

AOI Mentorship Scheme

Thank you for expressing an interest in being an AOI Mentor!

About the AOI mentorships

Having meant to run a mentorship scheme for years, we finally piloted a model with four mentors in 2020 during the Pandemic. The scheme was aimed at supporting illustrators who are under-represented in the industry, understanding that the 1-1 intensive focus of a mentorship can be invaluable. It was a huge success and we are now looking to roll that model out more widely.

Who can be a mentor?

- We are looking for illustrators and industry experts who are willing to share their time and experience to support illustrators who are not widely represented in the industry.
- At this stage we do not offer a fee for the mentor's time (nor do we charge the mentees any fee).
- We are looking for mentors who work across the breadth of the industry, who have experience that they can share.
- You do not need to have prior experience of being a mentor, and some support is built in to the process.

How it works

Selecting the mentees

- The AOI will do a call out for mentees which will be open to all AOI members.
- Mentees will be asked to send a link to a website, a summary of the goals they want to achieve during the mentorship and why they want a mentor.
- The AOI will shortlist these, suggesting 3-5 to each mentor to consider. It's important that the mentor finds someone they feel they will click with, so the final decision is yours.
- In the pilot year the mentors read all the submissions and talked together about who to select. In the event they ended up offering 1 off hour long sessions to illustrators they felt were really great but not quite right for a longer mentorship.

Mentorship Meetings

- Having selected your mentee the AOI will put you both in touch.
- The mentorship comprises 6 sessions, which can be held weekly, fortnightly, or monthly (or sporadically!) we ask that the mentorship is completed within 6 months.
- These are most likely to be done virtually (thanks Covid), but if you both agree to meet physically that can work too.

The Agreement and Support

- In the first session we ask you both to complete the Mentorship Agreement. You can see a summary of this below.
- This is sent to The AOI, who will check in throughout the scheme, and are always available for a chat.

- The mentors this year found it helpful to have a what's app group where they could share experiences, "homework" that they had been setting, and useful resources. It's been a useful asset.

Concluding

- At the end of the scheme the mentee writes a summary for the AOI as a record, and as a way of concluding the programme.

The 2021 Scheme

We will aim to call for applications in October / November 2020, allowing the scheme to run from Jan / Feb – June / July 2021. Dates are fairly flexible, understanding that commitments can come swiftly!

If you are still interested, and these dates work please email ren@theaoi.com by **13 September 2020**.

- A short bio about yourself (which we will use publicly if you are accepted)
- A head shot or illustration (which we will use publicly if you are accepted)
- A link to your website (which we will use publicly if you are accepted)
- No more than 1 page about why you'd like to be a mentor, if there is a specific area you would like to focus on and if you have previous experience. (This will be used internally only).

We will select a smallish group of mentors to get a breadth of experience across the industry.

AOI Mentorship Agreement

Thank you for taking part in the AOI mentorship scheme. This runs through the generosity of our mentors giving their time. To honour this donation, and to ensure the mentorship is as successful as possible we ask that you both agree and commit to these terms;

Contact

Mentor name and contact details:

Mentee name and contact details:

Meetings

We expect meetings to be online or physical as suits.

We expect meetings to be at least once a month for 6 months, or more regularly.

Detail here how you will meet;

When you will meet;

We understand that life changes, and these dates may need to change. Please give as much notice as possible for any changes or cancellations.

Goals

The mentee's application outlined 3 goals. Please note the goals you wish to achieve here;

- 1.
- 2.
- 3.

How will you measure success?

What will success look like for these goals?

- 1.
- 2.
- 3.

What do you need to achieve these goals?

This might be as simple as committing at least half a day a week to working on the goals, or something more tangible like some new software. If there is a cost involved, can you cover it? If you are not able to resource your goals, you need to change them!

- 1.
- 2.
- 3.

Risks and Solutions

Can you think of any areas that may trip up this mentorship? It might be that you get a big paid job and can't commit time to the goals, or that you both simply don't get on and the scheme is not working. It's always good to think through risks- and how you'd solve them, so if things do go wrong you have this as a starting point to solve them. The AOI is always on hand to support you as well.

<i>Risk</i>	<i>Solution</i>

Wrapping up

The AOI requires you to write a report about the mentorship. This should be done by the mentee, with input from the mentor. It must be completed within 3 weeks of the final session and should include;

- What your goals were and how they were met
- What else you discovered along the way
- What your next steps are