



## **ACE Mentor Program Transformative Partners Program Mentor Overview & FAQ**

The goal of this initiative is to actively mentor, engage with, and support students through their post-secondary academic studies, following their initial engagement with ACE during high school. The goal is to ensure the ACE alumni successfully complete their studies and enter as a full-time employee of the construction industry.

### **Mentor Role**

- Provide professional, academic, and personal advice and support to ACE Alumni currently enrolled in a post-secondary program.
- Serve as a positive role model.
- Support ACE-TPP goals and expectations.

### **Mentor Time Commitment**

- Ideally mentors will commit to a long-term relationship with an ACE Alumni who is just beginning their post-secondary education.
- Commit to engaging with students virtually or in person through monthly or bi-weekly check-ins via email, text, phone, or virtual meetings.
- Attend an initial training session and additional sessions as requested.
- Submit check-in reports to ACE-TPP program coordinators.
- Attend meetings and events as scheduled by ACE-TPP participating firm (time commitment varies depending on the firm's internal structure of the program)

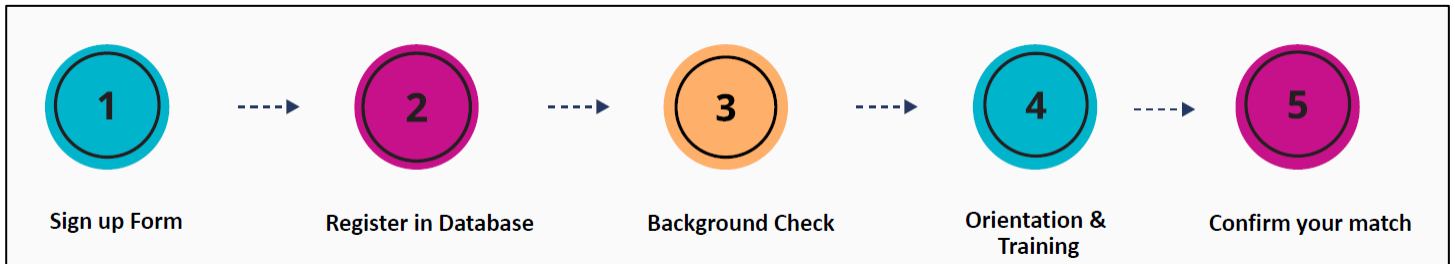
### **Participation Requirements**

- Register in the ACE-TPP database and successfully complete a background check.
- Familiarity with the ACE Mentor Program is helpful, or a willingness to learn more about ACE.
- A professional in the A-C-E fields.
- Interested and comfortable working with young people, both in person and virtually.
- Willing to adhere to all program best practices and recommendations.
- Availability to regularly check in with your mentee and provide timely and appropriate responses.
- Willing to communicate regularly with program staff and submit activity information.

### **Good ACE-TPP Mentors are:**

- Flexible, consistent, and available to students at various times of day.
- Professionals in their field.
- Able to articulate feedback well in written form (emails, text, etc).
- Willing to share their experiences.
- Positive role models.

## Mentor Onboarding Process



1. **Complete sign-up form** – quick interest form that let’s us know if you already have a student to mentor
2. **Register in database** – once in our database, we can begin to get you matched with a student or confirm an existing match.
3. **Background check** – successfully pass a background check.
4. **Orientation & training** – attend a short ACE-TPP orientation & training.
5. **Confirm your match** – you will receive notification of your matched student. Confirm the match and begin mentoring!

Interested in participating? [Sign up as an ACE-TPP mentor today!](#)



## Mentor FAQ

### 1. I'm already an ACE mentor for my local affiliate, can I still volunteer?

Absolutely! Existing ACE mentors can serve as ACE-TPP mentors. However, we encourage you to consider your own availability and want you to prioritize your local affiliate needs. We can't have ACE Alumni without great mentors serving at the high school level!

### 2. I've never been a mentor before, can I still volunteer?

Absolutely! If you've never been an ACE mentor, we will provide additional training and support.

### 3. How much time do we spend with the mentees?

The time commitment varies based on each mentoring relationship and student needs, but most mentors are averaging about 1-2 hours a month of their time. There may be some months with more time requirements depending on student needs and program events, and other months with very little interaction.

### 4. How often am I expected to meet with my ACE-TPP mentees?

ACE-TPP mentors should be checking in with mentees via text, email or other electronic communication at least once or twice a month. Student needs may require more or less interaction given their needs and preferences.

## **5. What if I need help responding to a mentee's request?**

ACE-TPP staff are available to assist with providing appropriate responses to student questions, needs and issues. You will learn more about this in initial and ongoing trainings.

## **6. What kind of student interaction can I expect? One on one? Group based? Etc.**

The majority of interactions will be one on one via text, emails and other electronic communication. Some firms might assign more than one mentor to a student based on preferences, experiences, professional backgrounds or other considerations. There may also be group in person events.

## **7. Do I really have to commit to 4 years?**

The goal of the ACE-TPP mentoring relationship is to support ACE Alumni in their post-secondary collegiate career, which is usually 4 years. While we understand a lot can change over 4 years, we want mentors who can ideally commit to maintaining a long-term relationship during the entirety of a mentee's college career. ACE-TPP staff will work with mentors and mentees to address any situations that arise to impact the continuation of the relationship.

## **8. What if I switch employers?**

Program staff will work with mentors who have a change in employment to coordinate the best path forward for the mentoring relationship.

## **9. Will I have to develop any program content/curricula similar to ACE high school programming?**

No. ACE-TPP is a more traditional mentoring program, where mentors will check in with students, ask questions and provide support to students as they navigate their post-secondary academic careers. ACE will provide ongoing training and workshops as needed.

## **10. This is such a small time commitment ... Will I make an impact?**

ABSOLUTELY! ACE-TPP program is focused on helping students traditionally underrepresented in the ACE industry persist in their pursuits. Research shows that mentoring by caring adults, even if virtually or for short interactions, helps students be more successful.