

## IT'S ACADEMIC WORK-BASED MENTORING EXPERIENCES

*Build a Home, Build a Career* promotes and supports partnerships that bring together schools, parents, businesses, and other members of the community in order to increase student learning and stimulate interest in the residential construction industry and related fields.

It is a goal of the program to increase the number of students considering careers in the residential construction industry. With the help of state and local HBAs – educators, students, and parents will not only change attitudes and perceptions about the industry, but their awareness about the diverse career opportunities and skills needed will also be improved.

HBAs have an opportunity to promote mentoring experiences for students that support academic achievement and career exploration. Students interested in careers in residential construction will be able to enter the job market with a broad range of workplace competencies and experiences and/or continue on with their postsecondary endeavors due to the innovative *Build a Home, Build a Career* mentoring program partnership.

As stated on the *Save the Children* web site. . .

A mentor is someone who cares, listens, and offers encouragement. Mentors are partners in change, they help youth develop their strengths and talents by supporting the efforts of other significant people such as parents and teachers.

### GETTING STARTED

#### Select a Task Force that will:

- Identify possible school partners
- Determine program goals and objectives
- Determine the parameters of the program –
  1. Number of mentors
  2. How to recruit mentors
  3. Number of youth being mentored
  4. Criteria for youth being mentored
  5. Type of mentoring program such as
    - a. on the school site during school hours as part of a residential construction program
    - b. at the workplace during school hours or after school
  6. Suggested time commitments for mentoring sessions – once a week for the school year, by weekly for a semester, etc. (what is realistic for mentors & beneficial for youth being mentored)
  7. Evaluation criteria for mentors and youth being mentored to learn whether goals have been met
  8. Set up mentoring guidelines for mentors and youth being mentored
  9. Contact The National Mentoring Partnership for information on training mentors to determine how much and what kind of training is required



### **Taking the Next Step:**

1. Select school partner(s)
2. Select a key person (each partner should have a program contact) as contact/decision maker for the mentoring program
3. Decide if the committee's parameters for the program need to be adjusted to meet the needs of the partnership
4. Decide the minimum time commitment for mentors (weekly, bi-weekly, monthly, etc.); the duration of the program (one semester, a full school-year); include the process/criteria for terminating mentorship (by mentor or youth being mentored) prior to end of program
5. Discuss liability issues with the school if you are planning on using hands-on mentoring projects – as part of a school project, the school should cover students in the program
6. Discuss academic credit for students who meet all the required criteria for a completed hands-on construction mentoring project – credit can be in the form of extra classroom credit towards graduation or certification if there is an articulation agreement with a 2-or 4-year technical school, college or university.
7. Solidify the program particulars in a signed Memorandum of Understanding with the school
8. Meet with mentors and school personnel as a group to explain the program, provide guidelines and answer questions
9. Provide necessary mentoring training for mentors
10. Meet with young people who will be mentored and their parents as a group to explain program, provide guidelines, and answer questions
11. Carefully match mentors and youth being mentored

### **References:**

The National Mentoring Partnership  
Washington, DC 20005

[www.mentoring.org](http://www.mentoring.org)

Office of Juvenile Justice and Delinquency Prevention (OFFDP)  
Washington, DC 20531

[www.ojjdp.ncjrs.org](http://www.ojjdp.ncjrs.org)

Save the Children  
Westport, CT 06880

[www.savethechildren.org](http://www.savethechildren.org)