



Idaho Career Mentoring Day

2016 GRANTS NOW AVAILABLE

The Idaho Council on Developmental Disabilities,
in collaboration with the Idaho Division of Vocational Rehabilitation,
announces the availability of funds to help local groups develop and sponsor
activities associated with National Disability Employment Awareness Month.

**A limited number of grants will be awarded to local Career Mentoring Day
planning teams through an application process.**

Idaho Career Mentoring Day (CMD) is based on the Disability Mentoring Day* nationwide effort to promote career development for students with disabilities through hands-on career exploration.

Students (mentees) are matched with workplace mentors according to expressed career interests. Mentees experience a typical day on the job and learn how to prepare to enter the world of work. Employers gain an increased awareness that people with disabilities represent an overlooked talent pool.

Through this project, local communities organize activities that bring students and other young adults together for informational sessions about career opportunities and matches to local businesses for one-on-one mentoring by job shadowing volunteer mentors at public and private places of employment.

What are the goals of Career Mentoring Day?

- To enhance internship and employment opportunities for people with disabilities.
- To promote disability as a central component of diversity recruitment for a more inclusive workforce.
- To dispel employers' fears about hiring people with disabilities.
- To increase confidence among students and job seekers with disabilities.
- To launch a year-round effort to foster mentoring opportunities.

Who participates?

Employers (private, non-profit, government, educational), students with disabilities, and educators participate in Career Mentoring Day.

October is National Disability Employment Awareness Month

We encourage CMD coordinators to schedule their local CMD activities sometime during the month of October if possible, however, we understand that scheduling these activities in later months may work better for the local planning team and their partners. Applications with activities/events scheduled later in the fall will not be discounted.



*Disability Mentoring Day is a project of the American Association of People with Disabilities (AAPD): [AAPD website](http://www.aapd.com/what-we-do/employment/disability-mentoring-day/) - <http://www.aapd.com/what-we-do/employment/disability-mentoring-day/>

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Application Guidelines

We will be reviewing applications and looking for local projects that include these key components:

- ✓ **Outline of how students will be matched to mentors working in a career field of their interest.**
- ✓ **Event schedules that allow for at least a few hours of one-to-one job shadowing in the workplace.**
- ✓ **Outline of employer mentor preparation activities through: meetings, distribution of information, mentor packet, or other means.**
- ✓ **Description of how students who experience more significant disabilities and barriers to employment will be included in the project.**
- ✓ **Description and list of community partners that will support the project through involvement in planning, funding, in-kind donation, and/or volunteer time.**

Large group project activities including presentations, workshops, and business tours may be supported with grant funds. However, a key activity of Career Mentoring Day is one-to-one job shadowing in the workplace between a student mentee and an employer mentor. Projects are encouraged to prepare students for this mentoring experience and schedule enough time in their event for one-to-one job shadowing to take place.

For a successful mentee and mentor experience, it is also important to prepare employer mentors to host the students to job shadow in their workplace. Feedback from past employer mentors indicates that they want to create a positive experience for the student mentee and would like more time with the student to do so. Mentors prefer to have information a week before the actual event that tells them about the student, how they can best prepare for the student in their place of business, and pointers on how to set up shadowing activities. Successful groups have created mentor packets for employers to prepare them for the job shadowing activity. A sample packet can be provided.

Student comments:

"I learned to just keep going in school because I can still go somewhere with my life." "There are more opportunities than I thought there were." "It was everything I expected and more." "I learned how to use a sandblaster. That was so cool." "I learned that I need to get out more and experience life. There are more things to life. It just needs to be experienced."

Employer comments:

"I liked that I got to pass on knowledge of this career to someone who was willing to learn." "I like how the students were excited about the day." "Keep up the good work, this is a very positive experience." "It is nice helping someone get a better idea about working and life."

**Applications must be received by
Friday, September 30, 2016**

The 2016 **Idaho CMD application** is attached with this announcement. Please send completed applications to Tracy Warren at the Idaho Council on Developmental Disabilities by email: tracy.warren@icdd.idaho.gov. For more information email Tracy or call the ICDD office at 1-208-334-2178 or 1-800-544-2433.



**Grants are provided through a collaboration
of the Idaho Council on Developmental Disabilities and
the Idaho Division of Vocational Rehabilitation**

