

Career Mentorship

Commitment

Role	Commitment
Student	Substantial preparation; one or more hours per session
Educator	Minimal commitment beyond matching and light support
Employer	One or more hours per session; repeated engagement

Arrangement Information

What

Career mentorship is a career exploration activity in which students are matched one on one or in small groups with an industry professional for a sustained engagement to explore potential careers and related education options. Mentorship activities can be conducted in person or virtually. The career mentor serves as a resource by sharing insights and providing guidance about the workplace, careers, and postsecondary education and training. This support is accomplished through formal and informal meetings organized at the school, in the workplace, or online but never in an unsupervised environment or at home. The development of a trusting relationship between the student and the mentor is the key to a successful experience.

When

Mentorship opportunities are most effective when connected to a student's specific career interests. As such, mentorship most commonly takes place in high school, postsecondary, and workplace settings

Time Commitment

Mentorship works best when the relationship is sustained over time, allowing the mentor to help guide the student through career or postsecondary exploration and transitions. Developing these relationships requires a time investment from both the student(s) and the mentor. A mutually agreed-upon cadence for connecting ensures that both the mentor and the student have a clear understanding of the goals of each discussion to make the best use of time. Students leverage mentorship by preparing questions and goals for each meeting with a trusted educator and by maximizing the professional mentor's expertise.

Benefits

For **students**, mentorship opportunities create important professional connections, build technical skills and career-ready practices, and help make sense of their education and career options. These experiences can also be designed to meet specific learning outcomes and help students connect what they are learning in the classroom with the world of work.

For **educators**, mentors can be vital allies in reinforcing academic content or technical skills, supporting students in developing career-ready practices, and providing meaningful connections to industry and the workforce.

For **employers**, mentorship offers the opportunity to connect deeply with students who represent their future workforce. These relationships are typically mutually rewarding for both students and mentors while offering employers a sustained and impactful way to engage with their community.