

CAREER MENTOR INITIATIVE

preparing youth to launch into the real world

About

WHAT IS THE CAREER MENTOR INITIATIVE?

Global FC's Education Next Step program and Mentoring Department work together to equip youth in their transition from high school into the world as thriving citizens through the launch of the Career Mentor Initiative (CMI). Students are matched with caring and professional adults who can listen, guide, and provide meaningful opportunities. Through the mentoring relationship, students develop and enhance the skills, knowledge, attitudes, and connections they need to effectively transition from high school into post-secondary education, trade schools, or entry-level professional success. This includes activities such as career exploration, personal evaluation of interests, aptitudes and skills, workforce opportunities, application and interviewing skills, internship opportunities, and college preparation.

Career Mentors must be aware of economic, cultural and religious barriers present and learn to navigate through them. He or she will work closely with organization staff through regular check-ins and group meetings to understand the youth and his or her academic journey and to facilitate career mentoring activities or assignments.

CMI Allows Students To:

- Receive meaningful and relevant resources connected to their area(s) of interest.
- Learn about an occupation or industry through the guidance of a mentor
- Formulate realistic career goals and planning
- Gain confidence in their career decisions or ability to connect with potential employers
- Exploration of networking opportunities and strategic relationship building
- Build a trusting relationship with a supportive and caring professional who also serves as a cultural navigator.



Assets and Strengths of Immigrant Youth

While refugee youth face significant challenges and barriers, many also possess enormous strengths and resilience. Act for Youth Upstate Center of Excellence (2004) in New York cited four common refugee youth assets that offer key insight into openings for mentoring programs and mentors to make a difference:

- ✦ A layer of protection created by support and guidance of extended families, community needs valued over individual needs, and an emphasis on collective decision-making;
- ✦ Bilingualism—which reflects increased skills and leadership in a quickly growing multicultural society;
- ✦ Increased opportunities for healthy development when a youth overcomes negative circumstances and risks; and
- ✦ Learned ability to navigate through competing cultural demands—which fosters resilience, flexibility and skills related to interpersonal relationships.

Career Mentor Responsibilities

- Adhere to all Global FC policies and procedures
- Agree to a minimum 9 month commitment to the program
- Commit to spending a minimum 4-5 hours a month with student
- Maintain consistent and clear communication with the student and staff
- Complete the screening procedure
- Agree to attend mentor trainings as required
- Accurate documentation of time spent with the student on a mentor log
- Participate in personal and program evaluations (surveys and check ins)
- Inform Program Coordinator of any changes in mentee behavior, concerns, or questions Including charges in family dynamics
- Proficient knowledge of REALM and Next Steps Pathways
- Attend Next Steps workshops as applicable to mentee's interest

"Mentoring is a brain to pick, an ear to listen, and a push in the right direction."

JOHN CROSBY

