

Recruitment

Recruitment is one of the most important areas in any Peer Mentoring scheme, and is essential in making sure that the achievements your scheme has made since Freshers' Week continue into the next academic year and beyond. Recruitment normally begins around the start of Semester Two (February/March time) and depends on the Staff Coordinators, Student Coordinators and Peer Mentors working together to ensure that both the opportunity to become a Mentor is publicised and that enough new recruits are trained to take over the role of those people leaving the position.

How to recruit

There are various tried and tested methods that can be used to recruit new mentors! It lies with the coordinators as to which is felt to be most effective for their own scheme - a combination of the below are often used:

- **Email** – contact students on your course informing them of the opportunity to become a mentor (this often involves sending out a bit of a blurb about what the role entails and the benefits of getting involved)
- **Lecture Shout-outs** - going into a core lecture to talk about the scheme and the opportunity to act as a mentor is a good way to reach a large percentage of your target audience.
- **Posters** – some schemes take advantage of their notice board and publicise recruitment via posters and sign-up sheets
- **Information Session** – organising a short Q&A session allows potential mentors to find out from current mentors more about the role and work they will be involved in
- **Application and Interview** – some schemes use these to help select more enthusiastic mentors who demonstrate a good understanding of and commitment to the role.

Timescale

Hundreds of mentors from across the University need to be trained each year - hence both recruitment and training have to run to a tight schedule (usually about **seven weeks**)!

About a month before the first training session starts Students as Partners will email Coordinators with training dates, training session booking forms, and other useful resources such as example recruitment material. The Staff and Student Coordinators should then work together as soon as possible to publicise the recruitment drive for mentors.

The remaining **three weeks** are used to collate responses and allocate the interested parties to training sessions. Training then runs over a **three week** period - there are lots of sessions but to ensure that your scheme continues, you need to make sure there are enough people signed up.

Training

All mentors must undergo training before they can act as Peer Mentors, it is the coordinators responsibility to ensure they are trained.

Training consists of a two hour session that is designed to introduce students to the role of Peer Mentor, and covers the majority of the information that a mentor would need to know to perform effectively.



The sessions are informative and interactive, and are co-delivered by a Sabbatical Intern and a Student Coordinator - who is encouraged to share their own current experience of Mentoring.