

Employer Career Mentoring Fact Sheet

In career mentoring, a learner⁷ is matched one-on-one with an adult professional to explore potential careers and related educational issues. Different than programs such as Big Brother, Big Sister, the career mentor serves as a *career* resource by sharing insights and providing guidance about the workplace, careers and education. This is accomplished through formal and informal meetings organized at the school, in the workplace or online, but never in an unsupervised environment or the home.

Program Level: All Grades or Ages
Employer/Learner Ratio: Usually 1:1 but sometimes 1 to small group
Duration: Usually 1 year
Frequency: One time
Location: Varies
Costs: Staff time
Special Considerations: Employee selection. Company volunteer policies and practices.

The development of a trusting relationship between the learner and the mentor is the key to a successful experience. Designed to meet specific learning outcomes, career mentoring is educationally rich, is tied to the curriculum, and helps learners connect what they're learning in school with the workplace.

Why is career mentoring important for learners?

- Research shows that career mentors help learners stay enrolled in 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 learners see the connection between what they learn in the classroom and the real world, as well as the education needed for entry into certain positions.
- A career mentor can help their mentee better communicate with and relate to adults.

What are the benefits to my company?

- Exposes potential future workers to job opportunities and careers with your company, as well as the required skills and education to be successful in your industry.
- Introduces learners to one or more of your employees.
- Helps your employees understand how to communicate with the next generation of workers.
- Provides an efficient way to introduce and engage multiple employees with your commitment to education and connect your company with the community.

What do I need to do next?

- Contact the work-based learning connector.
- Arrange for a presentation to those employees who will participate as career mentors.
- Distribute the Employer Career Mentoring Tip Sheet to interested employees.
- Consider any impacts on company policy.

Resources

- Review the Employer Participation Options Fact Sheet to learn more about how to get the most out of your partnership with Earn & Learn.

⁷ Learners include K-12, community college and college students; youth and young adults engaged in workforce development programs; and adults participating in career development activities.