

Mentorship Program



The QPMA made a commitment to support the next generation more than 10 years ago by investing in the Cultivating the Next Generation program, which now has 10 graduates. In addition, the Emerging Talent Network is made up of more than 120 young people who are eager to move into the heart of the industry. At their request, a mentoring program has been developed.

The QPMA's mentoring program matches young people up to the age of 35 with industry professionals who have been in the industry longer and have acquired the skills needed to thrive in the sector over the years. The goal of the program is to facilitate exchanges, help the evolution of the next generation and keep them involved in the industry.

Objectives of the mentorship programme

- Transmit and implement the QPMA's values (respect, integrity, responsibility, commitment)
- Attract and retain the best talent
- Involve QPMA leaders with the next generation
- Develop leadership in the Quebec fruit and vegetable industry

How it works



The young professional chooses a mentor from among those presented to him/her, based on their profiles and compatibility. The QPMA submits its request to the mentor. The pairing will take place subject to the mentor's approval.

Role of the QPMA

The QPMA coordinates and promotes the program, we :

- recruiting mentors and future mentees
- Organizes the pairings
- makes tools available

The mentor and mentee determine the frequency, form and manner of their meetings.

Commitment

Privacy

Trust

Respect

Sharing

Framing

Benefits

The mentee

- Acquire new skills
- Develop greater self-confidence
- Create opportunities for career development and progression
- Access personalised support

The mentor

- Participate in the development of the next generation
- Diversify and expand your network
- Consider new perspectives and understand the realities of the new generation
- Express your appreciation to the industry
- Contribute to the future of the industry

Commitments of both parties

The mentor commits to being a caring, listening, welcoming and advising mentee in order to promote the mentee's advancement. The mentor provides direct, useful and constructive feedback in a respectful manner.

The mentee undertakes to communicate his or her needs and expectations, to prepare in advance of the meetings, to respect the mentor's availability and expertise and to be open to feedback.

Responsibilities

The mentee

- Take responsibility for his/her growth and development
- Determine their current level and goals
- Respect the confidentiality of exchanges

The mentor

- Be available
- Respect the confidentiality of exchanges
- Stimulate the mentee's reflection
- Be a good listener and adaptable