



Mississippi Valley Workforce Development Board

Adult Mentoring Policy

Approved Date: February 20, 2023

Effective Date: February 20, 2023

POLICY

This policy provides guidance for the Youth Adult Mentoring Program service element that must be made available to youth participants.

BACKGROUND

Adult Mentoring is one of the 14 required youth elements that must be provided through the WIOA Title 1 Youth Program to participants. Mentoring is to be provided for no less than 12 months and may take place both during the program and following exit from the program. Adult Mentoring is a formal, long-term relationship between a youth 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. Mentoring may include workplace mentoring where the local program matches a youth participant with an employer or employee of a company.

PURPOSE

Mentoring generally serves the following broad purposes:

- Education/academic: helps mentored youth improve overall academic achievement.
- Career: helps mentored youth develop the necessary skills to enter or continue on a career path or where they assist in matching a youth participant with an employer or employee of a company.
- Personal development: supports mentored youth during times of personal or social stress and provides guidance for decision-making.

ADULT MENTORING OPTIONS

Group mentoring activities and mentoring through electronic means are allowable as part of this activity, however, the youth must be matched to an individual mentor with whom the youth interacts on a face-to-face basis. It is encouraged that mentoring be provided by someone other than the Career Navigator. Adult Mentoring is arranged by the Youth Career Navigators. All mentors must pass a background check through their respective organizations and are not paid positions. Options include:

- Agreements for Adult Mentoring can 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 community partners to ensure the Adult Mentoring service is being provided when available.
- Career Navigators are allowed to serve as mentors in areas where adult mentors are scarce.

Attempts to find a suitable mentor in the community who is not a Career Navigator must be documented in the participant's case notes. If a suitable community-based mentor cannot be found, a provider's Career Navigator may serve as a mentor when adult mentors are not available in the community.

*Equal Opportunity Programs/Employer
Auxiliary aids and services are available upon request for individuals with disabilities.*