ENGINEERS GEOSCIENTISTS MANITOBA

MENTORSHIP PROGRAM

2027 PROGRAM GUIDE

INTRODUCTION

Welcome to the Engineers Geoscientists Manitoba Mentorship Program!

Participating in the program will help you integrate into the practice of engineering and geoscience, explore career potentials, allow for opportunities to demonstrate expertise and competencies, renew enthusiasm for your role in the profession, give opportunities for career advancement and growth, and create an avenue to learn about the real-life application of professional ethics and the role of the professional engineer and geoscience at work and in the public.

The Mentorship Program is a year-long event that provides you the opportunity to connect and collaborate with students, interns, and engineering and geoscience practitioners to achieve your set professional and personal goals.

It has a Circular Mentorship Structure which, if compared to a round table, has no assigned permanent mentor or mentee/s. Each member of the group can be the mentor or mentee as everyone has equal status and can share insights regardless of one's stage in the field of engineering or geoscience. We support the capacity of every participants' ability to bring something to the table and pass on wisdom.

PURPOSE AND GOALS

The Mentorship Program is structured and meant to unite practitioners in engineering and geoscience professions, and to build trusting relationships that bring both less-experienced and more-experienced members together, to offer guidance, support, and encouragement aimed at developing the competence and character that will help achieve the professional and personal goals set by participants.

The Mentorship Program exists:

- To support the skill development, community growth, and professional and personal goal achievement of Engineers Geoscientists Manitoba practitioners from intern to advanced level professionals through knowledge sharing, networking, and uniting of practitioners.
- To promote diversity that enables engagement, inclusivity, innovation, and creativity.

WHAT IS MENTORSHIP?

Mentorship is a relationship between participants of a small group who share their knowledge, skills, and experience with each other to assist in constant progression. Each participant needs to be capable of clear self-assessment and look honestly at their strengths and weaknesses as these form part of the discussion with the group.

Participants commit to the group for a set period and invest time in getting to know the other participants, their capabilities, interests, and ambitions. Each participant will be knowledgeable in their field and pass on wisdom gained through their own experiences. Advice, direction, support, and coaching can be received from each participant, notwithstanding their years of experience or career placement.

Participants of the circular mentorship program have shared the following achieved benefits:

- Helped discover and explore career potentials.
- Renewed enthusiasm in the professional role.
- Provided career growth and advancement.
- Provided opportunity to share expertise and competence.
- Learned about real-life application of professional ethics.
- Built trusting relationships among members of the group.
- Developed and enhanced leadership skills

Please note the mentorship program is not a job placement program and is not for the purpose of acquiring validators for the Competency Based Assessment Program. Any assistance with job searches, together with validation of your reports, is provided at the discretion of each individual participant.

ELIGIBILITY

You are eligible to join the program if you are any of the following below, registered with the Association, and in good standing:

- Engineering or Geoscience Student
- Engineering Intern [EIT]
- Geoscience Intern [GIT]
- Professional Engineer [P.Eng.]
- Professional Geoscientist [P.Geo.]
- Senior Member [P.Eng.(SM) or P.Geo.(SM)]
- Specified Scope of Practice Licensee [Eng.L. or Geo.L.]

SUPPORT SERVICES PROVIDED

- Participant matching – Participants will be grouped with 3 to 4 participants based on experience, discipline, and employment status.
- Mentorship Program Orientation
- Access to a mentoring platform where you can communicate with group members, set goals, schedule meetings, assign tasks, enter personal journals, and access to mentoring resources.
- Interact with other mentorship participants through the community forum page.
- List of suggested topics and activities
- Meeting Flow Guidelines for the Leader
- Quarterly events for networking and professional development (may be reported as ProDev hours)
- Complimentary use of Mentorship Centre
- Mentorship Program Participation Certificate at the end of the year, upon request
- Open communication with the program coordinator

EXPECTATIONS AND REQUIREMENTS

- Identify realistic and attainable goals.
- Schedule group meeting dates for the duration of the 2027 calendar year -- a minimum requirement of 6 meetings. A list of the six recommended scheduled sessions are outlined in the **Program Schedule** section of this guide. Additional events and meetings times are encouraged to help with discussion and coaching.
- Willing to rotate roles as the leader/facilitator and person tasked to remind members of upcoming meeting. **Meeting Flow Guidelines for Leader/Facilitator** available for assistance. Leadership of each session should rotate, enabling each member to act as moderator for the discussion on the planned topic. **Suggested Topics** available for assistance. The session leader should ensure all group participants have an opportunity to talk and respond to each other group member, encouraging each member to participate.
- Share contact information within the group and determine preferences on means of communication.
- Stay accessible, committed, and engaged during the one-year length of the program.
- Provide mid-year and year-end feedback to Engineers Geoscientists Manitoba Mentorship Program Coordinator using the **Evaluation forms**.
- Provide honest and respectful feedback to the participants and Program Coordinator.
- Maintain confidentiality within your mentoring group.
- Book at least 48 hours in advance, if using rooms in the **Mentorship Centre**.
- Reach out to Mentorship Program Coordinator if any problems arise.

CODE OF CONDUCT

By participating in the Mentorship Program, you are agreeing to act in a manner that aligns with all parts of the Code of Conduct. A violation of the rules may result in a participant being removed from the Mentorship Program.

- Be supportive and encouraging
- Be considerate of all participants
- No harassment, hate speech, or discrimination
- Respect the group participants' time
- Adhere to program expectations and requirements
- Act with honesty and integrity
- Act in good faith at all times
- Allow for open communication and maintain confidentiality within the group
- Maintain professional conduct at all times

Any violation to this Code of Conduct should be reported to the Engineers Geoscientists Manitoba Mentorship Program Coodinator.

MEETINGS AND COMMUNICATION

Your commitment and effective communication are keys to making this program successful. It is important that you dedicate time to coordinating a meeting with your group members. Your group can choose to meet online or in-person.

VIRTUAL MEETING PLATFORMS

It is important to select meeting platforms that can accommodate all the participants in your group to ensure effective communication. There are various online platforms that allow direct and group messaging, group video chat, audio conferencing, screen and file sharing, note taking, and team mailing lists. The below list has the mentioned features and more than one of the platforms could be used to carry every member of your mentoring team along:

- Zoom
- Microsoft Teams
- Google Meet
- Skype
- BAND App
- Email
- WhatsApp/texting

To access a room, please ensure you book at least **48 hours in advance.** You can reserve a room by:

- Visiting the Mentorship Centre Booking Page
- Scanning the QR code
- Emailing Info@EngGeoMB.ca

COMPLIMENTARY USE OF THE MENTORSHIP CENTRE

As a participant of the Mentorship program, you have the benefit of using any of the Mentorship Centre rooms. You can use the space for study, work, or meeting.

The Mentorship Centre is open during regular business hours, Monday to Friday, 8:30 a.m. to 4:30 p.m.

Holidays may affect availability of the rooms.

The Mentorship Centre is open during regular business hours, **Monday to Friday**, **8:30 a.m. to 4:30 p.m.**, with extended hours until **8:00 p.m.** on **Wednesdays**. Bookings must be made at least 48-hours in advance.

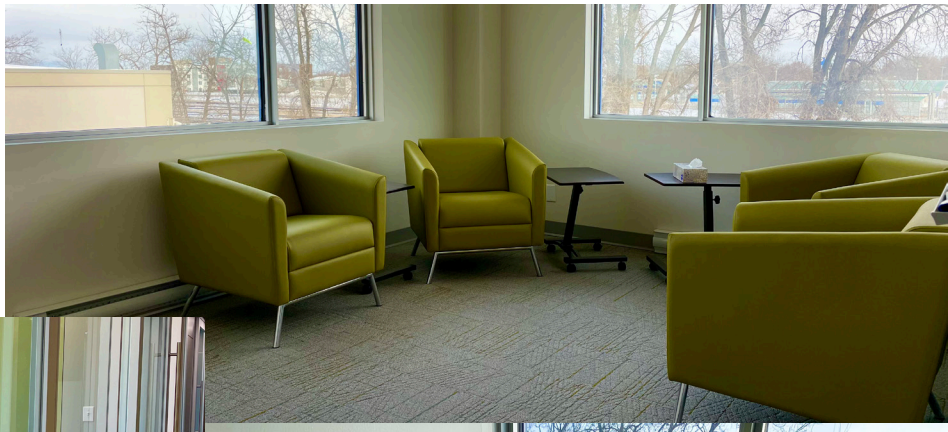
If no bookings are made, the centre will close at 4:30 p.m.

The mentorship Centre has 4 single workstations and 3 collaboration rooms.

- One person capacity (4 Rooms)
- Two-person capacity (1 Room)
- 4-person capacity (1 Room with Audio-Visual Equipment)
- 6-to-8-person capacity (1 Room with Audio-Visual Equipment)

Complimentary amenities Included:

- Wi-fi
- Writing desk
- Power outlets
- Office chairs
- Accent chairs
- Use of Kitchen
- Coffee and/or tea
- Free parking









PROGRAM SCHEDULE

Below are the events scheduled and dates of interest for the 2027 Engineers Geoscientists Manitoba Mentorship Program, subject to change. Details and specific topics to be sent by email in advance of Professional Development sessions.

DATE	EVENTS	TASK
November 2026	Registration	• Participant to fill out and submit application
December 2026	Matched-Group Introduction	• Receive your group number and participant's contact information
January 2027	Program Orientation	• Outline program expectations • How to use the mentoring platform • Opportunity to meet and introduce each member in the matched mentoring group • **Mentorship Goals and Action Plan Progress Form**
February 2027	First Quarter Event	• Professional Development Topic: **TBA**
May 2027	Second Quarter Event	• Professional Development Topic: **TBA** • Submission of **Mid-Year Evaluation Feedback**
June 2027	Career Night	• Networking event
September 2027	Third Quarter Event	• Professional Development Topic: **TBA**
November 2027	Fourth Quarter Event	• Professional Development Topic: **TBA**
December 2027	End of Year Celebration Program Assessment	• Submission of **Year-End Program Evaluation Feedback**

CONTACT THE PROGRAM COORDINATOR

For any concerns about the Mentorship Program, please contact Joyzel Castro at **Membership@EngGeoMB.ca**