

## **EMPOWER Short form: Helping to manage Mentee doubts**

This exercise concerns our **Employment Skills** workshop contribution. We have learned from you that **some** - just a small number – of mentees have said that they are not interested in seeking employment and therefore see little value in attending/engaging in employment skills workshop activity/output.

The content of our workshops, the conversationally engaged community, and mentor support are all parts of what we call social networking.

The existence of the workshop does not create the expectation that mentees should actively seek employment

A considerable amount of research shows that those refugee women who have or plan to have children are very – very – keen to ensure that their offspring receive the best possible education and opportunities Australia can offer.

The social capability gap (language, culture, resistance to change) between children and the migrant parents who have not sufficiently adapted to life here by the time their children are in high school, can too often create an unwelcome divide as children approach adulthood.

### **Mentee Question #1**

I am not sure if I want to be employed. So why should we bother with employment skills mentoring?

### **Mentor Sample answer (starts with a clarification question)**

First, please tell me more about your reason for not wanting to even talk about employment.

The world of work is all around us.

By taking time and investing in learning more about Australia's employment culture, we improve our social networking abilities. Social networking is all about building and preserving relationships which have value to individuals and groups.

So – employment skills knowledge and social relationships – come together as an empowerment for migrant women.

### **Mentee question #2**

What do you suggest I should say to my family members if they ask why I am bothering with the EMPOWER employment skills workshop?

### **Mentor sample answer #2**

You can mention some of the advice just given, but also consider sharing your thoughts about the risk of not taking advantage of this free mentoring support.

It may be helpful in the case of a young family, to treat the workshop as an investment in keeping up with them as they quite quickly adopt much of Australian culture through time spent with school friends.