FREQUENTLY ASKED QUESTIONS (FAQs)

Mentorship Program | SAC

Who can participate as a mentee in the Mentorship Program?

There are three categories of individuals who are eligible to become mentees:

- **Student associates***:* Must have a valid S-LP, audiology or CHA student associate membership at time of application and must anticipate completing the bulk of your academic requirements by the end of the (2027) calendar year.
- **Recent graduates:** Must be a S-LP, audiology or CHA New Practitioner.
- **Mid-career professional:** S-LP, audiology or CHA Members seeking guidance as they pursue a new professional focus or career direction may also be considered.

Who can participate as a mentor in the Mentorship Program?

There are two categories of individuals who are eligible to become mentors:

- **SAC members:** Must be a member in good standing with at least three (3) years of professional experience at the time of application. Must reside in Canada for the duration of the mentorship.
- **Retired associates:** Must have a valid SAC retired associate membership at time of application. Must be retired for no longer than three (3) years.

What are the time commitments associated with this program?

Mentors and mentees are expected to have a minimum of two (2) check-ins per month. We highly encourage mentors and mentees to interact even more regularly, but the minimum requirements are as follows:

- At least one (1) 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.

Time spent in the mentorship averages about fifteen (15) hours over the course of the program.

Do mentors and mentees ever meet in person?

The Mentorship Program 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.

When does the Mentorship Program take place?

The formal Mentorship Program period is from October to March.

How much does the program cost?

The program is free for SAC members and associates.

How will mentors and mentees be matched?

Several factors will be incorporated into the matching process:

- Mentors and mentees will be paired based on profession - speech-language pathologists with speech-language pathologists, audiologists with audiologists, and communication health assistants with communication health assistants.
- 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.
- Efforts will be made to match mentors and mentees in similar areas of practice.

Efforts will be made to match mentors and mentees in similar geographic locations. Note that SAC cannot guarantee pairings in the same province.

Other professional interests provided during the application process will be taken into consideration.

What are the benefits of participating in this program?

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

For mentors:

- The ability to earn continuing 15 education credits (CEEs)
- Gain personal fulfillment by imparting knowledge and sharing your professional experiences with the next generation of professionals.
- Broaden your professional network by interacting with individuals with whom you otherwise wouldn't have regular contact.
- Be exposed to new trends and emerging research in your field.
- Strengthen your coaching, leadership, communication, and management skills.

For mentees:

- The opportunity to build a relationship with an established professional in your field.
- Gain insider knowledge at the beginning of your career.
- Identify your professional skill-gaps and areas of improvement/development.
- The ability to claim CEE credits (if applicable).

I am currently enrolled in another concurrent mentorship program. Am I still allowed to participate in SAC's Mentorship Program?

Yes, however participants are encouraged to make note of the time commitment before applying to SAC's Mentorship Program to ensure that they can fully commit to another mentorship program.

What if issues arise between mentors and mentees?

If you have questions or concerns, please contact SAC at events@sac-oac.ca.