

## Frequently Asked Questions

### **1. What is the background of the students and how are they selected?**

Any student aged 18 or above and wishing to learn is welcome to join Freedom Employability Academy (FEA). FEA operates in 478 branches in 7 states of North India which include Bihar, Delhi, Haryana, Madhya Pradesh, Rajasthan, Uttar Pradesh, and Uttarakhand.

Your mentees' details like name, age, career aspirations and educational qualification will be shared by the facilitator two days before the first scheduled call. Most of the students are in college.

### **2. How many students will be part of the mentoring call?**

You will be mentoring a group of around 15-20 students, all of whom will be attending from one location.

### **3. How will I be matched with mentees?**

Based on the information you share with us during registration (start date & time), we will set-up the first call for you.

### **4. How will I benefit from mentoring students at FEA?**

You will gain first hand grassroots exposure and the opportunity to influence young lives. Apart from the immense personal growth, many institutions also value such experience and expedite an individual's professional growth consequently.

### **5. What will be the duration of each call?**

60-90 minutes.

### **6. Who will share the meeting link?**

The branch facilitator, in charge of the students, will moderate the mentoring calls and share a meeting link.

### **7. Who will decide the date for the subsequent calls?**

Based on the mentor and the students' availability, subsequent call dates will be decided. The facilitator shall consult the mentor for each subsequent call.

### **8. How flexible are you in changing date & time?**

The date can be rescheduled once we identify a batch for you; however, the time for all five calls will remain the same since FEA students have fixed class timings.

### **9. How often should I meet with my mentees?**

We recommend a call once a week or every fortnight to allow greater exposure and the opportunity to build a better connection with students.

### **10. I am running late for the scheduled meeting and unable to contact the facilitator. What should be the next step?**

Call mentorship coordinator or Email mentorship team : [mentorship@feaindia.org](mailto:mentorship@feaindia.org) and cc the facilitator. If you do not get a response in 15-20 minutes, it might become necessary to reschedule the call.

### **11. What if students ask details of a particular career for which I am not an expert?**

Direct the students to approach the FEA Career Counsellors. FEA has a dedicated Career Counselling and guidance team to address career related questions. Our Career Counsellor provides current admission information of all Indian colleges and entrance examinations. And there contact information is provided at every branch.

You may also direct the students to email their queries to Career Counsellors.

Email: [careerguidance@FEAIndia.org](mailto:careerguidance@FEAIndia.org)

### **12. What to do if I think the batch size is too large to handle?**

Ask the facilitator to group the students based on criterion like: choice of career (E.g.: defence services, chartered accountant, lawyers, teachers etc.), or level of education (undergrad, postgrad) or subject of choice (Science, Commerce, Arts) or any other grouping.

### **13. I want to mentor students who take up science.**

FEA welcomes students from all the subject streams and separate batches cannot be created. The mentor has the flexibility to divide the batch as per their interest, subject inclination and guide them accordingly. We also invite mentors who like to talk about specific topics (like science) through the FEA Facebook live sessions. For further information, please contact: [mentorship@feaindia.org](mailto:mentorship@feaindia.org).

**14. What should I say to a student facing parental pressure in choosing their career?**

This is a common problem and can be addressed through communication with parents. Please advise students to respectfully, patiently and persistently explain to their parents the reasons why the student has made their career choice, if it is different from what the parents want. In time, with repeated respectful conversations, parents and students will find a common ground.

**15. If students seem disinterested, how do I engage them?**

To make the mentoring call engaging for the mentees, you can try asking students about their personal interests like food, movies, sport, dancing, etc. and sharing one's own to build common connection. You can also share an engaging video and have a discussion based on that with students.

**16. Can we invite guest speakers in our mentoring calls to assist students?**

Mentors can invite guest speakers during their mentoring calls to further assist students on their career goals. Mentors are requested to be present with the guest during the call.

**17. What should I do if some students have no idea what career to pursue and no desire to discuss it?**

Some students just aren't yet ready to explore questions about the future. They will figure it out eventually during the course of the 5 mentorship calls. You may help them identify the things they do know. E.g.,: their likes and dislikes, strengths and weaknesses, etc. This will eventually help them figure out a potential career pathway.

**18. What kind of support does the organization provide to the mentor?**

Once the mentor registers, they will receive a confirmatory email with a mentor's handbook. Mentorship program coordinators will assist them in clarifying issues related to the mentorship program. Additionally, we train our facilitator regularly for the mentorship program. Students are also oriented about the mentorship program through special lessons and the classrooms are equipped with wi-fi networks, laptops and speakers etc.

**19. I am located outside India. How does the mentoring program work in that case?**

The mentoring call is conducted through a Zoom/Google Meet video conference. In fact, about half our mentors are located outside India. We will find a time suitable for both the mentor and the session assigned to them.

**20. Is there any remuneration for mentoring at FEA?**

No, mentoring at FEA is a volunteer opportunity and is a pro-bono service. FEA itself does not charge students any fee and covers the entire cost of their education.

**21. I want to sponsor the education of the students at FEA. What should be my next step?**

You are welcome to sponsor one or more students by donating at [www.FEAIndia.org/donate](http://www.FEAIndia.org/donate)

**22. How do we measure the impact of FEA mentoring?**

Many students have expressed their gratitude for the program, echoed by their own facilitators and mentors. A scientifically rigorous measurement would have to be done by a randomized controlled trial. We welcome researchers to do this, using FEA as a research site.

**23. I have completed all the 5 calls. What is the next step?**

The mentorship team will reach out to you to check if you would be interested in mentoring a new batch. Additionally, you can also engage with the students through a Facebook live session. <https://www.facebook.com/pg/FEAindiaorg/videos/>

**24. What is expected out of mentoring calls?**

We have created a well structured document with the talking points for each call. You can find the document on our website- <https://feaindia.org/mentor/> under ‘Support for Mentors’. Additionally, you can contact the mentorship team for further clarity.

**25. What is the preferred language for the session?**

Mentors can communicate with students from the urban program in English and with the rural program in Hinglish.

**26. Can I observe/shadow a mentoring session or talk to any experienced mentor? ?**

Yes. We can align you with an experienced mentor to shadow and observe their calls. This is upon request only. We also have recorded videos of experienced mentors sharing some tips & tricks to handle mentoring calls. Please find the link below-  
<https://1drv.ms/u/s!Asy0bSqSYd0JiDY9fWSal4nznSRj?e=9qUJq5>

**27. Can I take my mentees out for a treat or give them something?**

Mentors should not make any personal contact outside the scope of FEA activity with the Child and family in any way including but not limited to phone calls, social media, etc.

**28. How many students have been mentored till date under this program?**

More than 50,000 students have benefitted from the mentorship program so far. We hope you can take this number higher.

**29. How many mentors are registered with FEA?**

3000+ mentors have registered from all across the world.

**30. How to reach out to you for corporate collaboration for engaging our employees for mentorship programs?**

We invite corporate organizations to collaborate with us for the Mentorship Volunteer Opportunity. You can email [Mentorship@FEAIndia.org](mailto:Mentorship@FEAIndia.org) indicating the interest and other details, and we will promptly get back to you.