The collaborative mentoring program pairs staff from ECU with people working in similar positions at the Police Academy, West Coast Institute and the City of Joondalup, with the resulting relationships strengthening participants’ professional development.

The four institutions are jointly funding the project, which began as a TAFE pilot program in 2004 and is run throughout the Joondalup Learning Precinct (JLP).

ECU Centre for Learning Organisational Development Officer Valentina Bailey said the unique program had seen a record number of participants take part this year.

“The program has been a tremendous success – the numbers have doubled over the past three or four years,” Mrs. Bailey said.

Joondalup Learning Precinct members take part in one-on-one mentoring programs, training workshops and networking activities during a 12-month period.

Pairs in the mentoring program are specially matched by selecting participants with similar jobs, interests or skills within the different organisations.

“Sometimes it’s about working in a management position, so ECU management administration staff might be matched up with someone from the WA Police Academy who is a senior manager,” Mrs. Bailey said.

Each mentoring program is different and is tailored to individual staff members’ needs and goals.

Mrs Bailey said the project offered a rare opportunity for people to network with other institutions and gave staff renewed confidence in their own abilities.

“A benefit for mentors is that they get insight into other organisations and disciplines, and they have an opportunity to make a difference in someone else’s development,” she said.

“For the mentees, it’s about learning more about specific areas that they are working on, getting an insight into other organisations and confidence in their ability and in their career development.”

Mentoring participants meet at least once a month for an hour, as well as participating in workshop days.

The program is reviewed on an annual basis and 64 people are presently enrolled.

Mrs. Bailey said that the program was likely to continue until at least 2016.

More information on the JLP can be found at www.joondaluplearningprecinct.com