

EMPLOYER FACT SHEET

Career Mentoring

A fact sheet for employers

Career Mentoring is a Career Exploration activity in which a youth or young adult from a Learn & Earn Program is matched one-on-one or in small groups with an adult professional to explore potential careers and related educational issues.

Career Mentors serve as a resource for youth and young adults by sharing insights and providing guidance about the workplace, careers and education through formal and informal meetings organized at the youth organization, in the workplace or online.

Program Level: Begins early in the program and continues through completion.

Employer/Youth or Young Adult Ratio: Typically 1 to 1

Duration: Minimum one-year commitment

Frequency: Initially monthly (varies over time)

Location: Varies

Costs: Staff time

Special Considerations: Comply with all organizational policies related to adult volunteers and mentoring.

Why is Career Mentoring important for youth and young adults?

- Research shows that career mentors help youth and young adults stay enrolled in their training program or school, stay focused on their career options and pursue their goals.
 - A career mentor lets a young person know that someone cares, that they matter and can have a bright future.
 - A career mentor can help a young person see the connection between what they learn in the classroom or in workshop activities and the real world.
 - A career mentor can help a mentee better communicate with and relate to adults.
- Introduces youth and young adults to your employees and co-workers.
 - Helps your employees understand how to communicate with the next generation of workers.
 - Provides a way to introduce and engage multiple employees with your commitment to youth and young adults engaged in the Learn & Earn Program and connect your company with the community.

What are the benefits to my company?

- Exposes potential future workers to job opportunities and careers with your company.
- Exposes youth and young adults to the skill needs, educational requirements and career opportunities in your industry.
- Promotes an understanding of the role and contributions of your business in the local economy.

What do I need to do next?

- Contact your program representative.
- Arrange for a presentation to your employees.
- Consider any impacts on company policy.

Resources

- Distribute the *Mentor Tip Sheet: Career Mentoring* to interested employees.
- Review the *Professional Skills* fact sheet.
- Review *Employer Participation Options: Career Pathways and your Company* to learn more about how to get the most out of your partnership with New York City's Department of Youth and Community Development programs.