

NORTH CENTRAL ARKANSAS WORKFORCE DEVELOPMENT BOARD

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WDB Policy #: 3.50

Effective Date: 12/13/2017

Revision Date: 6/13/2018

SUBJECT Adult Mentoring

PURPOSE

This policy provides guidance to the Youth Program service element, Adult Mentoring, which must be made available to youth participants. Adult mentoring is arranged by the Career Specialist. Agreements for adult mentoring will be established for participants on a work experience through the work experience agreement. For mentors beyond those in the worksite, individual agreements will be established with the specific provider to ensure the Adult Mentoring service is being provided. Mentors are not paid positions.

BACKGROUND

Adult mentoring for youth must:

- Last at least 12 months and may take place both during the program and following exit from the program.
- Be a formal relationship between a youth participant and an adult mentor that includes structured activities where the mentor offers guidance, support, and encouragement to develop the competence and character of the mentee.
- While group mentoring activities and mentoring through electronic means are allowable as part of the mentoring activities, at a minimum, the local youth program must match the youth with an individual mentor with whom the youth interacts with on a face-to-face basis.
- Mentoring may include workplace mentoring where the local program matches a youth participant with an employer or employee of a company.
- Adult mentors may be the case manager. When such services are provided by a partner agency, employment specialists must be in close connection with the provider to ensure continuity of services.

Mentors outside a partner agency must complete a Mentor application, be over the age of 18, agree to a criminal background check, Child Maltreatment Central Registry Check and agree to stay in contact Career Specialist.

Approved by the NCAWDB on June 13, 2018

NCAWDB Chair Signature: Damer Williams