

WRK

Workforce Ready Concepts, LLC

WRK Youth Mentoring Program

With computers and phones, texting and Facebook, and the 24/7 world in which we live, so much of life and what we do every day happens online. So, it makes sense that your workforce is considering an online youth mentoring program. Workforce Ready Concepts have put together five main benefits of having the WRK Mentoring Program and how those benefits can positively impact your workforce board's performance and outcomes.

1. Mentoring as one

One of the main differences between an in-person and virtual mentoring program is oversight. In-person programs are more autonomous, where the mentors and mentored make their own decisions regarding their relationships. WRK, on the other hand, have WRK Mentors. These WRK Mentors ensure an approved message for program guidelines, serve as a resource and sounding board to learners, respond to issues, and initiate new learners into the program. The beauty of WRK Youth Mentoring Program is that it streamlines the WRK Mentor tasks. Does WRK Mentor Melissa, who's based in Dallas, need to check to see if the newest mentoring group in McAllen have filled completed their interest assessment? No problem, she can log on and with a few clicks of the mouse see the groups progress. Does the Case Manager need to run a report on the number of learners who have secured employment? Done. Or maybe the Program Manager is getting ready to virtually introduce her new group of learners with the existing learners in their area. They can do it all, as long as there is access to an Internet browser, from the office or home, and the learners have a device that can connect them to the internet. This ease of, well, *everything* helps the WRK Mentor, the learners, and their Case Managers save time.

2. Connecting

Home, offices, schools—we work in an era where the reach of so many goes well beyond a town, a city, a state, or even a country. Some people can go for months without being in the same room as each other. How can a workforce program possibly bridge this gap with its in-person only mentoring program, it can't? But thanks to the Internet and everyone's easy access to web browsers, the WRK Mentoring Program can help cultivate that all-important (and effective) mentoring culture, even if people are spread out.

WRK Mentoring system allows learners in remote areas to:

- Take part in a formal mentoring program when they might not have been able to do so otherwise
- Have the ability to easily communicate with the WRK Mentor—no more wondering who to call with a question or issue
- Track their progress and easily review guidelines/objectives
- Communicate with other learners through things like online forums, online chats, and social media that's integrated with the software

An online system helps ensure that as many people as possible—even those in far-flung places can take part. This increases the likelihood that you'll have happier, more committed youth learners, which results in decreased number of drop outs, decreased staff costs, and decreased training costs.

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3. Green Mentoring

A formal mentoring program requires numerous supporting documents, from questionnaires to evaluations to custom notes. Instead of disseminating information through inter-office mail or email, your online mentoring solution serves as a repository for any and all documents associated with your program. No more wasted paper, toner, and time! WRK Mentors, Workforce Case Managers, and learners can modify documents easily, alert people about changes, easily upload and brand-new documents, protect the environment, and save on travel while you're at it.

4. Focused Goals and Objectives

If learners did things "on their own" without knowing for sure if the goals and objectives they were pursuing were the ones the workforce wanted to focus on, what would the point be in that? This sort of unorganized approach might work for some individual learners, but if the workforce wants to reach certain benchmarks across all programs, the only way to do that is to make sure all learners are on the same proverbial page, or in this case, the same *virtual* page.

Having one central location for all learners to virtually congregate is essential to maintaining a core message and achieving collective goals. The beauty of this is that the WRK Mentoring Program doesn't hinder individual objectives. It simply ensures that the workforce's goals aren't overlooked.

Use the WRK to:

- Reinforce your workforce's mission through the objectives and guideline documents used for mentoring
- Share success stories about other learners along the way, thus highlighting the program's effectiveness and showing your workforce's commitment to nurturing talent
- Share information about mentoring in general as a source of encouragement

5. Innovative Design

Just a few short years ago, Snapchat didn't exist and Facebook wasn't the juggernaut it is today. While your WRK doesn't need to integrate every new trend, the best system will allow for innovation: the ability for it to grow with your workforce and add inventive additions that make sense to all of the people participating.

The WRK allows for videos, articles, and customized code to be integrated into the system so learners can see the site adapt with the times. The learning and content management system is constantly being updated to reflect our current culture so the system does not stay stagnant and learners will be encouraged to log in frequently to see what is new.

Knowing that today's youth are connected and interacting with their virtual world, doesn't it make sense that their mentors are too? The WRK Mentoring Program put WRK Mentors in the learner's world to better relate to them and their current environment.