**MENTORSHIP PROGRAM FOR SEA-GOING JUNIOR ENGINEERS**

**Objective:** Junior sea-going marine engineers face many challenges during early part of career at sea as they try to adjust to their new environment. The challenges may be related to their day to day work, dealing with superiors on board the ships, psychological issues like home sickness etc. and anxiety regarding preparing for examinations among many others. In this situation, the junior engineers need guidance from a mentor whom he can reach out to. The proposed mentoring program can promote positive outcomes such as improved self-esteem, social skills and career development of marine engineers and help The Institute of Marine Engineers ( India) to achieve its objective of improving the quality of Indian marine engineers

**Target Group Of Mentees:** Young marine engineers sailing on board the ships, who are members of The Institution of Marine Engineers (India), and are yet to obtain Class II Certificate of Competency

**Mentors:** The mentors should be senior marine engineers, who having gone through the rigours of sea-life, are willing to guide young marine engineers to face challenges of the career at sea

**Period of Mentoring:** Till the mentee gets Class II COC or as per mutual understanding between the mentor and the mentee

**Scope of Mentoring:** To be need-based and to be decided at the outset between the mentor and the mentee before commencement of the mentoring program. Care to be taken to ensure that the mentors are not meant to replace a parent or guardian of the mentee

**Mentoring Process:** 1) Every IMEI branch/chapter to appoint a co-ordinator for the implementation of the mentoring program

2) The co-ordinator to send out emails to IMEI members affiliated to his branch/chapter inviting applications from aspiring mentees who are yet to obtain their Class II COCs and compile a list of such aspirants with all necessary contact details

3) The co-ordinator to reach out to senior members affiliated to his branch/chapter who wish to volunteer as mentors for the mentorship program and compile a list of such mentors along with all necessary contact details

4)The co-ordinator to allot mentees to each mentor, with all necessary contact details of the mentor and the mentee, in consultation with the mentor depending on his convenience and preference

5) Each mentor to discuss with his mentees and finalise the mode, scope, period and evaluation criteria of the mentoring program before commencement of the program

6) Both the mentors and the mentees to keep the record of their online/offline meetings containing topics discussed, targets set and actions taken to achieve the targets

7) The branch co-ordinator to collect report from each mentor and mentee every quarter giving details like number of meetings held, topics discussed and the outcome of the discussions

8) The branch co-ordinator will convey the collected information to the designated Co-Ordinator of Examination & Certification Sub-Committee, who will prepare a consolidated report of the mentoring process every quarter and send it to the Chairman Examination and Certification Sub-Committee for his perusal and for presentation to the General Council of IME(I)

9) Examination & Certification Sub-Committee will discuss the reports received from the co-ordinators of various branches/chapters and give feedback and suggestions to make the mentoring program more effective