

**Developing Mentoring Cultures**

**Derek Shields, EARN Consultant**  
Employer Assistance and Resource Network on Disability Inclusion



**MEANINGFUL WORK + COMMUNITY INCLUSION**



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**About Your Host...**

- **TransCen, Inc.:** Improving lives of people with disabilities through meaningful work and community inclusion.



**TRANSCEN** INC.  
career and workforce development

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**Captioning**

Real-time captioning is provided; open the window by selecting the "CC" icon in the AUDIO & VIDEO panel

- You can re-size the captioning window, change the font size, and save the transcript



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### Listening to the Webinar

Online:

- Please make sure your computer speakers are turned on or your headphones are plugged in
- Control the audio broadcast via the AUDIO & VIDEO panel
- If you have sound quality problems, please go through the AUDIO WIZARD by selecting the microphone icon



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### Listening to the Webinar (cont.)

- To connect by telephone:



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### Customizing Your View

- Resize the whiteboard where the presentation slides are shown to make it smaller or larger by choosing from the drop down menu located above and to the left of the whiteboard; the default is "fit page"



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### Customize Your View continued

- Resize/Reposition the CHAT, PARTICIPANT, and AUDIO & VIDEO panels by "detaching" and using your mouse to reposition or "stretch/shrink"
  - Each panel may be detached using the ☰ icon in the upper right corner of each panel

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### Technical Assistance

- If you experience technical difficulties
- Use the CHAT feature to let us
  - E-mail [ADAtraining@transcen.org](mailto:ADAtraining@transcen.org)
  - Call 301-217-0124

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### Archive

- This webinar is being recorded and can be accessed within a few weeks
- You will receive an email with information on accessing the archive

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Developing Mentoring Cultures

TransCen, Inc. – October 31, 2017  
Derek Shields, EARN Consultant

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Employer Assistance & Resource Network on Disability Inclusion (EARN)

- Resource for employers seeking to proactively recruit, hire, retain and advance people with disabilities
- Access trainings, webinars and publications
- Funded by U.S. Department of Labor's Office of Disability Employment Policy (ODEP) under a cooperative agreement with The Viscardi Center
- Collaborative of multiple partners with different perspectives
- Visit us at [AskEARN.org](http://AskEARN.org)



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MENTORING

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### Mentoring: Define It

- **Mentoring** - A trusting relationship in which an individual receives guidance, support and encouragement from one or more individuals. In a workplace mentoring situation, the mentor is typically someone outside the employee's chain of supervision
- **Mentor** - An individual who provides support, guidance and encouragement to another person
- **Mentee or Protégé** - A term for the individual who is mentored



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### Disability Mentoring

- Spans a variety of variety of mentoring models and relationships
- Professional and personal mentors, with and without disabilities, working together to empower youth, young adults and adults with disabilities as leaders in disability rights, self-advocacy, community inclusion, education, transition and career planning
- In all forms of mentoring, mentors work with their mentees to achieve agreed-upon objectives



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### Benefits of Mentoring

- Creates a positive impact on an organization
- Aids in recruitment
- Augments talent development programs
- Improves employee retention and engagement
- Enriches workplace culture
- Serves as an organizational strategy towards disability inclusion
- ...and inclusion *drives* innovation #NDEAM



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### National Disability Employment Awareness Month



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### Inclusion @ Work Framework



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### Build the Pipeline: Outreach & Recruitment



- Hold community partner briefings, establishing referral arrangements
- Use accessible online practices
- Post announcements on job boards
- Join disability-focused employer networks
- Participate in career fairs
- Establish, promote and engage with a disability employee resource group
- Designate a coordinator responsible for targeted outreach programs
- Train recruiters and hiring managers on company plan
- Build a talent pipeline through internship, apprenticeship, **mentorship**, and other youth motivational programs



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### Hire (and Keep) the Best: Talent Acquisition & Retention Processes



- Disability Disclosure
- Invitations to Self-Identify
- Qualification Standards
- Job Announcements
- Hiring Process
- Accommodations
- **Career Development and Advancement**
- **Retention/Promotion**



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### Adopting a Mentoring Culture in Your Organization

- Conduct a needs assessment
- Lay the groundwork and set the program objectives
- Align the mentoring program with organizational mission, goals, strategies
- Gain senior leadership support
- Develop the mentoring program (applications, procedures, training tools)
  - Create a steering committee – or enlist an Employee Resource Group
  - Recruit a program manager
  - Include a mentoring program roadmap [www.AskEARN.org/wp-content/uploads/docs/february.pdf](http://www.AskEARN.org/wp-content/uploads/docs/february.pdf)
- Train the participants
- Launch the first cohort



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### Implementing Successful Mentoring Strategies

- MENTOR and EY report on best practices
  - Align mentoring engagements with priorities
  - Collaborate with national and community partners
  - Foster employee engagement

[http://www.mentoring.org/new-site/wp-content/uploads/2015/09/EY\\_Full\\_Report-1.pdf](http://www.mentoring.org/new-site/wp-content/uploads/2015/09/EY_Full_Report-1.pdf)



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### Digging Deeper



- 1 in 3 youth grow up without a mentor
- Low employment expectations for youth and young adults with disabilities



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### Mentoring Models ~ Disability Inclusion Opportunities

- One to one
- Group
- Peer
- Authentic / Natural
- Situational
- E-Mentoring
- Blended / Modern
- Youth-Initiated Mentoring
- Critical Mentoring
- Flash (One-Time Meeting)
- Speed (Time-Controlled)
- Disability
- Reverse and Reciprocal
- No "M" Word Included
  - Counseling
  - Coaching
  - Apprenticeship
  - Sponsorship



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### American Association of People with Disabilities

- Founded in 1999, **Disability Mentoring Day (DMD)** is a large-scale national effort coordinated by AAPD to promote career development for students and job-seekers with disabilities through hands-on career exploration and ongoing mentoring relationships 
  - DMD is the third Wednesday of each October during [National Disability Employment Awareness Month \(NDEAM\)](#); also held throughout the year
  - Since 2002, AAPD's **Summer Internship Program** has developed the next generation of leaders with disabilities – nearly 300 interns to date
  - Embeds mentors to augment the one-week orientation and summer internship experience. The application deadline for 2018 is November 6, 2017
- Learn More: [www.aapd.com](http://www.aapd.com)



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### BroadFutures

- Training, mentoring & paid internships for young adults with learning disabilities 
  - Curriculum incorporates workforce preparedness and effective communication with a unique focus on stress reduction and tolerance, flexibility and social supports
  - Holistic curriculum delivered through drama, speech pathology, mentoring, presentations from workforce experts, team building activities, yoga and meditation/mindfulness
  - 7 programs conducted since inception
    - Served more than 70 young adults and hundreds more through outreach programs
    - Partnered with more than 25 employers and trained 12 peer mentors
    - More than half of the interns were offered ongoing work
- Learn more: [www.broadfutures.org](http://www.broadfutures.org)



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### More Models and Program Across the Nation



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### Critical Mentoring

- Reimagines mentoring to shift to doing work that is participatory, emancipatory and transformative.
- Components
  - Root cause analysis
  - Youth-centered
  - Intersectionality
  - Community-centered, culturally relevant data



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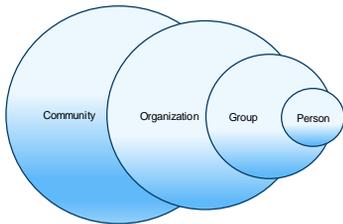
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### Mentoring as a Cultural Commitment



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### Mentoring as a Cultural Commitment



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### Strategies to Move Mentoring Forward

- Workforce Innovation and Opportunity Act Pre-Employment Transition Support Services (Pre-ETS)
- Every Student Succeeds Act
- Section 501 of the Rehabilitation Act

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### Mentoring Resources

- [Office of Disability Employment Policy](#)
- [Employer Assistance and Resource Network on Disability Inclusion](#)
- [National Disability Mentoring Coalition](#)
  - [White Paper on Mentoring as a Disability Inclusion Strategy](#)
  - [USDA Disability Mentoring Toolkit](#)
  - [Critical Mentoring Webinar](#)
- [MENTOR: The National Mentoring Partnership](#)
- [National Mentoring Resource Center](#)

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### Contact Information



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**EARN**  
Employer Assistance and Resource Network on Disability Inclusion

**We Need Your Feedback!**  
*SurveyMonkey*

**Thank you!**

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**Thank you for joining our webinar today.**

Offering web-based and in-person training for state agencies, school districts, provider organizations, and others, designed from working directly with individuals with disabilities. For more information contact [inquiries@transcen.org](mailto:inquiries@transcen.org) or visit us at [www.transcen.org](http://www.transcen.org)

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