



## **WHAT IS MENTORING?**

Mentoring is an increasingly popular way of providing guidance and support to young people in need. A mentor is a volunteer from the business/industrial community that helps students become aware of career opportunities and work ethics in a one-to-one relationship that goes beyond the formal obligations of a teaching or supervisory role.

Mentoring provides an avenue for developing voluntary partnership programs between employers and schools. Mentoring also gives the mentor an opportunity to have a positive influence on the development of a young person. Above all, a mentoring experience provides young people with someone to look to for support and guidance while facing the challenges of growing into adulthood and developing themselves professionally.

## **There are three specific ways you can be of support as a mentor this year:**

1. **Advisory Board Member**-Each of our ROP programs has an Advisory Board that meets one to three times annually. Our students, industry partners, and staff meet and discuss current trends in the industry, challenges and successes in the program, challenges in the changing workforce, and advice from our industry partners about how we can best prepare our students for various jobs in the field. Group discussions will be held and industry partners offer their expert advice to ensure our programs meet the needs of the changing workforce. Most meetings are held between November and March. We will contact you by email to invite you to attend.
2. **Panel Interview Member During Mock Interviews**-Our students and staff require students to go through a "Mock Interview" process as a group or individually to help prepare students for interviews for internships and paid positions. We ask industry partners to help by serving as a potential employer and advising students on how to improve their interview skills and evaluate the documents they provide to represent their professional accomplishments. Teachers will hold these interviews throughout the year and invite you to participate through email.

3. Informational Interview by Email/Person/Phone/Video Conference-Our staff requires students to interview a professional in their field of interest. We ask industry partners to allow students to ask a series of questions that will help them to gain insight and have a better understanding of what the job requires, what skills are essential, and what can help them to be competitive in the field as they set their goals. Students will contact you directly through a method of your choice and each students must complete one per year.

- **Internship.** Internships provide students the opportunity to learn by doing real work and being productively engaged in the workplace. They may provide the opportunity to work in teams, rotate through a number of departments and job functions, or to work on a project of interest and provide productive value for the employer partner. Internships are designed to give students hands-on experience in a field of interest, the chance to learn and practice occupational skills and the opportunity to learn about their career options.
- **Mentoring.** A mentor is a volunteer from the business/industrial community that helps students become aware of career opportunities and work ethics in a one-to-one relationship that goes beyond the formal obligations of a teaching or supervisory role.

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There are three specific ways you can be of support as a mentor:

1. Advisory Board Member

(Students and teachers ask questions about your industry and advice about their programs)

2. Panel Interview Member During Mock Interviews

(Student is asked questions as if they are being interviewed for employment. Participate in multiple Interviews in one day.)

3. Informational Interview by Email/Person/Phone

(Student asks questions about your professional experience and current job. One interview.)