Developing Mentoring Cultures

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Developing Mentoring Cultures

TransCat, Inc. - October 31, 2017
Derek Shields, EARN Consultant

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

MENTORING
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.

Disability Mentoring

- Spans a 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.

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.
### 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

### 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

### 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
  - Train the participants
  - Launch the first cohort
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


Digging Deeper

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

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
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

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.
- 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

More Models and Program Across the Nation
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

Mentoring as a Cultural Commitment

Investment Volunteers Inclusion Research Youth-Led Training
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

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
Contact Information

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EARN

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