

Mentoring Programme – Frequently Asked Questions (FAQ)

1. What are the Mentor training requirements?

Training will focus on:

- Core mentoring skills (listening, questioning, goal setting)
- Building effective mentoring relationships
- Supporting confidence and professional development
- Reflective practice and ongoing learning

Initial thoughts are that training & support will consist of:

- An initial structured training session or workshop
- Ongoing guidance and regular mentor support or check-ins throughout the programme
- Mentors will receive structured training, guidance and resources before starting
- Ongoing support will be provided by the programme team throughout

2. How long will the Mentor training take?

Training will be delivered as either:

- 1 full day, or
- 2 half-day sessions

3. When does the Mentor programme start?

Two cohorts are planned (exact dates still tbc):

- Early September 2026
- Mid-November 2026

4. How is the Mentor programme delivered?

Training will be delivered:

- Face-to-face or virtually, depending on cohort and needs

Mentoring sessions themselves can also be:

- In person
- Online
- A blended approach

5. What is the Mentor/Mentee matching process?

A structured matching approach will be used, based on:

- Skills and experience
- Development needs
- Interests, goals and compatibility

Additionally:

- Matching is designed to create meaningful, supportive relationships
- Expectations are clearly set during onboarding

6. How many Mentees are allocated per Mentor?

- The programme is designed around 1:1 mentoring relationships
- Each mentor is typically matched with one mentee to ensure quality and consistency

7. How and where are Mentees recruited from?

Mentees are identified through a wide partner network, including:

- Schools and colleges
- Dream Placement applicants
- Cumbria Future Generation network & other programme alumni groups
- DWP (Department for Work and Pensions)

- Inspira and training providers
- Employers and community organisations

The programme specifically supports:

- Individuals aged 16–30 who would benefit from confidence-building and support with next steps

8. Are there any hidden costs (excluding travel)?

There are no additional hidden costs expected for participating organisations. Participation is free, with only travel costs covered by employers, if applicable

Summary

- Training is short, structured, and supported (1 day or 2 half-days)
- Mentoring is 1:1 and carefully matched
- Delivery is flexible (online / in-person)
- Recruitment is partner-led across West Cumbria
- No hidden costs, aside from optional travel/time commitment