

Co- Pilot:

the Musicians' Mentoring Network
Your guide to becoming a **mentor**



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Who are we?

Help Musicians is a charity that loves music and for 100 years has been working hard to make a meaningful difference to the lives of musicians across the UK. We want to create a world where musicians thrive.

The Ivors Academy is the UK's independent professional association for music creators. The Academy represents and champions a diverse, talented community of songwriters and composers, and is known internationally for The Ivors. An Ivor Novello Award is the pinnacle in the career of many songwriters and composers.

The Ivors Academy Trust empowers and inspires music creators to start and build their careers, develop their craft and reach their full potential. We're here for all songwriters and composers because your ambition should be limitless.

What is

mentoring? —





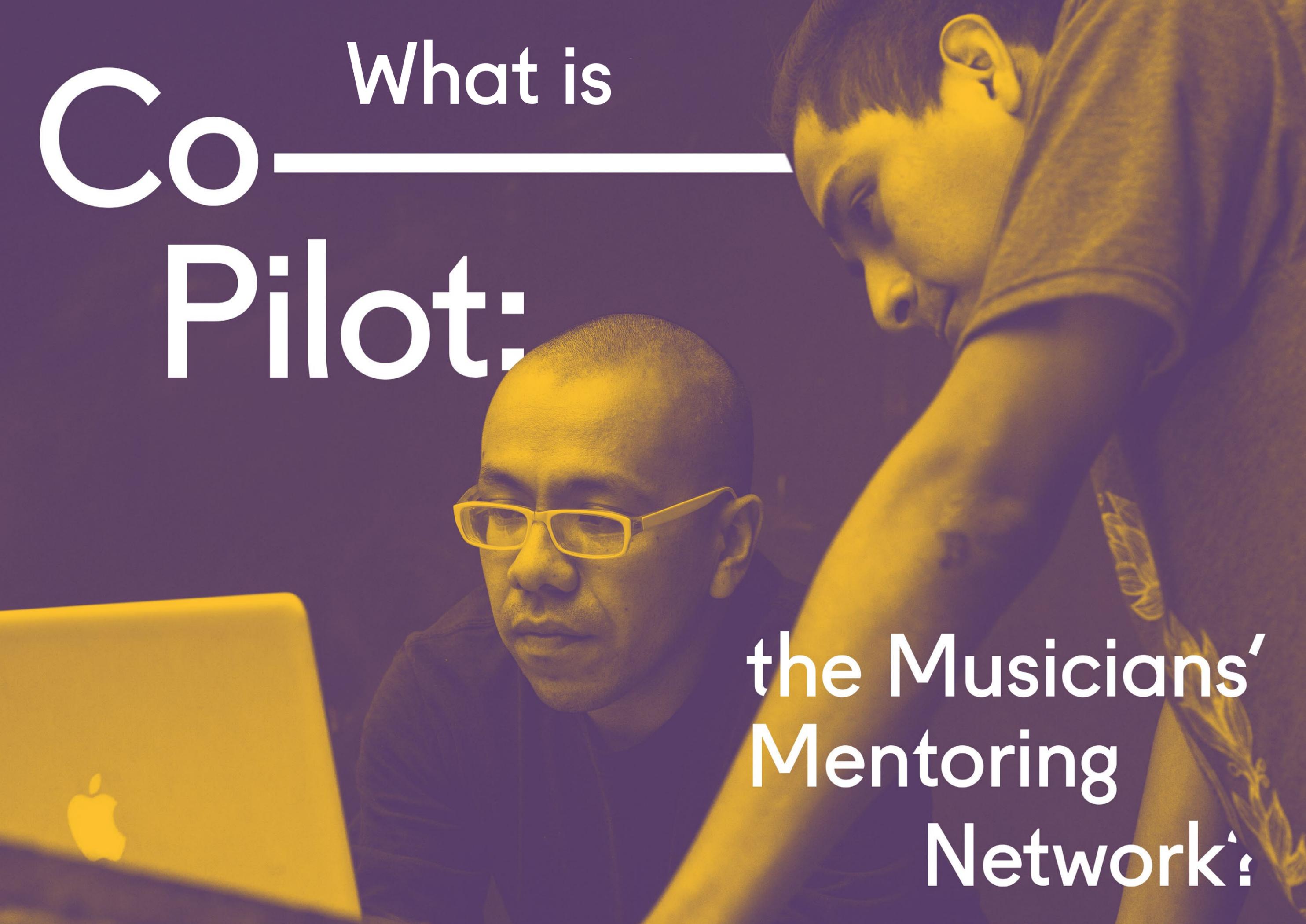
Each music creator's career path is an individual one; music creators therefore need **tailored support** to be empowered to follow the right creative and professional journey for them.

Mentoring is important because it can provide the individualised and targeted support that musicians and music creators need at different stages of their careers. It offers access to a wider community of music creators, performers encouraging conversations, access to networks, opportunities and advice - all tailored towards a musician's own situation.

Successful mentoring partnerships can change lives by drawing out and developing talent, providing career development advice and the impetus for lifelong professional relationships.

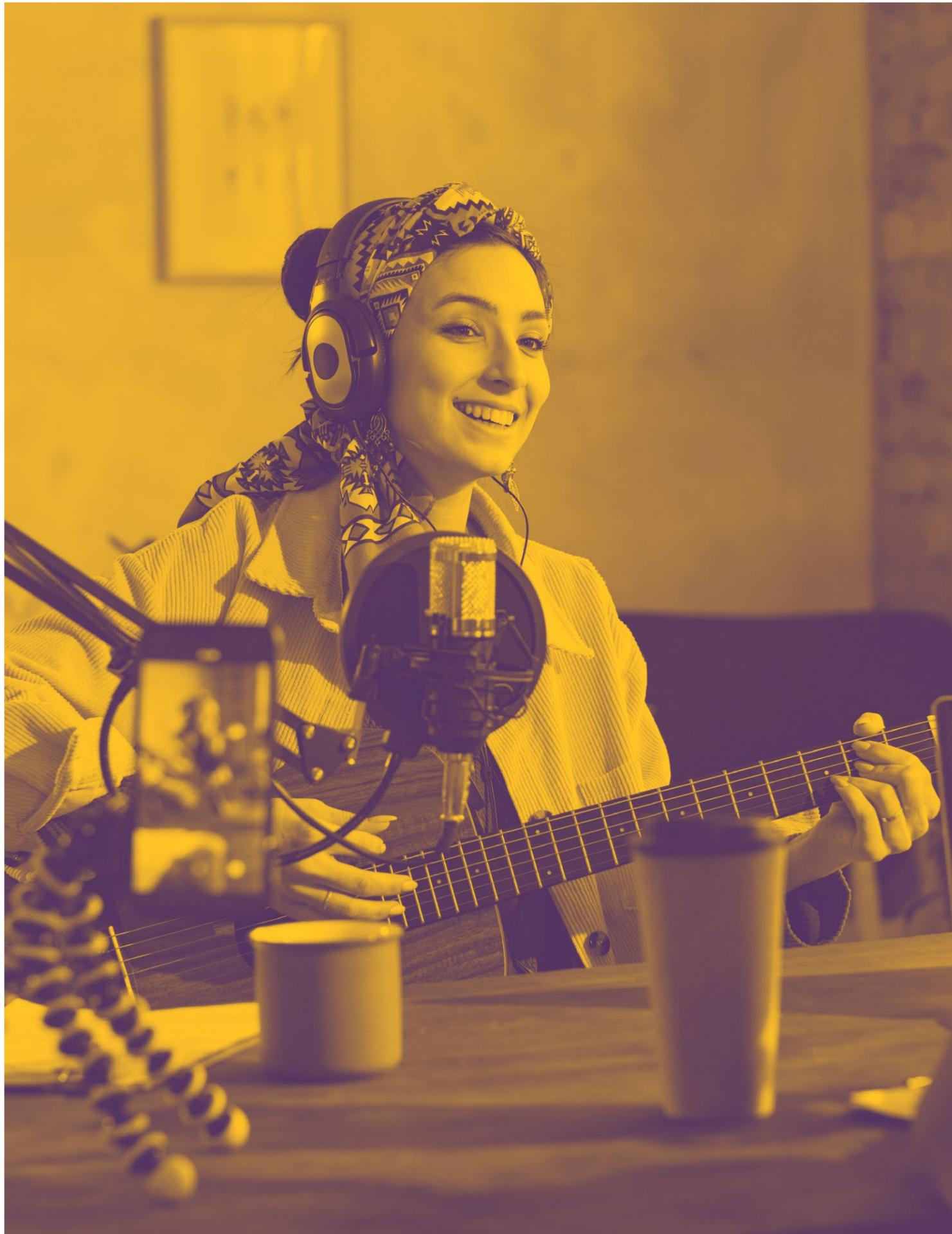
- Can you help a musician to reach their full potential?
- Can you encourage and inspire a musician to take the next steps in their career?
- Can you use your expert knowledge and lived experience of the music industry to support a musicians' creative and professional development?
- Can you listen, provide guidance and offer constructive feedback in an open, honest and diplomatic way?
- Can you commit to a mentoring relationship with enthusiasm and a willingness to learn, share your skills, knowledge, and expertise?

If this sounds like you, then you could be a **mentor**.



Co What is Pilot:

the Musicians'
Mentoring
Network:



Co-Pilot: the Musicians' Mentoring Network (Co-Pilot) is delivered by Help Musicians in partnership with our founding professional association partner The Ivors Academy with support from The Ivors Academy Trust.

It is designed to empower musicians and music creators to take the next step in their careers, supported by an experienced co-pilot they can learn from.

Co-Pilot will be as accessible and as geographically inclusive as possible and is open to mentors and mentees from across the UK music sector, with mentees being professional musicians and music creators at any stage of their career, representative of all demographics and the full range of musical genres.

Mentees and mentors come together through the online portal MentorNet, where the skills and experience of the mentor are matched with the needs of the mentee. This process is supported by a project manager to ensure each mentor offers the right mix of skills and experience and that the relationship works for both parties.



All mentors and mentees are expected to complete a compulsory online induction comprising of a series of five mentoring videos with an accompanying digital guidebook. The videos run for an approximate duration of 45 minutes and the online induction should be completed before the mentoring relationship begins. All participants must attend a compulsory 60-minute Welcome Webinar and can voluntarily access an expert practitioner webinar and peer-to-peer support sessions, specially designed for those mentors wanting to consolidate their learning. Mentors are asked to commit eight hours of their time over a six-month period to the mentee (via one-to-one phone calls or video conferencing).

The ambition is for Co-Pilot to remain free for mentees, removing any potential financial barriers and making it accessible to all.

Co-Pilot is a voluntary network, and no fees or expenses will be paid to those participating, either as mentees or as mentors.

Where will it take place?

All aspects of Co-Pilot will be done online, so mentors and mentees can be located anywhere in the UK.

As this is an online network, participants must have access to the internet to apply and to participate.

”
**I wanted to
mentor, but
I didnt know
where to start...**

- John Trulove | , Producer, DJ & Music Entrepreneur

“ [A Mentor is] someone to **trust**. Someone you can feel **comfortable** with; like a friend who's a professional and can give you their **objective** view and guidance. But mostly, I think it's someone who can really **listen**.

- Fabiola Morales | Music Business Lecturer, BIMM Institute Bristol





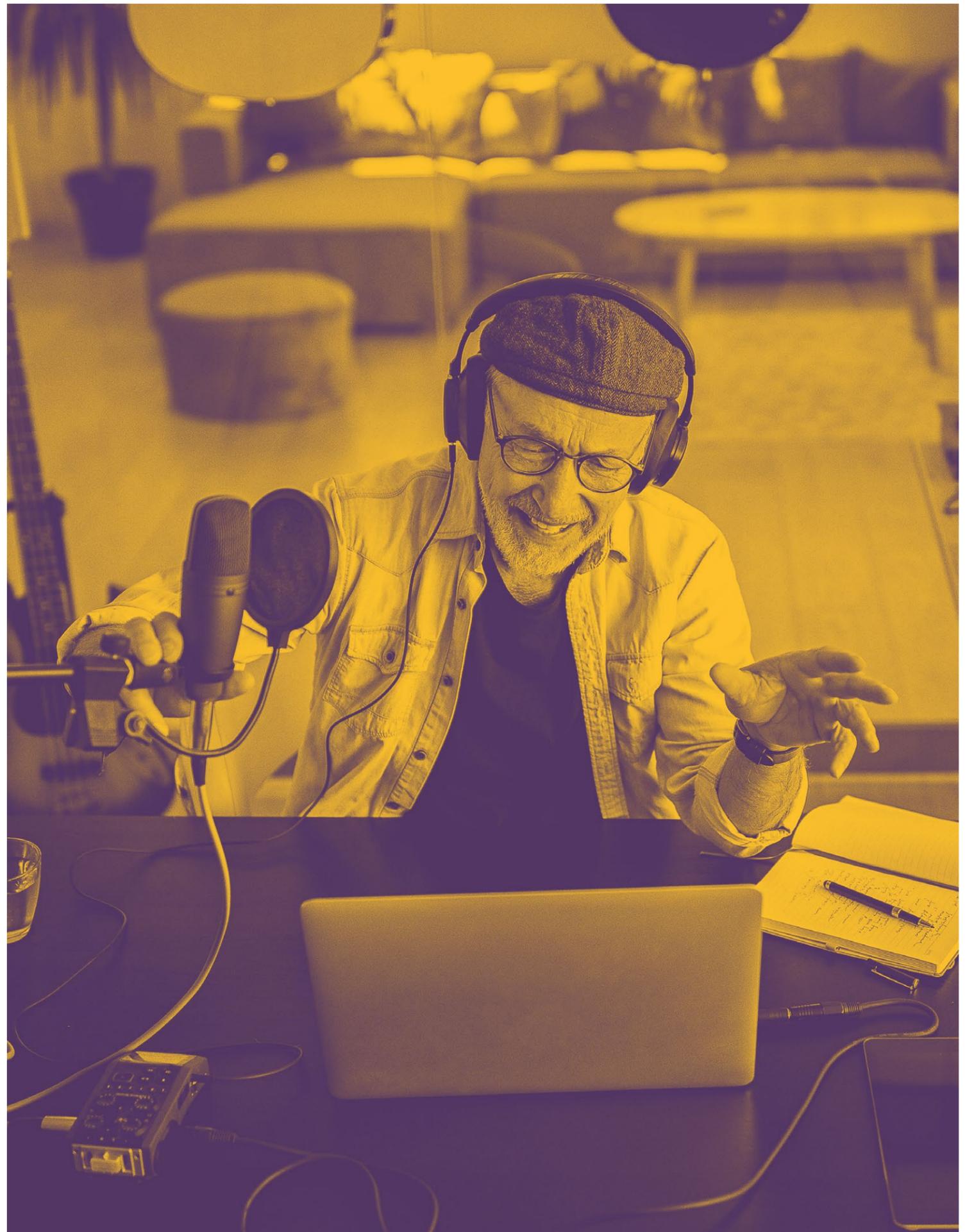
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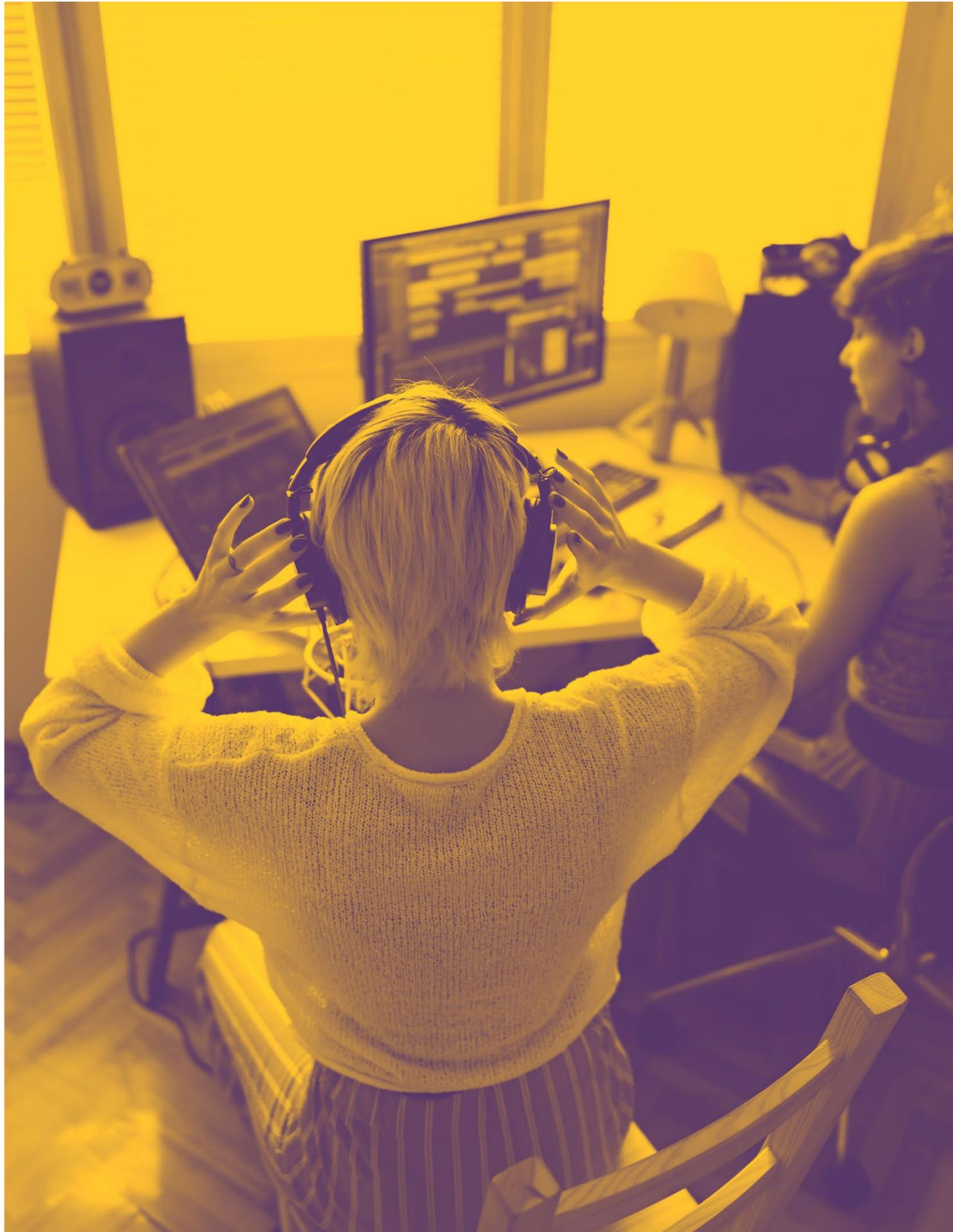
benefits

of being a mentor?

“
There’s an equal amount of **joy** in helping the next generation on their **journey**...”

- A new learning experience and the opportunity to share knowledge with music creators and performers.
- A sense of fulfilment and personal growth through ‘giving back’ to individual peers and a wider community of music creators.
- An opportunity to gain skills and training in mentoring through an online package of resources (digital guidebook and mentoring videos, Welcome Webinar, expert practitioner webinar and regular peer-to-peer support sessions).
- An opportunity to reinforce your own skillset and knowledge of your subject(s).
- Improved communication, leadership and management skills.





- Engagement with 'new voices'/next generation music creators and performers at formative stages of their careers.
- Friendship, rapport and a shared sense of purpose.
- Developing techniques for being a more effective mentor (how to listen, ask questions and exercise patience).
- Expanded career development possibilities.
- Increased confidence and motivation.
- Expanding and cultivating your networks.

”
...there's so
much that I wish
someone had told
me back when I
first **started.**”

- Sarah Shawcross | Songwriter & Pop Music Lecturer, Winchester University

Who can
apply?



When you apply to be a mentor in Co-Pilot: the Musicians' Mentoring Network you will be allocated a free membership of **The Ivors Academy** which will last for the duration of the programme.

For questions relating to The Ivors Academy membership, please contact Nicky Carder, Membership Manager: Nicky@ivorsacademy.com.

You will have five years' relevant experience in the music industry **OR** be able to demonstrate sufficient industry knowledge and understanding to be able to support mentees with a range of skills and expertise to develop their creative and/or professional practice.

We know that mentees fall into **three main categories**:

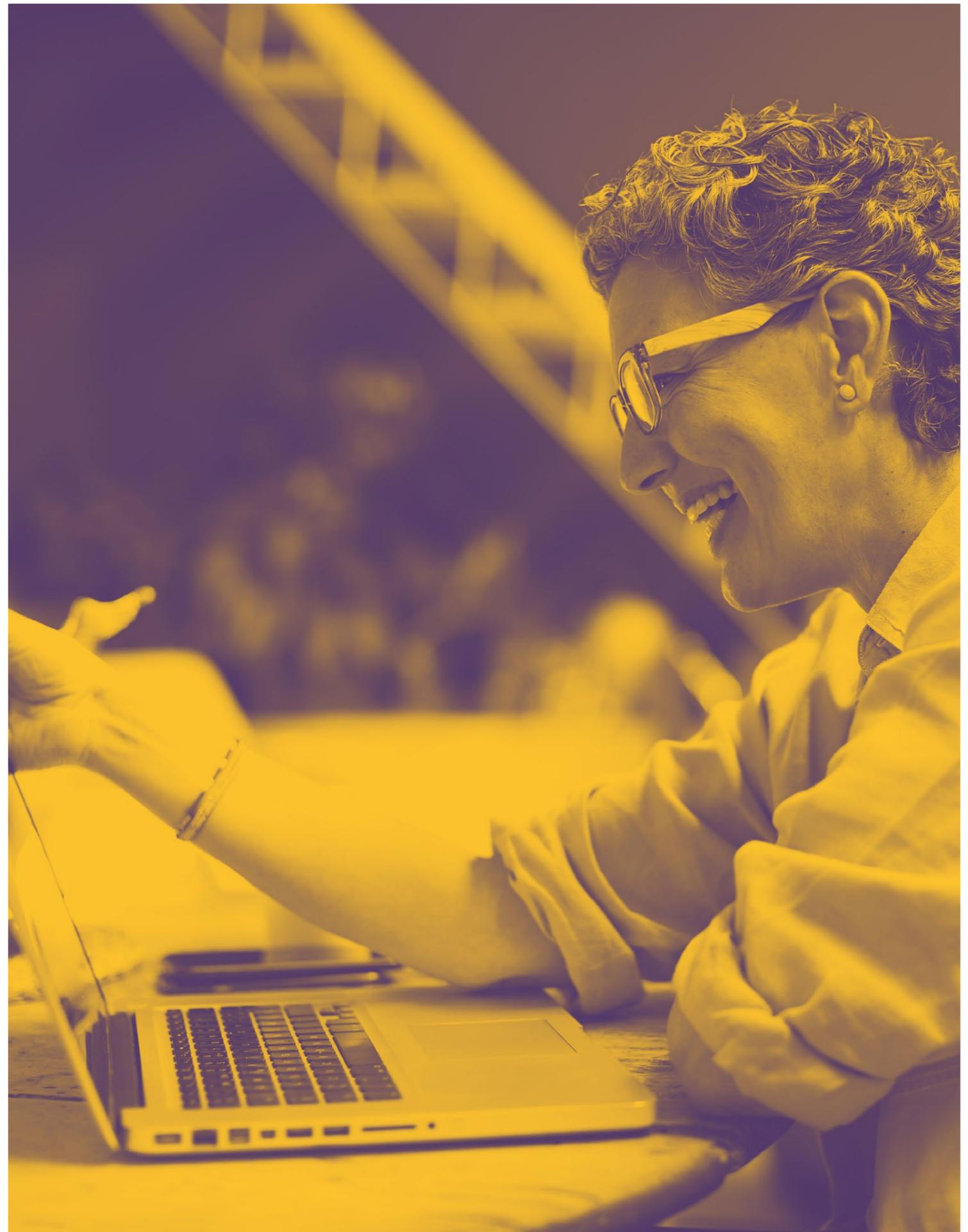
- Those that have a specific task with which they need help to further their career right now
- Those that have areas of knowledge and experience they want to develop
- Those who are looking for advice to help them to determine where they might go next.

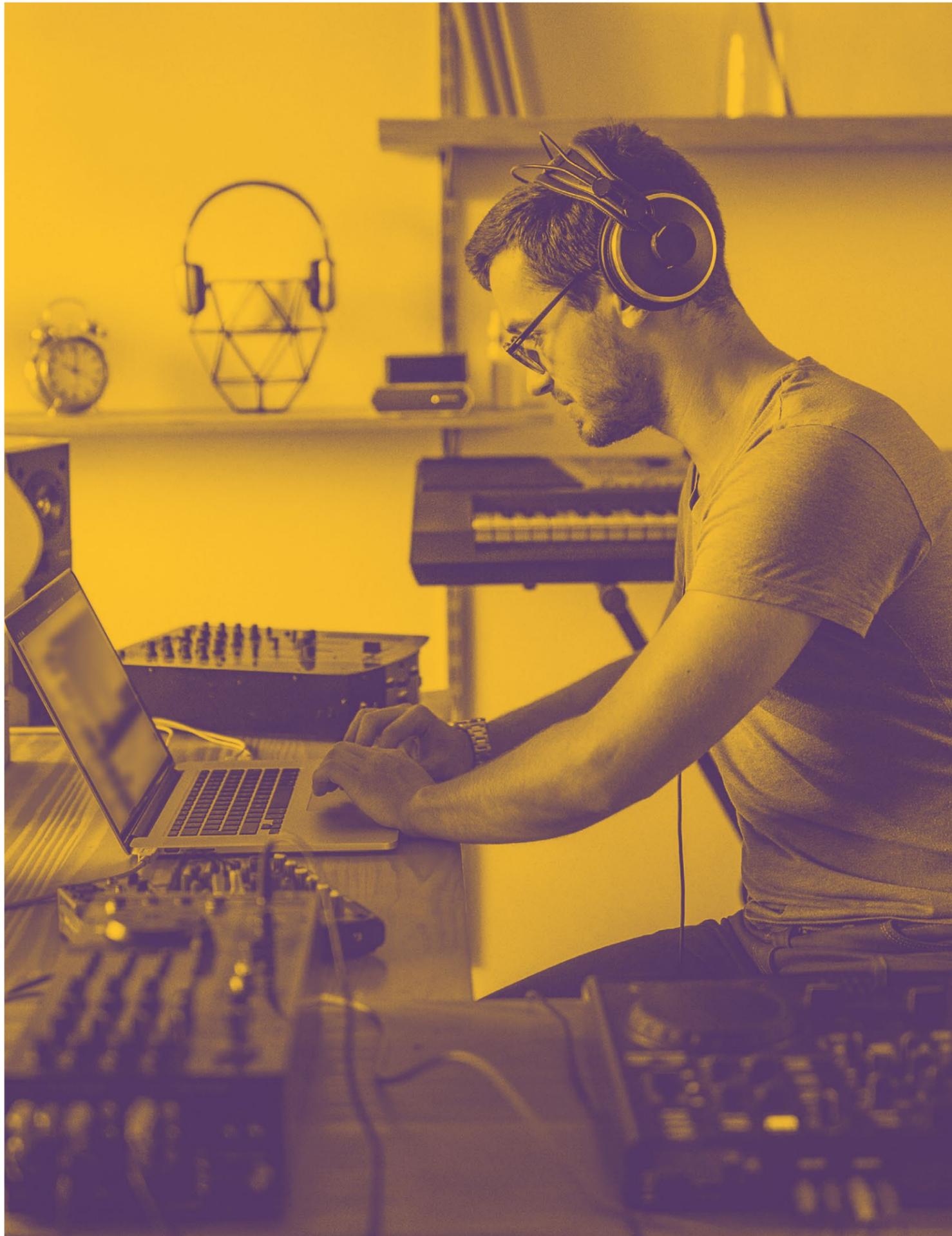
The type of support mentees look for includes but is not limited to:

- Personal brand development
- Building a team
- Diversifying or sustaining income
- Improving musical skills
- Recording and releasing
- Networking

We are therefore looking for mentors with a breadth of skills, experience, and diversity. Mentors could be from a range of backgrounds including but not limited to:

- Marketing and communications (including branding, PR, social media)
- Diversifying/sustaining income (royalties, publishing, sync licencing)
- Recording and releasing music (understanding the various stages of the process)
- Networking (increasing their knowledge of the sector)
- Building a team (manager/agent/label/publisher/producer)
- Artistic development (including composition, co-writing, songwriting)





To be a mentor you must be able to commit to:

- Checking and updating your profile on the online mentoring platform MentorNet and using this platform throughout the process to communicate with your mentee and with the Co-Pilot project manager.
- Completing the compulsory online induction by reading the digital guidebook and watching the five mentoring videos. This must be done before the mentoring relationship begins.
- Attending a compulsory one-hour Welcome Webinar (see dates on page 17).
- Providing eight hours of one-to-one mentoring across a six-month period with your mentee via phone calls or video conferencing. Mentors are welcome to take on more than one mentee if they have the capacity, but they must offer eight hours of mentoring per mentee across the six-month period.
- Engaging with a range of voluntary activities provided to support your mentoring journey, including an expert practitioner webinar, and peer-to-peer support sessions.
- Taking part in the evaluation of the mentoring process through the completion of two online surveys (mid-point and end of mentoring relationship). There will be voluntary options to be involved in additional evaluation interviews and case studies.

”
**It's not about
having all of the
answers; it's about
helping them to
find their own.**

- Tom Besford | CEO, English Folk Expo



“
There are no
bad ideas or
silly questions.”

- Justine Barker | TV & Film Composer

”
There is no set
career path into
music, which
makes mentoring
so **valuable.**”

- Sarah Shawcross | Songwriter & Pop Music Lecturer, Winchester University

Making an

appli—
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Co-Pilot will run from Autumn 2021 to Summer 2022 and will be conducted in two groups.

You can apply to be part of Group 1 or Group 2. Applications open for both groups on 6 September closing for Group 2 on 29 November at 5pm.

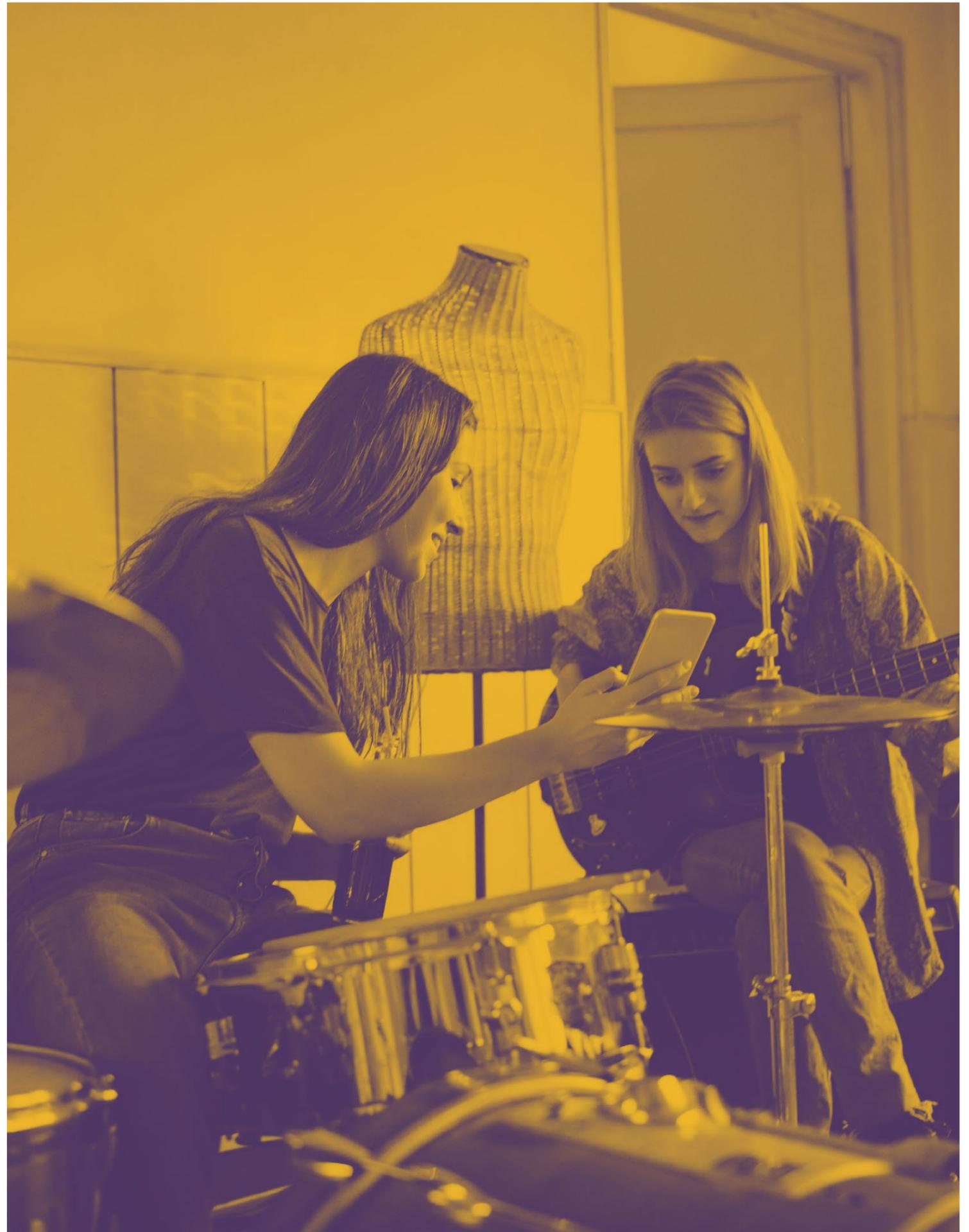
Each group will have different start and end dates for the mentoring process. Please choose the group that will work best for your schedule. Flexibility to mentor outside of these dates will be offered where possible.

	Group 1	Group 2
Applications Open	6 September 2021	6 September 2021
Applications Deadline	1 October 2021 by 5pm	29 November 2021 by 5pm
Online Induction Completed	8 November 2021	7 January 2022
Welcome Webinar	W/C 8-12 November 2021	W/C 10-14 January 2022
Mentoring Start Date	15 December 2021	14 February 2022
Mentoring End Date	15 June 2022	12 August 2022

To apply you can start your application [here](#).

If you have a disability which means that you cannot fill in the application form, please contact the team at Help Musicians by emailing mentoring@helpmusicians.org.uk with the subject 'access enquiry'.

Disclaimer: Please note that spaces on Co-Pilot: the Musicians' Mentoring Network are limited and we will endeavour to match mentees with a mentor that is the most appropriate match but we may not be able to find a suitable match on every occasion.





After
applying



Mentor applications will be assessed by the Co-Pilot project manager on a rolling basis for the duration of the application window from 6 September to 29 November.

You will receive a confirmation email once you submit your application. If you do not receive this then please get in touch via mentoring@helpmusicians.org.uk and we will check for you. You will be notified of your acceptance into the network within four weeks of submitting your application.

If something has changed in your plans after having submitted your application, please email the Co-Pilot project manager, mentoring@helpmusicians.org.uk.

Please ensure that you have read the guidance in full and that you are eligible and able to commit fully to this mentoring network before applying. Only applicants who can demonstrate relevant skills and experience will be considered.