



GRADUATE  
MENTORING  
PROGRAM

KNOWLEDGE



# Sponsorship

“

The first year of your career is where the real learning begins and the learning curve is a steep one.

There is no doubt that the journey is made easier with guidance from people who have been there and done that.

”

**Dr Melyssa Cotton**

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# Why this mentoring program?

The AVA Graduate Mentoring Program aims to support graduates to transition into the profession smoothly, to assist them to reach their full potential and to be happy in their jobs.

Our program unites new veterinarians seeking guidance and support with more experienced practitioners who are willing to commit time and energy to the professional development of another veterinarian.

Some examples of what our mentors may assist with:

- Support transition into the veterinary profession
- Act as a source of information and insight
- Suggest relevant options regarding career development or strategies for achieving professional goals
- Recommend possible resources to improve specific skills
- Help the mentee solve professional challenges in their working life
- Discuss issues of professional ethics
- Discuss workplace related issues and options for how these may be addressed.

## Why is mentoring important?

The AVA's Graduate Mentoring Program is an important component for developing and sustaining a satisfying professional career for veterinarians. Participants in mentor programs report a number of benefits from their involvement: improved confidence, self-awareness, clearer career direction, better communication skills, listening skills, feedback skills, more assertive communication, and enhanced management skills.

## What's involved for participants?

Our graduate mentoring program is for final year veterinary students about to commence work. In addition to this, AVA graduate members in their 2nd, 3rd or 4th year out, are also able to participate.

The program is structured over a 12 month period, and participation is voluntary. Mentors and mentees will be matched according to application details and are required to attend three events – Program Launch, Mid-Program Review and Program Close – some of which will be face-to-face meetings while others will be delivered via webinars. During the program, mentors and mentees will be expected to be in contact at least monthly.

## Benefits of sponsorship

### Brand awareness and reputation

This is an opportunity to position your company as a trusted partner for Australian veterinarians and to create a lasting relationship of trust, respect and success. Mentoring program participants usually end the program with strong positive feelings towards not only their mentor / mentee but also towards the supporting organisations. Many value the experience as one of the best they've ever had.

### Other benefits



Increased market leadership and CSR (Corporate Social Responsibility) presence



Networking opportunities with AVA members and volunteers



Great understanding of the professional needs of veterinarians



Education for your veterinary staff – opportunity to participate in mentor training



Brand exposure in web advertising, emails, social media and face to face events



Cultivating a mentally healthy, happy veterinary workforce

For more information please contact: **Monika Cole** AVA Recent Graduate and Student Program Manager

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