**Printing SA Industry Mentorship Programme**

We are pleased to announce that Printing SA is launching a mentorship programme supported by the FP&M SETA in line with its commitment to the sustainability of the printing industry as well as its transformation.

The purpose of this communication is to give you some background to the programme and to request your support in providing us with the names of people from within your Chamber whom you believe would be appropriate mentees and mentors.

**Why Mentorship?** International research indicates that people with a mentor are twice as likely to be successful in life, and businesses whose owners have a mentor are twice as likely as those without to grow, employ more people and survive longer than five years.

**Who will be the mentees?** We are looking for people whom you believe would benefit from mentorship from the following two streams:

* SMMEs: approximately 20 existing business owners within the industry who will be part of a one-year one-on-one mentorship programme.
* Individuals: approximately 30 people who have been through the Foundational Learning Programme or other programmes and who will enter a one-year group mentorship programme.

**Who will be the Mentors?** We are looking for approximately 25 people from across the industry who you believe have the attributes to make good mentors and would be willing to volunteer their services. A good mentor is typically someone who has a desire to give back, displays empathy, has the ability to listen well and portrays an altruistic commitment to the development of others.

**How does the programme work?** We are partnering with the National Mentorship Movement (NMM) on implementing and coordinating the programme. NMM will set up a Printing SA version of its mentorship platform, on which the mentors and mentees will register, receive onboarding material, be matched by NMM, schedule their first meeting and be sent surveys to monitor progress through the process.

The relationship will follow the typical mentorship cycle of getting to know you (building trust), getting direction (setting goals), getting value (working to achieve the goals), and wrap up and close. Training, launch sessions and mentorship sessions will all take place remotely through Microsoft Teams or Google Classroom.

The programme will vary per stream:

* SMMEs – Launching at the beginning of July 2021: Each business owner will be assigned a one-on-one mentor with whom they will meet typically once or twice a month over the period of a year. The mentees and mentors will register on the Printing SA mentorship platform provided by NMM on which they will be provided with relevant onboarding information to prepare them for the mentorship journey, and on which NMM will match the appropriate mentors and mentees. We will also run a remote launch event at the beginning of July to reinforce the learnings and ensure that the participants are clear on what they need to do. The mentors and mentees will decide on their own meeting arrangements, typically on Microsoft Teams or Google Classroom, and NMM will keep in contact via electronic surveys and telephonic contact.
* Individuals – Launching at the beginning of August 2021: We will assign them to a group of six to eight mentees and one mentor, and they will meet once a month, typically at the same time and date. They will also register, onboard and be matched on the NMM Printing SA mentorship platform, participate in a launch session at the beginning of August, and go through a similar if more structured mentorship cycle, for which we will provide the group mentors with additional training.

**How will we mobilise and select the mentees and mentors?**

Mentee candidates for the two streams will have to motivate their inclusion on the programme based on the following three criteria, which four parties will independently rate:

* For SMMEs, the insight they show into their businesses / for individuals, their insight into their current situation and impact of previous programmes (25%),
* The clarity of their aspirations for the future (25%), and
* Description of how mentorship will assist in meeting their aspirations (50%).

We have also asked the mentors to describe why they would be interested in becoming a mentor, and the contribution they believe they could make to a mentee. We have also indicated that we may not be able to accommodate all those who respond, and will manage the situation once we have completed the match process.

To find out more about this programme, please contact your nearest Printing SA Chamber

[**Click Here To Contact Your Nearest Printing SA Chamber**](https://printingsa.org/contact)

Regards

**Abdool Majid Mahomed |** *Chief Executive Officer*