

## Speech-Language & Audiology Canada's Career Development Program

# FREQUENTLY ASKED QUESTIONS

### Who can participate as a mentee in the CDP?

There are two categories of individuals who are eligible to become **mentees**: SAC student associates and SAC members who are recent graduates.

- **Student associates:** Must have a valid student associate membership at time of application and must anticipate completing the bulk of your academic requirements by December 31, 2020. Must reside in Canada for the duration of mentorship.
- **Recent graduates:** Must have a valid SAC membership at time of application and must have graduated after December 31, 2019. Must reside in Canada for the duration of mentorship.

### Who can participate as a mentor in the CDP?

There are two categories of individuals who are eligible to become **mentors**: SAC Certified members and SAC retired associates.

- **SAC certified members:** Must be a clinically certified member in good standing with at least 3 years of professional experience at the time of application. Must reside in Canada for the duration of mentorship.
- **Retired associates:** Must have a valid SAC retired associate membership at time of application. Must have been clinically certified at time of retirement. Must have retired after October 1, 2017.

### What are the time commitments associated with this program?

Mentors and mentees are expected to have a minimum of two interactions per month. We highly encourage mentors and mentees to interact even more regularly, but the minimum requirements are as follows:

- At least one verbal conversation per month.
- At least one other interaction, which can take the form of an email exchange or verbal conversation.
- 2+ hours developing goals and action plan to achieve those goals.

### Do mentors and mentees ever meet in person?

The CDP is designed to take place entirely online or over the phone; however, if mentors and mentees decide that they would like to meet in person, they are more than welcome to do so.

## How will mentors and mentees be matched?

A number of factors will be incorporated into the matching process:

- Audiologist mentors will be matched with audiologist mentees and speech-language pathologist mentors will be matched with speech-language pathologist mentees.
- Anglophone mentors will be matched with Anglophone mentees and Francophone mentors will be matched with Francophones mentees. Exceptions may be made in the case of bilingual individuals.
- Mentees and mentors in similar fields of practice will be matched together.
- Efforts will be made to match mentors and mentees in similar geographic locations.

## What are the benefits of participating in this program?

There are a number of great benefits to be gained by participating in the CDP.

### For mentors:

- The ability to claim 4 CEE credits under the “mentorship category” for your SAC Clinical Certification.
- Gain personal fulfillment by imparting knowledge and sharing your professional experiences with the next generation of communication health professionals.
- Expand your professional network by interacting with individuals with whom you otherwise wouldn’t have regular contact.
- Exposure to new trends and emerging mindsets in your field.
- Enhancing your coaching, leadership, communication and management skills.

### For mentees:

- The opportunity to build a relationship with an established professional in your community.
- Gain insider knowledge at the beginning your career.
- Identify your professional skill-gaps and areas of improvement/development.

## When does the CDP take place?

The formal CDP period is from October to March.

### **How much does the program cost?**

The program is free for both mentors and mentees.

### **What if issues arise between mentors and mentees?**

If you have questions or concerns, please contact SAC at [membership@sac-oac.ca](mailto:membership@sac-oac.ca).  
All issues will be addressed on a case-by-case basis.

[www.sac-oac.ca](http://www.sac-oac.ca)