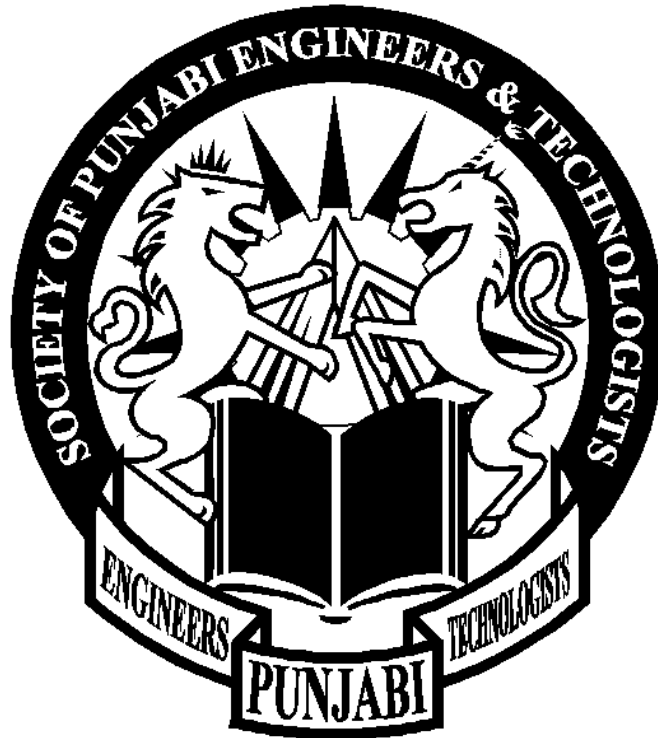


**SPEATBC
MENTORSHIP
PACKAGE 2026**



**SOCIETY OF
PUNJABI ENGINEERS AND TECHNOLOGISTS
OF BRITISH COLUMBIA**

www.SPEATBC.org

SPEATBC Mentorship Program

Introduction

The Society of Punjabi Engineers and Technologists of British Columbia (SPEATBC) is a non-profit organization dedicated to supporting and advancing engineers and technologists within the community. Through professional development, networking, and knowledge-sharing initiatives, SPEATBC fosters career growth and industry connections. The Mentorship Program is a key initiative designed to empower members by connecting experienced professionals with those at earlier stages of their careers.

Program Purpose

The SPEATBC Mentorship Program aims to provide meaningful guidance and support to:

- New immigrants entering the Canadian workforce
- University students
- Recent graduates

The program focuses on:

- Career guidance and professional development
 - Expanding networks and industry connections
 - Building confidence and direction through structured mentorship
 - Facilitating one-on-one mentor-mentee relationships
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Program Leadership

- **Mentorship Director:** Shailza Sapal
 - **Assistant Mentorship Director:** Jatinderpal Sandhu
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Mentor Profile & Responsibilities

Target Mentors

Mentors should ideally meet one or more of the following:

- Experienced professionals or senior leaders in engineering/technology
- Individuals who have immigrated to Canada and navigated career challenges within the past ~5 years
- Professionals with strong networks and industry connections
- Individuals committed to contributing time and guidance

Roles & Responsibilities

Mentors are expected to:

- Provide guidance based on experience and industry knowledge
- Offer honest, constructive feedback

- Help mentees set realistic goals and career direction
 - Share insights, resources, and opportunities
 - Support both personal and professional development
 - Encourage and motivate mentees
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Mentee Profile & Responsibilities

Target Mentees

- New immigrants with engineering or technologist backgrounds
- University students or recent graduates

Roles & Responsibilities

Mentees are expected to:

- Take initiative and come prepared for discussions
 - Be open to feedback and willing to learn
 - Set clear goals and communicate expectations
 - Follow through on agreed action items
 - Respect the mentor's time and maintain consistent communication
 - Take ownership of their personal and professional growth
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Program Expectations

To ensure alignment and maximize value:

- Mentors provide **guidance, not job placement services**
 - Mentees should not expect immediate job offers or referrals
 - The program emphasizes **long-term development**, not quick outcomes
 - Success depends on the mentee's effort, consistency, and engagement
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Program Structure & Process

1. Mentor Recruitment & Database Creation

- Source mentors from:
 - Past SPEATBC presidents
 - Former executives and senior members
- Develop a simple one-page mentor registration form
- Build and maintain a mentor database

2. Program Marketing

- Promote through:
 - SPEATBC website

- WhatsApp member groups
- Email newsletters

3. Mentee Registration

- Collect mentee profiles via structured intake forms
- Capture goals, background, and areas of interest

4. Matching Process

- The Mentorship Director will match mentors and mentees based on:
 - Career goals
 - Industry alignment
 - Skills and experience
- Mentorship will be conducted through **1-on-1 meetings**

5. Ongoing Engagement & Follow-Up

- Mentorship Director to follow up:
 - Confirm meetings occurred
 - Assess quality and usefulness of interactions
 - Address any issues or rematch if needed

6. Program Tracking & Metrics

Track program effectiveness through:

- Number of participants (mentors and mentees)
 - Engagement levels (meetings completed)
 - Feedback from participants
 - Outcomes (career progression, confidence, network growth)
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Value of the Program

For Mentees

- Accelerated learning and career clarity
- Access to industry insights and networks
- Improved confidence navigating the Canadian job market

For Mentors

- Opportunity to give back to the community
- Development of leadership and coaching skills
- Strengthened professional networks

For SPEATBC

- Builds a stronger, more connected professional community
- Enhances member engagement and retention
- Reinforces SPEATBC's role as a leader in professional development

THANKS FOR SUPPORTING

SPEATBC