

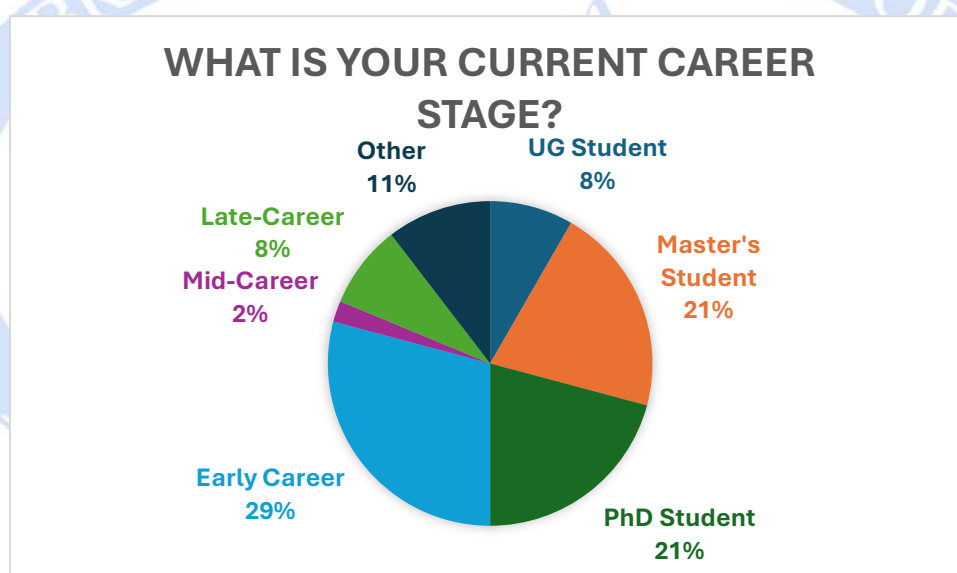
BAFA Mentorship Scheme Questionnaire Results

The survey was open to the membership for a period of one month, which received 48 responses (around 25% of the 2025/2026 membership).

About you

What is your current career stage?

The majority of the respondents identified as a student (50%), followed by early career researcher/practitioners (30%). Mid- and Late-career respondents made up 10% of the respondents and 10% of the respondents offered further details of their specific situation in the 'other' category.



Are you interested in participating in the mentorship scheme as (Select all that apply):

Of the respondents 75% were interested in being a 'mentee' and 15% a mentor. A small proportion of respondents were interested in participating as both a 'mentee' and 'mentor' (15%) and 6% were not sure which role they would be interested in participating.

How often would you engage with mentorship activities?

52% of respondents would prefer a monthly events/activities, followed by 27% of respondents preferring every 2-3 months and 15% wanting activities only as needed.

Mentorship Needs & Interests (for prospective mentees)

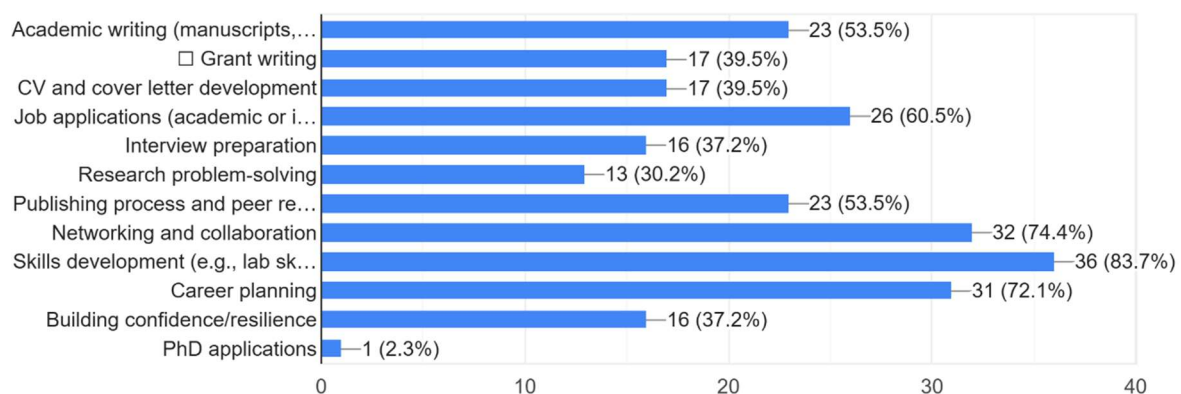
Two questions focussed on prospective mentees needs and interests in regard to mentorship.

What topics or areas would most like support with? (Select all that apply)

The most popular topics or areas for support for prospective mentees included: skill development (84%), networking and collaboration (74%) and career planning (72%). Job application support (61%) and support with academic writing (54%) were also important topics to respondents.

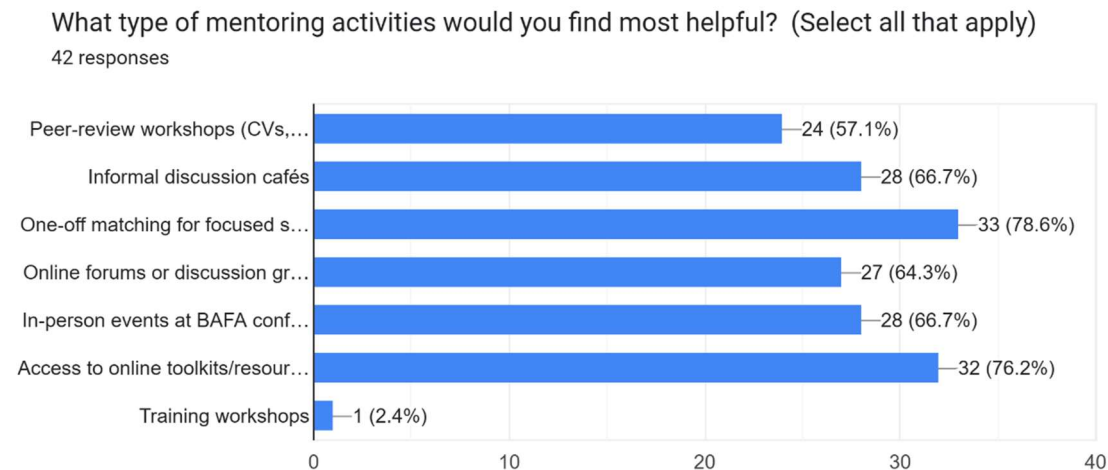
What topics or areas would most like support with? (Select all that apply)

43 responses



What type of mentoring activities would you find most helpful? (Select all that apply)

The most popular mentoring activities for prospective mentees included: one-off matching for focussed support (79%) and access to online tool kits and resources (76%). The remaining options all scored favourably with no option receiving below 50%.



Mentor Experience & Availability

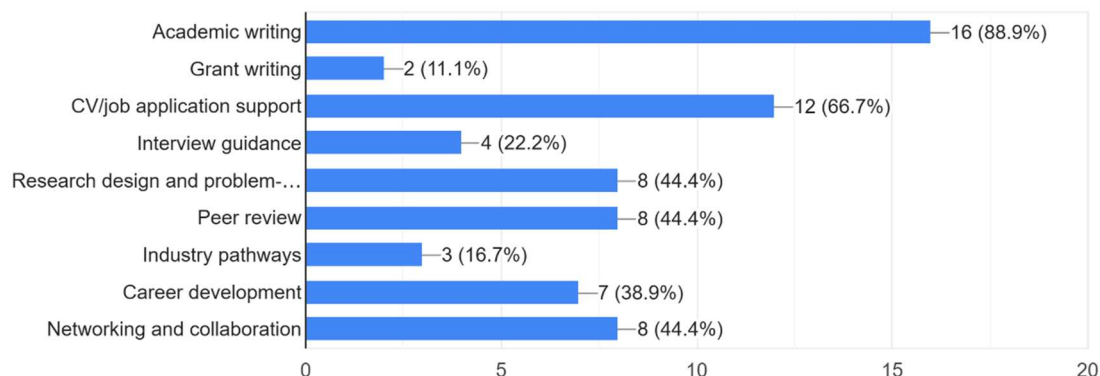
Two questions focussed on prospective mentors and their experience and availability in regard to mentorship.

Which topics or areas do you feel confident mentoring others in? (Select all that apply)

The most popular mentoring activities prospective mentors felt confident in mentoring others in included: academic writing (89%) and CV/Job applications support (67%). Research design and problem solving, peer-review and networking collaboration were additional areas that prospective mentors feel comfortable in mentoring others on (44%).

Which topics or areas do you feel confident mentoring others in? (Select all that apply)

18 responses

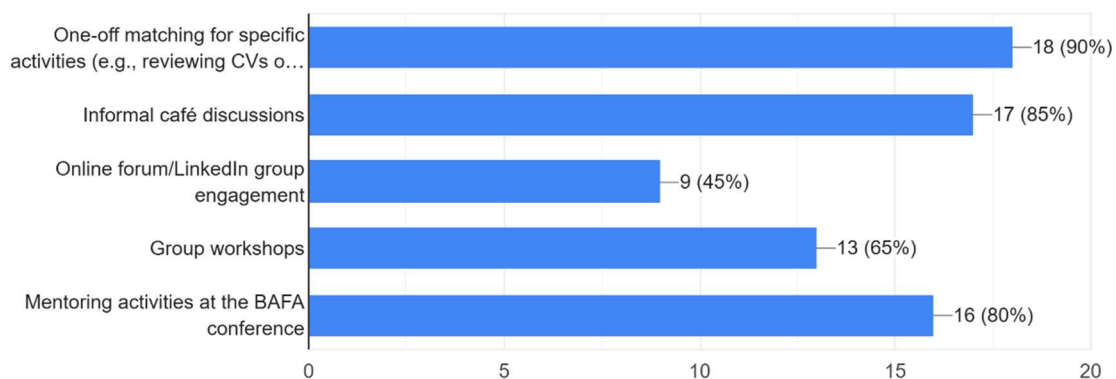


What types of mentoring activities are you willing to participate in? (Select all that apply)

The most popular mentoring activities prospective mentors would participate in included: one-off matching for specific activities (90%), informal café discussions (85%) and in-person activities at the BAFA conference (80%).

What types of mentoring activities are you willing to participate in? (Select all that apply)

20 responses



Building the BAFA Mentorship Community

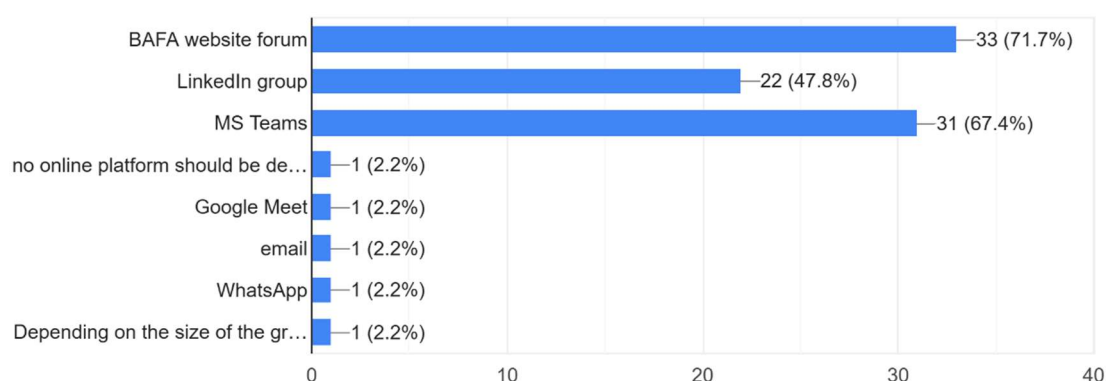
Two questions focussed on the memberships thought's of how the mentorship community should be built.

Which platforms would you prefer for online mentoring interactions? (Select all that apply)

The most popular methods for engaging with online mentoring activities were: BAFA website forum (71%), Microsoft Teams (67%) and a LinkedIn Group (48%). The other options offered were not favoured by the respondents of this survey.

Which platforms would you prefer for online mentoring interactions? (Select all that apply)

46 responses



What would make the mentorship scheme most valuable for you?

The respondents had an opportunity to feedback on what would make the mentorship valuable to them through an open text box. There were three key themes: Career Development (61%), Building Connections and Networking (19%) and General Advice (23%). Career development was further broken down into three key areas:

- Support with CV, Applying for Jobs, Interview Prep and Education Applications (47%)
- Progressing Career through skills development (e.g. Publishing, Lab Skills, Field Experience, Conference Prep) (58%)
- Certification (11%)

Do you have any suggestions for activities, resources, or improvements for the mentorship scheme?

A small proportion of the respondents provided additional comments on suggested activities, resources or improvements for the mentorship scheme (17%). The comments are listed below:

- Workshops where all abilities can interact, ask questions and network
- prefer in person, so matching per area of country to allow face to face if people agree??
- Probably, getting the mentees assigned to a particular mentor to test the waters, similar to a teacher-student relationship, and having them engage in informal conversations in various settings to assess their skills.
- Training would be good advising routes for mentees to gain training opportunities to better assist them in securing work post education by giving them relevant experience.
- As an Undergraduate student, I'll soon be applying for Master's programs in Forensic Anthropology. Advice for extra curriculars/ resume boosters and other tips for an outstanding application would be very much appreciated. I really want to get into my dream program
- I'd really love to hear about RAI certification! Would be great to have resources on this and/or a webinar.
- Short refresher training sessions in key skills - it's easy to forget things when you aren't actively in education anymore
- A public forum like on LinkedIn where anyone can contact someone within BAFA to ask questions, creating an informal space for people to link up and keep each other in the loop for new and upcoming opportunities. One on one chats and more frequent informal meet ups is also a great idea just to create small groups of people to come together and share experiences

Committee Recommendations

Following the results from the BAFA mentoring survey I would make the following recommendations:

Short Term Wins

- Development of a LinkedIn Mentoring Group/Forum – designed to answer quick questions and raise topics for future events.
- Website Resources
 - Recommendation or FAQs on course and training opportunities
 - Recommendation or FAQ's on field schools, excavation or industry opportunities
 - FAQ's information about certification on RAI and other types of certification if necessary (e.g. FASE)
- Webinar series for the rest of the year focussed on career planning including sessions on certification; job applications, CV's and interviews; conference preparation and publishing or grant writing. Development of a career panel for Q&A with industry and academic individuals.

- Hosting an informal cafe/discussion with some group and one-to-one mentoring at the BAFA Conference.

Long Term Goals

- Development of a website forum
- Development of a monthly calendar of events to follow across the year.
 - Events will be split into structured webinars and informal cafes and will include activities that would suit to coincide with key milestones in academic year (e.g. Leading up to summer vacation, link with job and further education type events).
- Development of a lab skills programme to host at our conferences and throughout the year in addition to the CPD events which can be specialised. This would be a general skills test that wouldn't interfere with RAI certification.
- Development of infographics and toolkits for specific areas highlighted by the membership (to be stored on the website).

