
Strengthen students' life skills



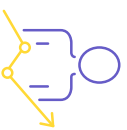
Instil resilience



Build students' leadership capabilities



Bridge student to opportunities to acquire future ready skillsets.

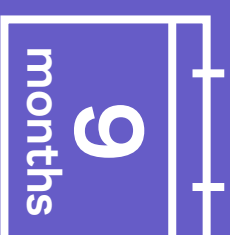


Uncover students' gifts and strengths



Programme Overview

Duration of Programme



At the end of the programme, we will check in with you whether you wish to continue for the next cycle.

Matching Criteria

One or a combination of the following:

- Gender**
- Occupation**
- Course of study**
- Interest**
- Location**

Ratio

1 Mentor
to 2 or 3 Students

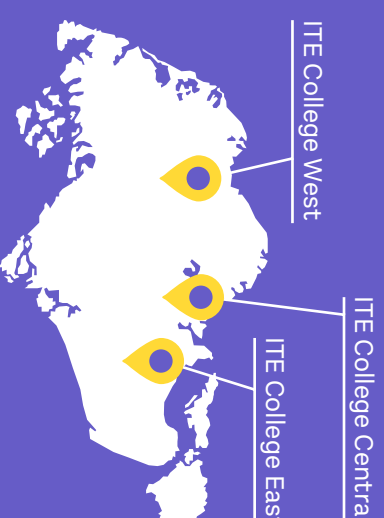


Requirement

2 engagement sessions with mentees per month. Engagement for each session is at least one hour.



Locations



ITE College West

ITE College Central

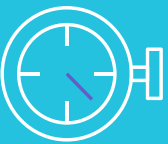
ITE College East



Role of Mentor

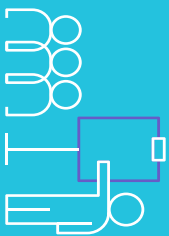


Be a positive role model



Be committed

Mentors are required to submit quarterly reports on students' progress



Provide guidance



Have mutual trust and respect



Lend a listening ear












Maintain confidentiality



What's in it for Mentors

For Working Professionals and Students!

For Student Mentors	For Professional Mentors	For All Mentors
 <p>Get exclusive invites to Future Ready and MENDAKI Club's learning opportunities</p>	 <p>Get exclusive invites to professionals' learning workshops and seminars to upgrade your skills</p>	 <p>Expand network and social capital</p>
<p>Networking with professionals and gain insights to thrive in the future economy</p>	<p>Network with senior professionals and hear their best practices and tips for success</p>	
 <p>Provision of basic and advance mentor trainings</p>	 <p>Access to professionals and senior mentors for guidance</p>	 <p>Invitation to mass bonding sessions with mentees</p>
		 <p>Opportunities to attend local or overseas conferences/seminars</p>
 <p>MENDAKI recognises deserving volunteers on an annual basis; some may be eligible to be nominated for national awards</p>		
 <p>Support</p>		



I am matched to a mentee, what do I do next?

After receiving the details of your mentees via email, you may proceed to contact them and introduce yourself. Start by building rapport and identifying common grounds.

How should I respond if a mentee ask why they are referred to this programme?

All mentees in this programme have been notified of their participation. They were also invited to an introduction session where they were briefed about this programme. Some of the mentees may require reminders. You may highlight the benefits of being in this programme to them. Should mentees be unsure or hesitant, do flag to Empowerment Programme managers for assistance.

Common FAQs

I have yet to receive a reply after initiating contact. What now?

Your mentees may have changed their mobile numbers as it is rather common for them to do so. Or they may take a couple of days (or longer) before they reply to you.

Do inform us if your mentees fail to respond after 72 hours since you initiated contact. We will assist to investigate the situation, and you may be matched to another mentee, if required.

What are the areas of focus in my mentoring sessions with my mentees?

After building rapport and getting to know each other better, your role is to guide them to set higher goals in their education and career. Some may need motivation to remain in school and complete their ITE education. Others may need advice on their pathways after completing ITE e.g. should they continue their studies or enter the workforce.

You may work with your mentee to set short, medium and long term education and/or career goals. Remember to celebrate every achievements when your mentee hit a milestone.



My mentee suddenly stops responding to me, what do I do?

Your mentee may be going through some challenging personal issues. Inform us and we will help to find out if mentee require additional support.

I have two mentees, should I do group mentoring or individual mentoring?

This really depends on your mentees. If they are shy to talk to you or may not be as responsive when you initiate a conversation, there may be value in having group mentoring to make it less awkward for all parties.

However if you and your mentees have built a strong rapport, it may be more effective to do one-to-one mentoring so mentees are more willing to share deeper issues with you.

You may also decide to alternate between group and individual mentoring sessions. If you are unsure which is more effective, just check in with your mentees for their preference.

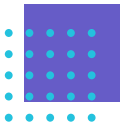
When does this programme end?

We will check in with you at the end of the programme to assess your commitment and availability to continue in the next cycle. We also encourage you to continue journeying with your existing mentee/s until they complete their ITE education.

My mentee informed me of something critical, who should I notify?

Critical issues that impact mentees' livelihood and pose a danger to them or their surroundings need to be flagged to the EP managers immediately. Depending on the severity and urgency of the issue, we will escalate the matter to ITE and MENDAKI's management.

You may refer to the next page for issues that require red flagging.



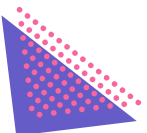
Red Flagging



Issues that must be reported include, but are not limited to:

- Financial issues
- Complex familial or relationship matters
- Substance abuse
- Self-harm
- Other actions performed by mentee that can cause harm to themselves or others

Depending on the nature of the issue, considerations will be made that may involve authoritative figures such as parents, the ITE or the police.



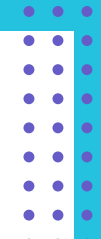
Important Contacts

**Empowerment Programme
for Boys (EPB)**

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**Empowerment Programme
for Girls (EPG)**

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Our Mentors Say



Safafisalam Bohari Jaon, 24

Digital Graduate, SUTD

"My experience being a mentor was indeed challenging; but yet it is self-rewarding. The beginning is always the most challenging when engaging youths. Hence, rapport needs to be gradually built up till they feel comfortable; and eventually the mentees will start to open up and let us in to share the pieces of their life."

"I started the programme with sober expectations, not knowing if I could connect well enough to my mentees to make a difference. My greatest fear was being shut out from my mentees. I was pleasantly surprised to encounter such warm individuals in my mentees. I can honestly say that I've learned so much from them as they did from me."



Eva Andreaena, 36

Executive, Occupational Health & Safety Nurse

YouthSpace @ ITE

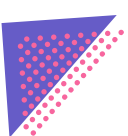
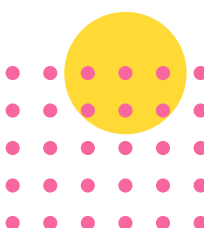
Available at all three ITE Colleges, YouthSpace @ ITE support the outreach and holistic development of Malay/Muslim students in ITE.

At each College, MENDAKI deploys two staff to oversee the YouthSpace @ ITE.

YouthSpace @ ITE engage students on building future ready competencies and connect students to learning opportunities.

Initiatives conducted at YouthSpaces include skills based and developmental workshops, leadership activities, motivational talks, team building activities and group mentoring on a needs basis.

Do encourage your mentees to connect with their respective YouthSpaces to ensure their holistic development and build their social capital.



Stay Connected with Us

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Scan for our
Instagram page

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YouthSpace @ ITE College West

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 [Youthspace.cw](https://www.instagram.com/youthspace.cw)

