



After-school STEM Mentoring Program

Mentors Guide



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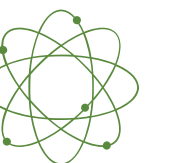
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Program purpose

The Afterschool STEM Mentoring Program will support students interested in STEM and provide them a sense of direction to further their education or professional experiences. High school students will be connected with mentors who are university students and industry professionals across West Africa.

Mentors can support students by providing academic and career guidance, coaching on development areas, offering advice, and serving as a sounding board for career decisions. Through the mentoring program, we aim to inspire students to begin and continue their journey in STEM, develop critical thinking skills and confidence, and inform students of the transformative opportunities in Science, Technology, Engineering and Maths.



Program structure

Program format and time commitment

The program will include both 1-on-1 mentoring sessions with your mentee and group events. The format of the mentoring sessions are 100% virtual and topics are available to help guide the mentoring sessions. We want you to get the most out of the mentoring program, so please feel free to experiment with the topics to ensure they are targeted towards the development needs of your mentee. You will meet with your mentee at least once every weeks (minimum of six sessions) and attend group events when possible.

Program timeframe

The mentorship program will run for 10 weeks (Please check <https://afriteqacademy.com/afterschool-stem-mentoring-program/> for program dates). The intake size will depend on mentor availability for each intake.

Benefits of the program

Mentees can help you grow through self-reflection and networking. Mentoring is an excellent way for you to:

- Contribute to the STEM knowledge economy
- Boost your interpersonal skills
- Strengthen your knowledge by sharing what you learned throughout your career
- Grow your own network
- Receive recognition by demonstrating your value to others
- Build your leaderships skills
- Gain new perspectives
- Provide a sense of fulfillment
- Reflect on your career

Participation eligibility and selection

To be eligible for the Afterschool STEM Mentoring Program, mentors must:

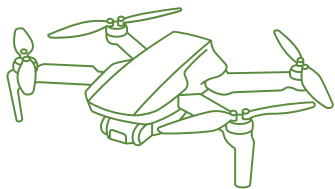
- Complete an application questionnaire at <https://afriteqacademy.com/afterschool-stem-mentoring-program/> to ensure effective mentee matching
- Work in Science, Technology, Engineering & Maths fields in West Africa
- Commit to all online 1-to-1 mentoring sessions and select events
- Demonstrated passion and interest in research, development, and innovation in STEM



Participation responsibility and roles

For you to make the most out of the program as a mentor, we recommend you follow the best practices below:

- Be an active listener
- Help your mentee be prepared
- Communicate, communicate, communicate
- Honor your commitment to the program
- Promise support, not miracles
- A thank you goes a long way!



Your mentoring objectives

Overall, your mentoring objectives should include:

- Creating a safe space for your mentee to discuss their academic and career struggles
- Acting as a trusted advisor for anything related to STEM career options and pathways
- Providing understanding and exposure to what a career in STEM looks like in West Africa
- Informing the mentee of STEM internships and job opportunities in West Africa
- Suggesting additional avenues of academic and career support (ex: academic societies to join, important people in the industry to reach out to, etc)
- Developing a positive mentoring relationship where the mentee is interested in continuing the mentoring program

After the Mentorship program, students should be encouraged to pursue an undergraduate STEM degree in university (locally or abroad)

FAQs

What is the background of the students of the program?

High school students who demonstrate an interest in STEM.

How are students selected for this program?

Students are selected using our criteria principles: academic excellence and passion and interest in STEM.

How will I be matched with a student? Can I choose my mentee?

Based on the information you both submitted in your application forms, the matching criteria will mainly depend on your common interests, professional experience, and overall needs to support the mentee in developing their skills.

Is the mentoring program in person?

The mentoring sessions are 100% online with you and your mentee favorite platform.

What if my mentee does not reply or is not motivated?

Please contact the programme coordinator for a solution.

Is there a financial compensation for my time?

No, being a mentor is voluntary and not compensated.





Contact us

If you have any additional questions about the program, please contact the mentoring program team at afriteqacademy@gmail.com.

Please expect **48 hours** response time to your query. We look forward to having you in the program

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