

# Mentoring in Ireland

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# Mentoring in Ireland

There are four main sectors providing Mentoring services:-

- Government Agencies
- Schools, Universities and Colleges
- Large Organisations
- Voluntary & Community Sector

# Mentoring in Ireland

## Government Agencies

Enterprise Ireland which provides development grants and consultancy services to Medium to Large companies offers a Business Mentoring service.

The County Enterprise Boards offer a similar service to small businesses.

# Mentoring in Ireland

## Enterprise Ireland and the CEB's

- Sales and marketing
- Expansion into new export markets
- Improved R & D, production and logistics
- Strategic business planning
- Staff development and team building
- Better management and financial systems
- Attracting outside investment
- Management succession
- Choose from one-to-one Mentoring or multiskilled Mentor panels

# Mentoring in Ireland

Mentors act on a voluntary basis with Enterprise Ireland paying the Mentor a small daily rate and out of pocket expenses.

Mentors are not provided for Trainers in Industry.

# Mentoring in Ireland

## Schools, Universities and Colleges

Almost all Third Level institutions have a mentoring policy in place which involves senior staff being appointed as mentors to newly appointed lecturers and other staff members.

# Mentoring in Ireland

## Large Organisations

Mentors are employed by large companies to work with newly appointed or promoted employees. The Mentors are usually independent consultants who offer their services for a fee.

# Mentoring in Ireland

## Voluntary & Community Sector

Mentoring services are provided in the Social Services area and to assist persons with disabilities.



# Mentoring in Ireland

## Mentor Training

Government Agencies and the Voluntary Sector offer prospective Mentors a one day course in Mentoring Techniques.

Private Training Companies offer one and two day courses in Mentoring – primarily for the business mentor.

Third level institutions have in-house courses.

# Mentoring in Ireland

## Mentor Training

The Voluntary and Community offer courses in Mentoring specifically designed to suit their particular area of expertise.

A few organisations do have internal Training Mentors e.g. the Irish College of General Practitioners ( An association for Doctors)

# Mentoring in Ireland

As far as can be ascertained, little or no Mentoring activities are carried out within the Training of Trainers in Ireland.