



# Mentorship and Training

<p>1. What criteria applies to mentors with regard to them being registered, their category of registration and discipline?</p>	<p>Mentors must be professionally registered in the same category that you are working towards. In exceptional circumstances, ECSA may agree to a mentor being from another category. Given the role and duties of the mentor, the mentor must be in your discipline in order to support your development.</p>
<p>2. Can my employer act as a mentor, supervisor and referee?</p>	<p>Yes, the same person may act as your mentor, referee and supervisor. This is not uncommon in small organisations, or departments which only have one registered person.</p>
<p>3. Does ECSA assist companies to establish structured training programmes to train candidates towards registration?</p>	<p>No, not directly. Training guidelines are outlined in the R-05 series of documents known as the Discipline-specific Training Guidelines.</p>
<p>4. How many applicants can a mentor be responsible for?</p>	<p>The ratio of candidates to mentor depends on what you require a mentor to do. If a mentor is required to review progress every two or three months to determine progress and advise on future engineering activities which should be tackled, then one mentor could possibly handle 20 or 30 candidates as this only requires a few hours of engagement every quarter. If, however, the mentor is also the line manager who is teaching you, and skills transfer is taking place, then he or she would possibly not have time to support more than two or three candidates.</p>

<p>5. Is it possible to make available names of mentors, as per province or as per region?</p>	<p>Through the Commitment and Undertaking signed by an organisation, mentors are registered on the ECSA system. However, they are linked to the organisations on whose Commitment and Undertaking they have been listed, hence the data is not available to third parties.</p> <p>Most Voluntary Associations have mentor databases, or will try and help you find a mentor, but remember, it is not that straight forward to go out and find a mentor and have him or her engage with you on your progress, unless they are introduced to, and are accepted by your organisation.</p> <p>Ideally they should be working with your supervisors and management to agree on additional experiences and training course which you should attend. This requires commitment from your organisation.</p>
<p>6. If I am a retired engineer, can I register with ECSA as a mentor?</p>	<p>Mentors are registered with ECSA by organisations for whom they are mentoring, when they sign the Commitment and Undertaking. If mentors provide their services to organisations which have not signed a Commitment and Undertaking, they will not be registered in the ECSA system as mentors, but will, nevertheless be able to claim a CPD point if they mentor for 50 hours or more per annum.</p>
<p>7. Does ECSA link mentors to mentees?</p>	<p>It is intended to set up a Mentor-Connector website, to allow those looking for mentors to advertise their needs, and for mentors to apply, or alternatively advertise their availability. This service should be part of the online registration system planned for 2017/18.</p>