



Mentoring Without Borders: Developing Professional Networks to Enhance Employability in a Global Workplace.

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Addressing the opportunities and challenges of globalisation in the workplace is a key priority of careers professionals in higher education and across education and employment sectors. The University of Tasmania's Career Mentor Program (CMP) is rising to this challenge by engaging alumni from across Tasmania, throughout Australia and 12 countries worldwide to facilitate mentoring partnerships for a diverse cohort of domestic and international students.

The CMP was established in 2011, matching 20 students with local alumni. Over six years the Program has facilitated local and global partnerships for over 500 students, introducing students to the global workplace, developing professional communication skills and enhancing professional confidence and employability skills.

International student participation has significantly increased in recent iterations of the Program; in 2016, half of the mentees were international. Feedback from this cohort highlights the importance of the CMP in connecting students with the Australian workplace, developing communication skills and industry awareness, and fostering professional networks that are crucial to graduate success.

Experiences within the CMP do not attract academic credit, but are now recognised under either *Industry* or *Global* experience citations of the newly launched Vice-Chancellor's Leadership Program, recognition of the broad scope of self-leadership and career development learning of the Program.

The continuing success of the Program, and its position as a valuable local and global learning opportunity stems primarily from the strong connections with institution and industry stakeholders, and word-of-mouth promotion by Program participants. As the Program is coordinated by a single career development adviser, the introduction of automated processes through CareerHub has increased participation and enhanced access to learning resources.

In this session the author will share successes and challenges of the CMP, presenting strategies for program sustainability, connection to workplace integrated learning priorities, and alignment with leadership and employability goals of domestic and international students.