

Friends of CalWORKs United for Success--FOCUS-(working title)—Mentoring Project

Project Description

The Commission for Women and the Human Services Agency's Business and Employment Services Department want to embark upon a new mentoring model for newly employed CalWORKs women. Commission for Women members would serve as on-call experienced, currently working or retired women who would like to support and counsel CalWORKs women in their experience of entering or re-entering the working world, while balancing the demands of family life and continuing education.

Next Steps

Start with a pilot of 20 CalWORKs women in late March 2007. The CalWORKs women will be newly employed who have been identified as interested in having a mentor. The CalWORKs client will be matched with a Commission volunteer by BESD Mentoring project coordinator based on geographic location of client. The mentor will make contact with the client to begin the mentor relationship. This mentor relationship is not the traditional model of having a regular meeting date, but will the mentor will be on-call via telephone for the client should the client need a sounding board as they navigate the work world while balancing work and home demands. We will be working out a "job description" for the mentor so that expectations can be realistic for all parties. Training will be provided to the mentors on resources that are available within HSA and in the community, on how to maintain healthy boundaries, on cultural sensitivity and when and how to engage BESD staff in problem solving along with other topics to be determined.

We will run the pilot for 120 days and evaluate the results and experience of all parties to determine the next steps for the program year 07/08 starting July, 2007.