

## Why be a mentor?

### The mentorship is a valuable experience for participants.

- Mentors help participants learn about themselves and the world of work
- Mentorships provide participants with opportunities to be part of the local community
- Mentors facilitate a sense of achievement within the participant



### The mentorship is also a valuable experience for mentors

- Participants provide valuable assistance to mentors and complete various work tasks



### Cognitive Skills Enhancement Program

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# CSEP

Cognitive Skills  
Enhancement Program

A Rehabilitation Partnership for Serving  
Persons with Cognitive Disabilities

## Mentorship Program Information

## What are Mentorships?

Mentorships are a unique opportunity to apply skills in a vocational setting. Participants volunteer at a mentorship three days a week in a field of interest. Employers and CSEP counselors offer feedback, which allows the participant to implement the skills learned in the CSEP classroom. Mentorships occur during the last 8 weeks of each 15-week CSEP term.



## Who are the Participants?

Participants are current members of the Cognitive Skills Enhancement Program (CSEP) at the Hiram G. Andrews Center. Participants in the program have a cognitive disability, and often have difficulty understanding the impact of this disability in the workplace due to little to no previous vocational experience or difficulty with organization, planning, or problem-solving. To date, participants in the program have been diagnosed with Learning Disabilities, Traumatic Brain Injury, ADHD, Asperger's, and other cognitive disorders. The typical age range for participants in the program is 18 to 25 years old.

### The Role of the Mentor

- Assign work tasks to the participants during mentorship work hours
- Oversee the participant's completion of work tasks and provide feedback about the quantity and quality of work
- Complete a weekly checklist tracking participant's abilities and progress



### The Role of the Participants

- Maintain a positive work attitude and complete all tasks assigned by the mentor
- Demonstrate time management skills by arriving to the mentorship site on-time on assigned days

## Frequently Asked Questions

### Q: Are the participants paid?

A: No, participants complete an UNPAID mentorship experience.

### Q: How many participants are placed at each mentorship site?

A: Typically 1-2 participants are at each site per term, but it is the mentor's choice how many participants to take.

### Q: Are the participants covered by CSEP or HGAC insurance?

A: Yes, participants are covered by liability insurance through HGAC. Additionally, most organizations have policies that cover volunteers/interns. Check with your insurance provider to verify coverage.

### Q: How many hours do the participants work each day?

A: Participants typically work two hours a day, from 1:00 to 3:00 pm (Wednesdays, Thursdays, and Fridays). However, days & times have often been modified to meet the schedule and needs of the mentor.

### Q: Are CSEP staff involved with the participant during the mentorship?

A: Yes, although staff does not attend the mentorship with the participant, regular visits are made to the site to observe the participant working and speak with the mentor. In addition, staff continually process the experience with the participant to work on strategies and accommodations for the workplace.