# Careers in Ideas Mentoring Scheme: An Introduction

January 2026
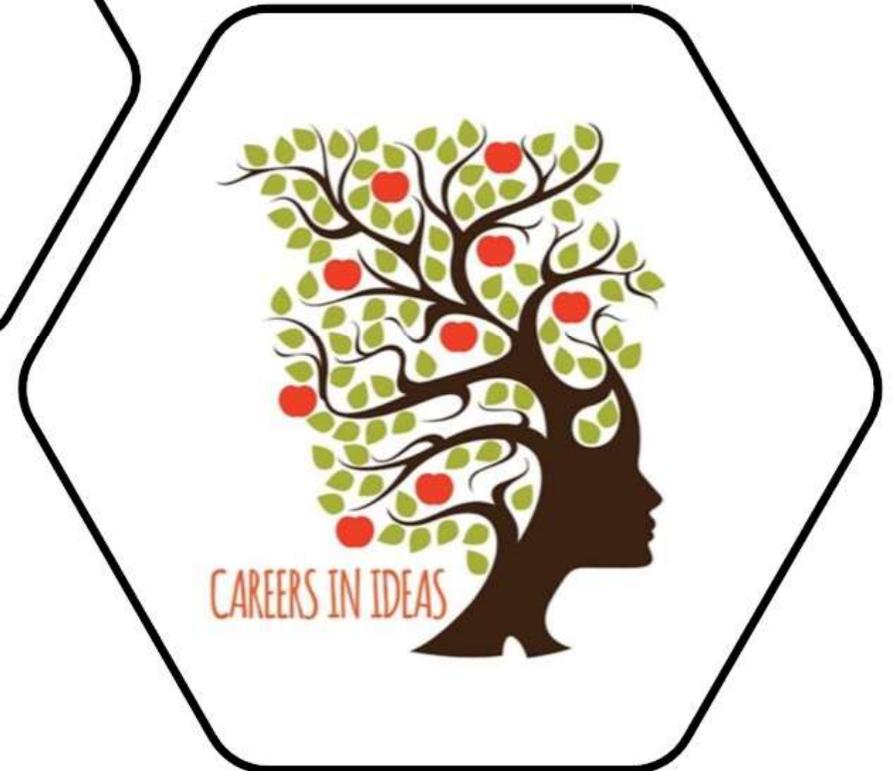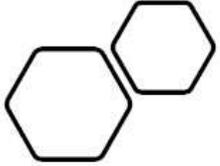
# What is it?

- Aims to help would-be recruits navigate their way into the IP professions.

- Improving access and diversifying the pool that the IP professions recruit from.

- https://careersinideas.org.uk/mentoring-hub/

# Why was the mentoring scheme set up?

- A formal mentoring process helps achieve one of the IP Inclusive and Careers in Ideas goals of making the profession more accessible.
- An appetite from the profession to support diversified recruitment
- Outreach work indicates that there are talented candidates with much to contribute but insufficient access to information and support to enter the profession
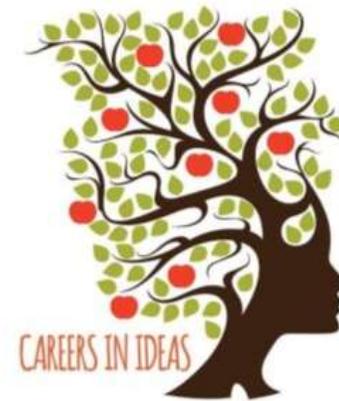
# Who is it for?

- Undergraduates and recent graduates
- Post-graduate and postdoctoral students
- Professionals seeking a career change into or within IP
- Applicants having trouble getting their foot in the door
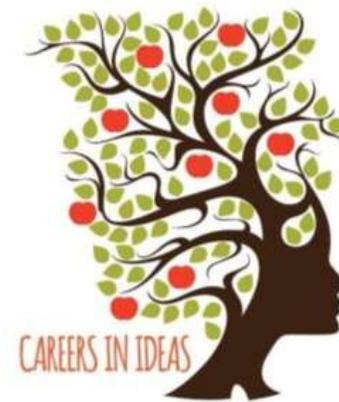
# How we administer the mentoring scheme

- The mentoring itself is provided by volunteer mentors.
- The online MentorLoop platform hosts and administers the mentoring programme, including a mentor-mentee messaging system and feedback.
- Mentors provided with training on IP Inclusive formal requirements and Mentoring Skills.
- Mentors enter onto scheme following completion of training.
- Mentee applications reviewed and approved by the mentoring admin team.
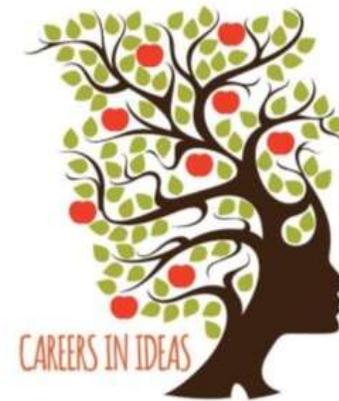
# How the mentoring scheme works

- Once approved into the scheme, mentees self-match to mentors
- Contact encouraged via MentorLoop platform
- The mentoring relationship is 1:1
- Relationship is driven by the mentee and mentor – there is no set agenda or requirements
- Meeting frequency and duration as agreed between mentor and mentee.
- A typical mentoring relationship is between 1 and 3 months
- Mentees may only have one mentor at a given time.
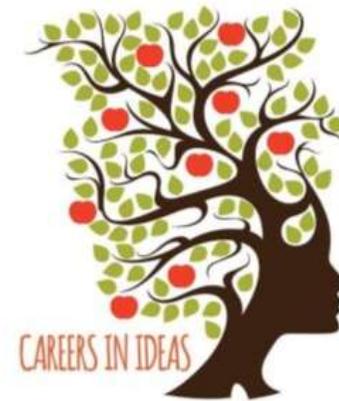
# What support is needed from IP profession?

- Support from IP sector businesses to allow mentors to give their time
- New volunteer mentors and encouraging others to volunteer
- Funding to allow continued use of the MentorLoop platform
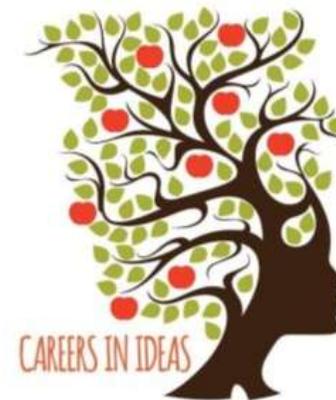
# Who to contact

- Mentoring scheme admin team (mentoring@careersinideas.org.uk):
  - Carol Nyahasha
  - Jane Wainwright
  - Anne Burgato

- Advice/guidance/support for mentors:
  - Jane Wainwright (jane@starryeyedpragmatics.com)

- IP Inclusive Lead Executive Officer:
  - Andrea Brewster (andrea.brewster@ipinclusive.org.uk)
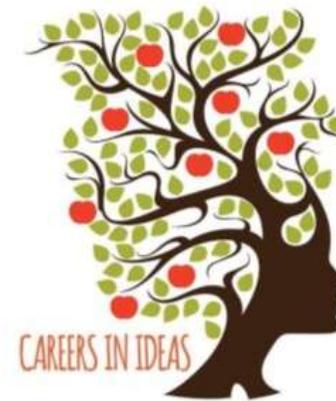
# Other useful addresses

- Websites
    - https://ipinclusive.org.uk/
    - https://careersinideas.org.uk/
- Emails
    - contact@ipinclusive.org.uk
    - contact@careersinideas.org.uk
- LinkedIn
    - IP Inclusive
    - Careers in Ideas
- The Contact us page of our website