



MENTORING JOB DESCRIPTION

The Ready to Achieve Mentoring Program (RAMP) of Humanim uses a model incorporating group, peer, and one-on-one mentoring to promote the successful transition of RAMP youth to employment, continued learning opportunities, and independent living. The mentoring program uses adult volunteers to commit to supporting, guiding, and being a friend to a young person for a period of at least one year. By becoming part of the social network of adults and community members who care about the youth, the mentor can help youth develop and reach positive academic, career, and personal goals.

Role of the Mentor

- Take the lead in supporting a young person through an ongoing, one-to-one relationship
- Serve as a positive role model and friend
- Build the relationship by planning and participating in activities together
- Strive for mutual respect
- Build self-esteem and motivation
- Help set goals and work toward accomplishing them

Time Commitment

- Make a one-year commitment
- Attend at least 2 group meetings a month before the end of the school year
- (group meetings are about 90 minutes in length)
- Communicate with the mentee weekly, via phone, email or face to face
- Attend an initial training session.
- Attend optional mentor/mentee group events, mentor support groups, and program recognition events

Participation Requirements

- Be at least 21 years old
- Be interested in working with young people
- Be willing to adhere to all program policies and procedures
- Be willing to complete the application and screening process
- Be dependable and consistent in meeting the time commitments
- Attend mentor training sessions as prescribed
- Be willing to communicate regularly with program staff, submit activity information, and take constructive feedback regarding mentoring activities
- Have access to an automobile; have auto insurance and a good driving record

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Desirable Qualities

- Willing listener
- Encouraging and supportive
- Patient and flexible
- Tolerant and respectful of individual differences

Benefits to Mentor

- Personal fulfillment through contribution to community and individual
- Satisfaction in helping someone mature, progress, and achieve goals
- Deeper understanding of teen and societal problems
- Improved interpersonal skills
- Builds morale at work, develops management skills, and enhances the image of local companies
- Training sessions and group activities
- Participation in a mentor support group
- Mileage and expenses are tax deductible
- Personal ongoing support, supervision to help the match succeed
- Mentee/mentor group activities, complimentary tickets to community events, participant recognition events

Benefits to Mentor's Organization

- Builds employee morale, thereby improving company morale
- Develops the same skills needed for successful and effective company managers
- Enhances the image of the company
- Recognizes the competence of employees
- Prepares employees to take on greater responsibilities in the company
- Helps the company revitalize the community
- Assists in the development of a competent future workforce

Application and Screening Process

- Written application
- Driving record check
- Criminal history check: state, child abuse and neglect registry, sexual offender registry
- Personal interview
- Provide three personal references
- Attend initial mentor training

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