



Mentoring Skills for New Mentors: Course Overview

This document aims to provide an overview of the DfE-funded Mentoring Skills for New Mentors course to help you to determine if the course is suitable for you or for one of your colleagues. The overall purpose of the course is to support the aims of the [Skills for Jobs White Paper](#) commitment which is to provide effective support to new teachers moving into the sector by continuing to enable access to mentoring.

If you have any questions after reading this overview, please refer to our FAQs document on the Teacher Mentoring Programme (TMP) website. If our FAQs document does not provide you with the information you need, please email the TMP Team - tmpenquiries@cognitioneducation.com

Introduction:

Mentoring Skills for New Mentors is a blended course which has been designed for teaching staff who support early career teachers (ECT – defined as those with three years of less teaching experience) within FE and training providers.

The aim of the Mentoring Skills for New Mentors course is to support FE teachers who are new to mentoring or have little experience to develop their mentoring knowledge and skills so they can feel confident in mentoring early career teachers.

If you want to take part in this course, you will need to commit to the following:

- Undertaking a blended learning course consisting of 27.5 hours of guided learning. The blend includes live workshops and action learning sets using Zoom facilitated by trainers experienced in mentoring, independent online learning and reflection on mentoring practice.
- Carrying out 18 hours of mentoring related activities with early career teachers (mentees can be qualified, partially qualified or unqualified teachers) within your organisation. More information on this can be found in our Mentoring Activities Guidance 23-24 document.

For 23/24, Cognition Learning Group will be delivering this course via two cohorts.

- Cohort one will begin week commencing 06 November 2023 and end 02 February 2024.

- Cohort two will begin week commencing 05 February 2024 and end 03 May 2024.

The guided learning element of the programme will run for 10 weeks with 2 extra weeks dedicated for mentors to complete additional mentoring hours. Please note that the typical weekly commitment to the programme is 3 hours of learning.

What will I learn?

The Mentoring Skills for New Mentors course will equip you with the key knowledge and skills you will need to enable you to effectively mentor early career teachers within your organisation. You will:

- Engage with new subject knowledge such as mentoring models and structures, ethics and contracting
- Develop new mentoring skills such as giving feedback and asking powerful questions, working within a training cluster and with a trainer who has expertise in mentoring
- Support your mentoring relationships with practical tools and approaches
- Learn best practice techniques and strategies by sharing mentoring experiences
- Benefit from individual advice and guidance from dedicated tutors.

How will I study?

The Mentoring Skills for New Mentors course will be informative and practical, giving you the space to learn your role as a mentor in a supportive environment. Whilst very practical, the programme sits within an academic framework and draws on best practice from mentoring experience and expertise in the further education sector and beyond.

The programme blends several elements to provide a comprehensive and flexible approach to build your mentoring expertise and confidence, including:

- Personal online learning modules to build knowledge and understanding of best practice, accessible anytime and compatible with multiple devices to support flexible learning
- Practical group workshops (hosted on Zoom) to further explore topics learned online, develop skills and learn in community with tutors and up to 30 mentors
- Individual reflective practice following mentoring sessions, via guided questions and prompts
- Supportive group reflection where you will work with approximately 10 mentors to discuss mentoring situations and challenges, sharing your thoughts, experiences, progress and learning to gain fresh perspectives

- Ongoing access to a tutor for individual advice, guidance, and personalised resources to enhance your mentoring

We believe that this approach of independent learning, collaborative exploration, practical application, supported reflection and personal support will make it easy to learn and apply, and enable you to enjoy your mentoring.

Once you have been accepted onto the programme, you will be asked to select the best day and time of the week for your live Zoom sessions and action learning sets. You will then prefer to attend the live element of the course on the same day and same time each week to build your own community of mentors. For example, if you pick a group on a Wednesday, you will prefer to attend every Wednesday.

Please note, if mentors require remission to be taken off their teaching timetable to attend the course, the grant is designed to help organisations to arrange this.

Mentoring practice hours

Each mentor taking part on the Mentoring Skills for New Mentors course will be required to complete 18 hours of mentoring practice with early career teachers within their organisation. We recommend that mentors have access to more than one mentee so that mentors can apply their skills learnt on the programme to multiple scenarios and to help support mentees towards differing goals and outcomes.

To see what mentoring activities can be completed on the Mentoring Skills for New Mentors course, please refer to our Mentoring Activities Guidance document.