

## **What is Mentoring?**

Mentoring is when someone with experience helps guide and support you as you learn. It can be formal or casual, short-term or ongoing – it all depends on what works best for you and the business.

Some mentoring happens on the job, like during training or apprenticeships. Other times, it's more informal – just regular catch-ups with someone who shares advice, answers your questions, and helps you build your skills.

**Please note:** Some businesses offer mentoring as part of their on-the-job training, internships, apprenticeships, or gateway, as support and guidance are often part of the learning experience.

## **What can mentoring look like?**

- Learning while you work (like in an apprenticeship or gateway placement)
- Regular chats with someone in your chosen field
- Getting support as you grow into a role
- Honest feedback to help you improve
- Someone to ask when you're unsure what to do next

## **Who is mentoring for?**

- People just starting out in a job
- Students doing work experience or training
- Anyone wanting to learn from someone with experience
- Adults trying a new career path

## **Why is mentoring helpful?**

Mentoring gives you someone in your corner. It helps you grow confidence, understand your job better, and feel supported as you learn. It's not about knowing everything – it's about having someone who's been there, helping you along the way.