

## The Chevening TEA Scholarship Mentor Scheme

## Introduction



Transforming Energy Access (TEA) is a research and innovation platform supporting the technologies, business models and skills needed to enable an inclusive clean energy transition.

Indicator		Results to date (2016 - 2025)
	Energy access: number of people with improved access to clean energy	<b>29.71 million</b> (14 million women)
<b>Ø</b>	<b>Livelihoods:</b> number of sustainable long-term jobs supported in the clean energy market	<b>152,728</b> (30,090 women)
Q	Research and development: number of new clean energy access technologies and business models prototyped and demonstrated	872
	Funding: amount of additional funding leveraged for clean energy technology research and development from public/private sources	£ 1.6bn
<u></u>	<b>CO<sub>2</sub>:</b> amount of CO <sub>2</sub> avoided as a result of programme activities	4.6 mt/CO <sub>2</sub> tonnes
	Young talents: People under 30 supported with job placements in clean energy access businesses	1072



# **Chevening TEA Scholarship**



The TEA platform has partnered with Chevening to fund 30 emerging leaders from sub-Saharan Africa, South and Southeast Asia, and the Pacific Island Region to complete a Masters degree in a UK university. The scholarship aims to build a network of those leaders within the energy access sector and integrate the scholars within the TEA platform.

- During the 2023-2026 academic years, TEA will fund 30 Chevening Scholars.
- TEA aims to fund 15 men and 15 women.
- Scholars will need to take an energy related Masters, with a dissertation element.
- The Scholars will access a range of TEA specific opportunities, including being paired with a mentor, and having the option to present their research to fellow students in the TEA network.
- Scholars will remain in the TEA network as alumni after they have completed their Masters programme in the UK.

## **Chevening TEA programme overview**



Overview	Date	Details and scholar expectations					
Annual TEA meeting	March/April 2026	Scholars invited to annual TEA meeting and associated networking events.					
Research workshop	April/May 2026	Research presentation/workshop with TEA LP students presenting research/dissertation topics.					
End of year event	August/September 2026	Scholars invited to end of year celebration and networking event.					
TEA content – learnings and reflections	August/September 2026	Scholars asked to contribute content for TEA, summarising their research, dissertations and experiences with the programme.					

TEA welcome event and mentor/scholar matchmaking Nov/Dec 2025

Research workshop Mar/Apr 2026

Chevening Scholarship welcome event

Nov/Dec 2025

Mid-year networking/annual TEA meeting March/April 2026

**End of year event** 

Aug/Sept 2026

## **Mentor scheme**



The Chevening TEA Scholarship will offer all Scholars the opportunity to have a mentor from the TEA network. The mentors will be experienced professionals from the energy access sector, supporting the Scholars as they progress in their studies and careers.

In a well-established and closely knit sector such as energy access, mentoring is especially important for the sustainability of the sector. It fosters a two-way relationship where senior colleagues guide and support Scholars as they develop their careers and realise their ambitions.



89% of individuals who've had a mentor will mentor someone in the future.1

#### Having a mentor will allow Scholars to:

- Make the most out of their university experience
- Think about future careers
- Build their professional skills
- Build successful working relationships
- Set and achieve professional and personal development goals

√ 97% of individuals with a mentor think that mentoring is highly impactful and valuable.²

<sup>&</sup>lt;sup>1</sup> McCarthy Mentoring 2022

<sup>&</sup>lt;sup>2</sup> National Mentoring Day 2022

# Mentor scheme approach

**Objectives:** To support the TEA Scholars' career ambitions and integrate the Scholars in the TEA network.

It's up to the Mentors/Scholars how they go about this, but activities could include:

- Setting and tracking goals
- Introductions to mentor's wider professional network
- Securing jobs in energy access



**Time commitment:** 1 hour meeting every 4-6 weeks for 6 months. These meetings may be conducted remotely as not all Mentors or Scholars will be based in in the same location.

**Monitoring:** There will be a survey-based approach to measure the effectiveness of the mentoring programme.

- TEA will conduct a survey at the **beginning** of the academic year, requesting a short bio from the Scholars, including their research topics of interest, current career experience and aspirations.
- TEA will then conduct a survey at the end of the academic year to gather feedback on the Scholars' overall experience of the programme, their time in the UK and the mentoring received.

The surveys will serve a dual purpose: to better understand and match Scholars with Mentors and to gather feedback on the experience of the scholarship programme.



## Scholar skills



All Scholars will already have gained valuable career experience before joining the Chevening Scholarship. However, having a mentor from the TEA platform aims to enhance existing skills, such as professionalism in the workplace, conflict resolution, time management, CV writing and networking.

While the Chevening TEA Scholarship will not offer specific skill workshops, Scholars will gain the following skills throughout the programme:

- Networking skills.
- Developing professional relationships.
- Receiving and implementing feedback.
- Time management skills by setting SMART goals with their Mentor.



## **Mentor skills**



Mentoring is a two-way relationship, where Mentors will also develop and enhance their skills, including the following:

- Mentoring involves guiding and supporting others in their personal and career development, and so Mentors may develop their leadership skills, including communication, motivation and decision-making.
- Effective communication is key to successful mentoring relationships.
  Interpersonal skills such as empathy, conflict resolution and active listening are essential in developing a strong mentoring relationship.
- Building relationships, following through with promises and collaborating with others are indispensable skills for networking.
- Adopting a growth mindset is crucial when mentoring someone. It involves maintaining positive outlook, being self-reflective and recognising the value of continuous learning.

If our Mentors embrace these behaviours and skills, they will successfully guide the Scholars through their studies and onto the next stage of their careers.

Image: TEA Learning Partnership, Strathmore University 2022

# Scholar and Mentor expectations

## Mentor

- 2+ years of experience in energy access.
- Friendly and professional attitude.
- Safeguarding: letting Carbon Trust colleagues know in case of any concerns (please see p.16).



## Scholar

- Committed to the meetings and takes ownership of development.
- · Open, honest and communicates effectively.
- Safeguarding: letting Carbon Trust colleagues know in case of any concerns (please see p.17).



## **Guidance for Scholars and Mentors**

## Scholar guidance



#### **Define your goals:**

Define what you want to achieve with your Mentor.
 This will help you focus your efforts and provide direction for your Mentor.

#### Take ownership of your development:

- Set targets, track progress, and identify areas where you would like to improve.
- Be proactive in seeking feedback and ask for opportunities for growth.

#### **Communicate effectively and show interest:**

- Ask your mentor questions.
- Ask for, and give, feedback.
- Be open to sharing your experiences. This will help build a positive and productive relationship.

#### Be open and honest:

 Be open and honest with your mentor about your challenges, concerns, and development needs. This will help your Mentor provide tailored guidance and support.

#### Be committed and consistent:

- Be committed and consistent in your approach to the mentoring relationship.
- Attend all meetings and check-ins and follow through on the actions you've agreed upon with your Mentor.
- Your commitment will show your Mentor that you appreciate their time and effort.

If you have any concerns or questions, or would like some advice, please Matthew Byrne (Matthew.Byrne@carbontrust.com).

## Mentor guidance

#### UKaid from the British nepole

## Transforming Energy Access

#### How to approach the first conversation with a Scholar:

- Mentoring is a two-way relationship the more you both invest, the more you will gain.
- Mentoring typically involves a more experienced colleague offering support and guidance to a junior colleague. However! Don't presume that you won't learn from your Scholar – they have some incredible experience which may enhance your career and challenge you to learn something new.
- We recommend that for the first meeting, you (the Mentor) suggest the agenda. This agenda could include introductions, a fun fact or getting to know each other game, goals for the year and career goals.
- Moving forward, you should encourage the Scholar to set the agenda for each session, allowing them the time and space to discuss what's important to them.

#### **Topics for Scholar/Mentor sessions:**

- There are many possible topics for you to discuss!
- Career aspirations and goal setting/progress monitoring.
  You can use the template (p.13) to set and track SMART goals.

- Networking opportunities perhaps you can make some introductions to colleagues for informal discussions about careers in energy access.
- Your Scholar might appreciate you reviewing their CVs or job applications – but please remember that your advice doesn't have to be implemented.

#### How to approach the mentoring relationship?

- We recommend that you have a "friendly yet professional" mentoring relationship.
- Agree the method of communication (e.g. email) and agree to the frequency and location of your meetings.
- Demonstrate and build trust by committing to the planned meetings and the following through on the activities and tasks that are discussed.

If you have any concerns or questions, or would like some advice, please contact Matthew Byrne (Matthew.Byrne@carbontrust.com).

## Mentor tips and techniques



#### **Start each session with an update:**

- What is new since our last meeting?
- How is your progress going with the actions we agreed on?
- Did you enjoy your lecture on X?

#### **Provide guidance and support:**

- Listen to your Scholar's concerns and provide them with guidance.
- If they are struggling to complete something, why not try a different method?
- This can include sharing your own experiences and offering advice on how to overcome challenges.

#### **Listen actively and offer constructive feedback:**

- Active listening involves giving your Scholar your undivided attention during sessions (put your phone on silent!), maintaining good body language and eye contact, remembering what your Scholar has shared previously, and importantly, truly considering what the Scholar is saying instead of planning your next response.
- Active listening will develop the Mentor/Scholar relationship as it will make the Scholar feel seen and heard.
- Ask one question at a time and wait for the answer, giving the Scholar time to think and process. We often don't allow enough time for people to respond to difficult questions!
- Offer constructive feedback (if they wish to receive it) that is specific and provides actionable advice to support the Scholar's progress.

## Template for tracking scholar progress



There is a <u>template</u> available to track progress throughout the mentoring relationship. Mentors and Scholars can use this template to track progress towards the SMART goals set at the outset.

									Progress		
SMART Goal	Specific <b>T</b>	Measurable <b>*</b>	Achievable <b>•</b>	Relevant	Time-bound	Outcome	Meeting 1	▼ Meeting 2 ▼		Meeting 4	Meeting 5
What is your goal?	Is it well-defined?	Does it have specific criteria to measure progress against?	Is it attainable?	Is it aligned with your values and long-term objectives?	Do you have clear timelines set?	What is the desired outcome for this goal?					
Develop networking within energy access space		Number of LinkedIn connections made	Yes	Aligned with career aspirations	Goal to be achieved over the next 6 months, monitor progress at 3 months via LinkedIn profile	To develop network in energy access work both in the UK and internationally					
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## Safeguarding

## **Carbon Trust Safeguarding Policy**



The Carbon Trust has a 'zero tolerance for inaction' approach to tackling sexual exploitation, abuse and sexual harassment ("SEAH"). The aim of this policy is to prevent from harm any person the Carbon Trust comes into contact with throughout its operations, including its employees, partners, and beneficiaries of its programmes and to respond appropriately when reports of SEAH arise.

#### **Main Principles:**

Together with the <u>IASC Six Core Principles Relating to Sexual Exploitation and Abuse</u>, the safeguarding principles that will underpin this policy and our commitments are as follows: 1) everyone has responsibility for safeguarding; 2) do no harm; 3) we have a safeguarding duty of care to beneficiaries, staff and volunteers, including where down-stream partners are part of delivery. This includes children and vulnerable adults in the community who are not direct beneficiaries but may be vulnerable to abuse; 4) act with integrity, be transparent and accountable.

#### Reporting:

Carbon Trust commits to taking all concerns and disclosures seriously, handling all concerns and disclosures in a confidential manner, dealing with all incidents promptly and maintaining a register of safeguarding issues raised and how they were dealt with. While it is important to be aware of the Carbon Trust policy, mentors are obliged to be aware of their own duty of care.

If you have any questions, please do not hesitate to contact Sydney Ugochukwu (<u>Sydney.Ugochukwu@carbontrust.com</u>). This includes cases in which, as a Scholar, you are struggling with your mental health throughout the programme or, as a Mentor, you notice this occurring.

## **Carbon Trust support team**





Sydney Ugochukwu TEA Portfolio Lead



Matthew Byrne Project Lead



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# Contact us for more information

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