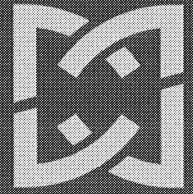




**MENTOR. SHARE. CONNECT.**  
Become a mentor and make a difference.



## The TMP Professional Development Series for Mentors

Successfully navigate your mentoring journey by accessing this series of professional development resources during your four-month partnership. They provide an opportunity for personal and professional development, as well as practical information and strategies for working with your mentee.

To find more information, check the calendar and register, log onto your Mentoring Dashboard:

[www.thementoringpartnership.com/dashboard](http://www.thementoringpartnership.com/dashboard)

**Space is limited and will be reserved on a first-come, first-served basis.**

### Workshops:

#### Become the Mentor You Want to Be: Building Mentoring and Cross-Cultural Competencies

Pave the way for a more productive relationship with your mentee. In this two-hour workshop, explore the influence of culture shock, cultural dimensions and communication styles on your interactions. Work with other mentors to reflect on and build mentoring competencies. Gain practical tips to help facilitate your mentee's adaptation and integration into the Canadian workplace.

**Held every other month.**

### Webinar:

#### Your Mentee and the Job Search: Making the Connection

Based on interviews with recruiters, this highly practical one hour webinar will focus on common pitfalls mentees tend to make in their job search. Come away with action-oriented tips and activities you can use to coach your mentee in their job search. **Held monthly over the lunch hour.**

### The Mentoring Handbook

An additional resource is the online Mentoring Handbook which provides advice, tools and resources to support your partnership from start to finish. [www.thementoringpartnership.com/handbook](http://www.thementoringpartnership.com/handbook)

Members of our partner associations can also earn professional development credits for completion of these sessions.



FOUNDING PARTNER

FUNDER AND VOLUNTEER CHAMPION

PROGRAM FUNDERS

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Immigration Canada

Citoyenneté et  
immigration Canada



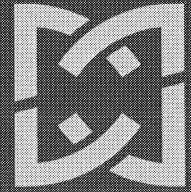
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Fondation  
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de l'Ontario



MENTOR. SHARE. CONNECT.  
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## NEW e-learning series: Your Mentee and the Job Search

The Mentoring Partnership is pleased to introduce new interactive e-learning modules designed specifically for mentors. These short, self-paced resources offer an opportunity for personal and professional development as well as practical tips, tools and strategies to help you better support your mentee in their job search.

There are four modules in this series:

### ◇ Motivate your Mentee

Learn to recognize roadblocks your mentee may face in their job search and identify their potential impact on your mentee's motivation. Uncover ways you can help your mentee stay motivated throughout their job search with practical tips and strategies you can use.

### ◇ Produce Standout Resumes and Cover Letters

A powerful resume is a must in your mentee's job search. Learn the common challenges that your mentee may encounter when preparing their resume and cover letters and how you can help guide them to prepare a standout job application.

Start your learning today!

The e-learning modules are hosted on the TRIEC Campus. To access:

- Visit [www.trieccampus.ca](http://www.trieccampus.ca)
- Create a free account
- Select 'Browse the Campus'
- Select the 'Mentor Professional Development' catalogue on the bottom left
- Select 'Your Mentee and the Job Search' from the menu on the left

### ◇ Help your Mentee Master the Job Interview

Refresh your knowledge of typical interviewing practices in Canada and learn about common challenges your mentee may face in the job interview. Develop strategies and uncover tips that you can use to help your mentee ace the job interview.

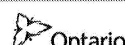
### ◇ Enrich your Mentee's Networking Skills

Understand the value of networking skills to help your mentee uncover the hidden job market and identify common challenges that your mentee may encounter when networking. Learn what strategies you can use to help your mentee network effectively.

### Share with your Mentee

Why Networking is Critical and How To Do It  
Your mentee can use this e-learning module to strengthen their networking knowledge and skills. Look for it on the TRIEC Campus in the Communications Catalogue.

If you have any questions or need more information, email [mentoring@triec.ca](mailto:mentoring@triec.ca). Learn more about professional development opportunities at: [www.thementoringpartnership.com](http://www.thementoringpartnership.com) or on your mentoring dashboard.



THE  
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CBC

Inclusion & Diversity

To find out how you can become a mentor  
please email [CBCDiversity@cbc.ca](mailto:CBCDiversity@cbc.ca)

[www.thementoringpartnership.com](http://www.thementoringpartnership.com)

THE  
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The Mentoring Partnership brings together recent skilled immigrants and established professionals in occupation-specific mentoring relationships.

Skilled immigrants entering the program have the education, experience, and language skills to succeed in the labour market. What they need are the local insights and access to professional networks that only a one-to-one professional connection with a mentor can offer.



*"Through mentoring I've learned about how things work in international markets. These are important learnings for my company and me, knowing that our increasingly diverse client base may have different ways of doing business."*

Charles Marful, Director, Human Resources  
Tax Practice, Ernst & Young

## HOW THE PROGRAM WORKS

The Mentoring Partnership is a collaboration of service delivery and employer partners, and operates as a program of the Toronto Region Immigrant Employment Council (TRIEC).



### **Employer Partners**

promote the mentoring opportunity internally to staff and encourage suitable, qualified staff to become mentors.

### **The Mentoring Partnership**

manages the program and supports the efforts of community and employer partners to develop effective mentoring relationships.

### **Service Delivery Partners**

deliver the program by matching mentors with skilled immigrants and coaching mentors and mentees throughout the relationship.

Mentees are job-ready immigrant professionals who need help getting their foot in the door.

## WHO CAN BE A MENTOR?

Mentors must have worked in their field for at least three years and have a combination of industry knowledge and business experience. They should have active networks and recent experience in their occupational field.

Mentors support mentees in:

- developing their professional networks and job-search strategies
- understanding the Canadian context of their profession and workplace culture
- sharing information on their industry and occupation

The Mentor Commitment:

Mentors commit to a total of 24 hours over four months. Meetings can be in person, online, over the phone and include referral meetings.

For more information or to register as a mentor, visit:  
[www.thementoringpartnership.com](http://www.thementoringpartnership.com)

## WHO CAN BE A MENTEE?

Mentees must:

- have lived in Canada for less than three years OR have lived in Canada more than three years but have recently re-engaged with your profession through an academic training or bridging program
- be assessed to have the English skills required to perform effectively in the workplace
- have at least three years of international work experience in your area of expertise before coming to Canada
- have achieved at least a bachelor's degree - or equivalent post-secondary education - from outside of Canada
- be eligible to work in Canada
- be actively seeking work in your field
- have limited or no Canadian work experience in your field
- be currently unemployed or underemployed, i.e. not working, not working full-time or not working in your field of expertise or at your level of experience

All potential mentees must meet with a mentoring coach at one of our service delivery partners to check their eligibility and be assessed for the program.

For more information on how to become a mentee, visit:  
[www.thementoringpartnership.com](http://www.thementoringpartnership.com)

## HOW THE MENTOR BENEFITS

- Enhances leadership and coaching skills
- Develops cross-cultural communication skills
- Gains a better understanding of the skills and experience of immigrants
- Becomes more aware of the job market and industry trends
- Participates in professional development sessions customized to address mentor needs

## HOW THE MENTEE BENEFITS

- Gains a better understanding of the Canadian workplace and industry trends
- Develops more effective job search strategies
- Builds a local professional network
- Identifies ways to leverage experience and skills

## HOW THE ORGANIZATION BENEFITS

- Creates opportunities for professional development
- Supports a culture of mentoring
- Promotes a diverse and inclusive workplace
- Makes a positive contribution to the community

*"The Mentoring Partnership delivers the proverbial 'win-win-win': It connects newcomers with prospective employers, develops leaders, builds understanding, attracts talent, and builds your brand. As Canadian demographics change, cross-cultural understanding and skills are increasingly essential to our business and are integral in creating an inclusive workplace."*

**Manjit Singh**  
Senior Vice President, Finance  
TD Bank Group

For more information and to register as a mentor, visit:  
[www.thementoringpartnership.com](http://www.thementoringpartnership.com)

To register as a mentee, visit a service delivery partner:



acesemployment.ca



microskills.ca



costi.org

**Seneca**

workforceready.ca



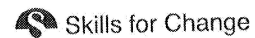
dixiebloor.ca



haltonmentoring.sheridaninstitute.ca



unemployedhelp.on.ca



skillsforchange.org



jobs.humber.ca



thorncliffe.org



jobstartworks.org



rotmanexecutive.com/businessedge



jvstoronto.org



yorku.ca/makemore/



Make it happen.  
 georgebrown.ca/tmp

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Immigration, Réfugiés  
 et Citoyenneté Canada



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The Mentoring Partnership is a Toronto Region  
 Immigrant Employment Council (TRIEC) program.  
 TRIEC creates and champions solutions to better  
 integrate skilled immigrants in the Greater Toronto Region  
 labour market. To learn more visit [www.triec.ca](http://www.triec.ca).



**TRIEC**  
 Toronto Region Immigrant  
 Employment Council



----- Forwarded message -----

From: **Employee Communications** <[employeecommunications@cbc.ca](mailto:employeecommunications@cbc.ca)>

Date: Tue, May 10, 2016 at 12:05 PM

Subject: Heather Conway: An invitation to become a mentor

To: Employee Communications <[EmployeeCommunications@cbc.ca](mailto:EmployeeCommunications@cbc.ca)>

Dear colleagues,

I'd like to invite you to consider joining the Mentoring Partnership, a mentoring initiative from the Toronto Regional Immigration Employment Council (TRIEC), in collaboration with CBC's Inclusion and Diversity team.

The goal of the Mentoring Partnership is to bring together established CBC professionals with newly arrived skilled immigrants to build job-specific mentoring relationships, to help build their professional networks in Canada and better leverage their skills in local markets. The program also offers real-life diversity and leadership learning for participating CBC volunteer mentors.

If you're interested in becoming a mentor in this program, you can find out more during an information session taking place on Friday, May 13, from 12 noon to 1 p.m. [More information on iO](#).

Heather

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## ATIP - Fwd: Heather Conway: An invitation to become a mentor

1 message

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**David Demchuk** <david.demchuk@cbc.ca>  
To: Nicole Durrant <Nicole.Durrant@cbc.ca>

22 August 2016 at 10:49

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David Demchuk  
Manager, Employee Communications  
CBC English Services  
1-151-3750

----- Forwarded message -----

From: **Employee Communications** <employeecommunications@cbc.ca>  
Date: Tue, May 10, 2016 at 12:05 PM  
Subject: Heather Conway: An invitation to become a mentor  
To: Employee Communications <EmployeeCommunications@cbc.ca>

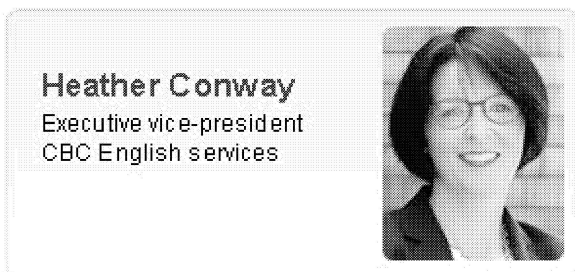
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Heather



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## ATIP - Fwd: Toronto: Reminder - National Aboriginal Day - screenings and panel in Graham Spry and launch of I am Indigenous

1 message

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**David Demchuk** <david.demchuk@cbc.ca>  
To: Nicole Durrant <Nicole.Durrant@cbc.ca>

22 August 2016 at 10:50

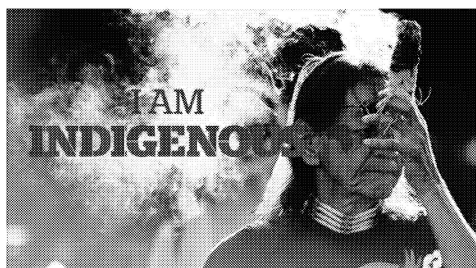
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David Demchuk  
Manager, Employee Communications  
CBC English Services  
1-151-3750

----- Forwarded message -----

From: **Employee Communications** <employeecommunications@cbc.ca>  
Date: Tue, Jun 21, 2016 at 8:41 AM  
Subject: Toronto: Reminder - National Aboriginal Day - screenings and panel in Graham Spry and launch of I am Indigenous  
To: Employee Communications <EmployeeCommunications@cbc.ca>

June 21 is the 20th anniversary of National Aboriginal Day. To mark the occasion, the Graham Spry Theatre (main floor, Wellington entrance) presents highlights of the past 20 years of Aboriginal content on our networks. Screenings will happen throughout the day starting at 9:30 a.m. The full schedule of screenings is available on iO. If you can make the time (please check with your manager), take a break and come by to check it out.

Also launching today is the online interactive project I am Indigenous, which introduces seven of Ontario's inspiring and innovative Indigenous community builders.



These individuals stand tall against stereotypes and represent the resilience and hope of First Nations communities across the province. While they may not have the same interests and perspectives, they're connected by a shared vision: to empower others to be proud of their past while forging a brighter future.

I am Indigenous - preview (.mp4)

At 1 p.m. in the Graham Spry, Inclusion & Diversity is sponsoring a special panel discussion moderated by film and pop culture expert **Jesse Wentz** (Director of Film Programmes, TIFF Bell Lightbox; columnist, Metro Morning on CBC Radio One) and some of the industry's most influential experts. They will discuss how portrayals, interest in and views about Indigenous peoples have changed over the years. How has the depiction of Indigenous peoples evolved to where we are today, and what does the launch of the online interactive project I Am Indigenous--a programming initiative that introduces us to seven of Ontario's inspiring and innovative Indigenous community builders--say about the current state of Indigenous reflection.

Along with **Jesse Wentz**, the panel will consist of **Connie Walker**, Reporter and Producer, CBC National News; **Michael Dick**, Executive Producer, CBC Thunder Bay; and **Melanie Hadley**, Executive in Charge of Production, CBC Scripted

Content.

We hope to see you there.

Employee Communications

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## ATIP - Fwd: Volunteers needed for Kids' CBC Days, July 20 and 21 in the Barbara Frum Atrium and Simcoe Park

1 message

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**David Demchuk** <david.demchuk@cbc.ca>  
To: Nicole Durrant <Nicole.Durrant@cbc.ca>

22 August 2016 at 10:48

---  
David Demchuk  
Manager, Employee Communications  
CBC English Services  
1-151-3750

----- Forwarded message -----

From: **Employee Communications** <employeecommunications@cbc.ca>  
Date: Tue, Jul 5, 2016 at 3:15 PM  
Subject: Volunteers needed for Kids' CBC Days, July 20 and 21 in the Barbara Frum Atrium and Simcoe Park  
To: Employee Communications <EmployeeCommunications@cbc.ca>

Be part of Kids' CBC's largest event this summer!

Volunteer at Kids' CBC Days, taking place on Wednesday, July 20 and Thursday, July 21 in the Barbara Frum Atrium and Simcoe Park.

From live on-stage entertainment to craft and colouring areas, Kids' CBC Days is looking for volunteers to participate in different activities and opportunities.

Would you like to be part of this event? Or do you know someone (14+) interested in volunteering? We need more than 100 volunteers each day.

Below are the volunteer shifts available:

- Morning shift: 8:30 a.m. to 12:30 p.m.
- Afternoon shift: 12 noon to 4 p.m.
- Full-day shift: 8:30 a.m. to 4 p.m.

CBC employees are encouraged to participate, operational circumstances permitting. Please consult with your manager.

All volunteers will receive a t-shirt for identification to wear and keep, and snacks and water will be provided. Lunch will be provided for full-day volunteers.

Please contact Shona Wolpert to sign up at [shona.wolpert@cbc.ca](mailto:shona.wolpert@cbc.ca) or 416-205- 2955.

Employee Communications

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# Kids' CBC Days 2012 needs VOLUNTEERS!

July 18th & 19th

Morning shift: 9 a.m. to 1 p.m.

Afternoon shift: 12 noon to 4 p.m.

Full days: 9 a.m. to 3 p.m.


(a lunch voucher is provided for these volunteers)

Call us at ext. 3310 or e-mail us  
at [CBCSpecialEvents@cbc.ca](mailto:CBCSpecialEvents@cbc.ca)

Please let us know  
**AS SOON AS POSSIBLE!**



kids'CBC

 <small>CBC Radio Canada, English Communications 250 Front Street West P.O. Box 900, Station "A" Toronto, ON M5W 1E4 Print Production 416-205-7781</small>		<b>CBC KidsSummer Volunteer</b> <small>416-205-7781</small>							
<small>Client: Kids Art Director: Eric V Run Date: June 2012 PUB: Poster</small>	<small>Size: 11"x17" Live: Trim: Bleed:</small>	<small>Colours: Spot Colours: None</small>	<table border="1"> <tr> <td>MJO:</td> <td>AD:</td> </tr> <tr> <td>CD:</td> <td>CW:</td> </tr> <tr> <td>AM:</td> <td></td> </tr> </table>	MJO:	AD:	CD:	CW:	AM:	
MJO:	AD:								
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**From:** Sylvie MacLean  
**To:** Sarah Carney  
**CC:** Corrina Holunga; Kathryn Lee  
**Date:** 6/8/2012 10:50 AM  
**Subject:** My Kids' CBC Days 2012: Note to staff to be sent out please...

Hi Sarah!

Can you please start the process of having this sent out? It will need to be translated...  
I've asked Jason Mulcahy to get a poster ready for June 25...  
but I'd like this note to go out next week...

Thanks!!

Sylvie

June 14, 2011 Embrace your inner child and volunteer at My Kids' CBC Days taking place on Wed. July 18 and Thurs. July 19 in the Barbara Frum Atrium and Simcoe Park.

From live entertainment on stage to craft and colouring areas, My Kids' CBC Days is looking for volunteers to help supervise children as they participate in different activities.

Would you like to be part of it? Or do you have a teenager (14+) in need of volunteer experience?

There are three volunteer shifts available:

Morning shift: 9 a.m. to 1 p.m.  
Afternoon shifts: 12 noon to 4 p.m.  
Full-day shifts: 9 a.m. to 4 p.m.

Or, donate your lunch hour to the event.

All volunteers will receive a t-shirt to wear for identification and full-day volunteers will receive a \$5.00 food voucher to help cover the cost of their lunch. Snacks and water will be provided.

To volunteer, please contact Sylvie MacLean as soon as possible at 416-205-7664 or [sylvie.maclean@cbc.ca](mailto:sylvie.maclean@cbc.ca)

Check out details from last year:

<http://www.cbc.ca/toronto/community/mt/2011/05/my-kids-cbc-days.html>

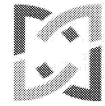
Sylvie MacLean  
CBC Communications

416-205-7664  
CBC Toronto  
Box 500, Station A  
Shipping Address:  
Canadian Broadcasting Centre,  
205 Wellington St. W.,  
Toronto, Ont.,  
M5V3G7



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“ I knew how it felt to be a newcomer and really keen to work in your field. Now, I know how good it feels to help other newcomers make connections and realize they can follow their dreams. ”

Diana Ion  
CBC Associate Director  
and **Mentor**



Liz Pettapiece-Phillips  
Project Manager & Mentor



Jay Tharayil, Unit  
Manager & Mentor



Anita Elash, Producer  
& Mentor



Aaron Sue, Industry  
Analyst & Mentor

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Become a mentor and make a difference.

**Find out more about how you can become a mentor and make a difference in someone's life.**

Please email [cbcdiversity@cbc.ca](mailto:cbcdiversity@cbc.ca) to find out more about this great program.

You are needed.

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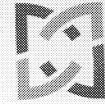


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Jay Tharayil  
*Unit Manager, CBC News  
and Mentor*



Liz Pettapiece-Phillips  
Project Manager & Mentor



Howard Zheng, Senior  
Technologist & Mentor



Anita Elash, Producer  
& Mentor



Aaron Sue, Industry  
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As agent of the Government of Ontario  
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THE MENTORING PARTNERSHIP



“ We all benefited from somebody during our career giving us some guidance. I see it is as an obligation to pay it forward.

The quality of the mentees is amazing. You will learn from them just as much as you share with them. ”

**David Masse**

*Senior Director, CBC Sports and Mentor*



Liz Pettapiece-Phillips  
Project Manager & Mentor



Jay Tharayil, Unit  
Manager & Mentor



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THE MENTORING PARTNERSHIP IS A TRIC PROGRAM



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Ontario Trillium Foundation / Fondation Trillium de l'Ontario



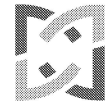
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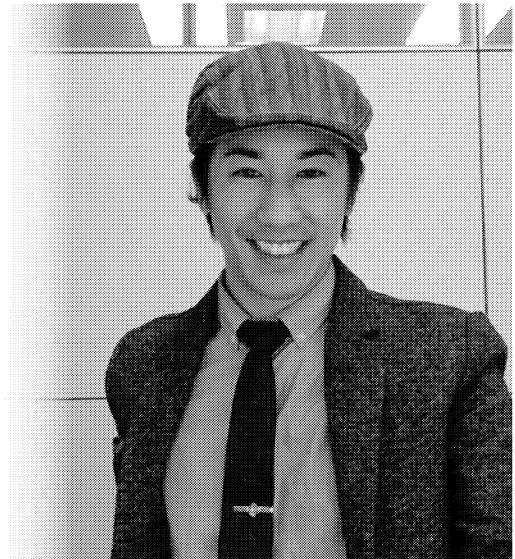
CBC

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PARTNERSHIP



“ It just happened to be a perfect way of volunteering ... helping new immigrants ... find gainful employment. And in turn, I benefit by learning from their international experiences. It’s an easy win-win. ”

Aaron Sue  
Industry Analyst, CBC Strategy  
and **Mentor**



Liz Pettapiece-Phillips  
Project Manager & Mentor



Jay Tharayil, Unit  
Manager & Mentor



Anita Elash, Producer  
& Mentor



Diana Ion, Associate  
Director & Mentor

**MENTOR. SHARE. CONNECT.**

Become a mentor and make a difference.

### INFORMATION SESSION

Find out more about how you can become a mentor and make a difference in someone’s life.

**When:** Friday, May 13, 12pm to 1pm

**Where:** CBC Conference Centre, 250 Front Street West

The Mentoring Partnership brings together recent skilled immigrants and established professionals in occupation-specific mentoring relationships. To become a mentor or to find out more, visit [www.TheMentoringPartnership.com](http://www.TheMentoringPartnership.com).

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Immigration, Refugees  
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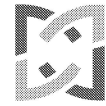
Immigration, Réfugiés  
et Citoyenneté Canada



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RBC Fondation



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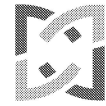
RBC Foundation  
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CBC Associate Director  
and **Mentor**



Liz Pettapiece-Phillips  
Project Manager & Mentor



Jay Tharayil, Unit  
Manager & Mentor



Anita Elash, Producer  
& Mentor



Aaron Sue, Industry  
Analyst & Mentor

**MENTOR. SHARE. CONNECT.**

Become a mentor and make a difference.

### INFORMATION SESSION

Find out more about how you can become a mentor and make a difference in someone's life.

**When:** Friday, May 13, 12pm to 1pm

**Where:** CBC Conference Centre, 250 Front Street West

The Mentoring Partnership brings together recent skilled immigrants and established professionals in occupation-specific mentoring relationships. To become a mentor or to find out more, visit [www.TheMentoringPartnership.com](http://www.TheMentoringPartnership.com).

THE MENTORING PARTNERSHIP IS A TRIEC PROGRAM



#### PROGRAM FUNDERS



Immigration, Refugees  
and Citizenship Canada

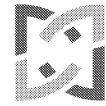
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et Citoyenneté Canada



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“ Find your potential, light others’ future.”

Howard Zheng  
CBC Senior Remote Area Transmitter Technologist and **Mentor**



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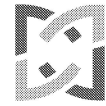
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Jay Tharayil  
Unit Manager, CBC News  
and Mentor



Liz Pettapiece-Phillips  
Project Manager & Mentor



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Technologist & Mentor



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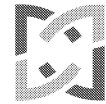
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THE MENTORING PARTNERSHIP



“

Being a mentor isn't just about giving back or sharing knowledge learned throughout your career; working with TRIEC has provided me the opportunity to develop cultural awareness, enhance my coaching and leadership skills and make a personal difference in someone else's life.

”



Liz Pettapiece-Phillips  
Project Manager, CBC Media Production Services, MO & T and **Mentor**



Diana Ion, Associate Director & Mentor



Jay Tharayil, Unit Manager & Mentor



Anita Elash, Producer & Mentor



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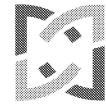


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“ As a first-time CBC Mentor, I found the experience to be tremendously worthwhile and rewarding. I would highly recommend becoming a Mentor through this program. ”

Marlene Johnson  
Manager of Administration, CBC Scripted Content and **Mentor**



Liz Pettapiece-Phillips  
Project Manager & Mentor



Nora Young, Host, Spark on Radio One & Mentor



Anita Elash, Producer & Mentor



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Fondation Trillium de l'Ontario  
An agency of the Government of Ontario  
un organisme du gouvernement de l'Ontario



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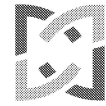
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THE MENTORING PARTNERSHIP

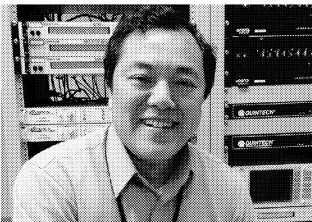


“

It's easy to imagine how having a mentor in a country you've just moved to would be helpful; what's perhaps less obvious is how much you get out of the experience as a mentor.

”

Nora Young  
Host and Creator, CBC Spark on Radio One,  
and **Mentor**



Howard Zheng, Senior Technologist & Mentor



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