



Introduction to Peer-to-Peer Mentoring

The Arc Minnesota



MTI: Minnesota Transformation Initiative

The Minnesota Transformation Initiative (MTI) is a project funded by the Minnesota Department of Human Services that started in 2022 as part of a statewide effort to support more people with disabilities to find competitive jobs in their communities. To build capacity for competitive integrated employment and community life engagement.



Person working at a workbench

Purpose:

- Help individuals and their support networks explore competitive integrated employment and job options.
- Advance the leadership of Minnesotans with disabilities around employment.

Who We Work With

Individuals

1

Families and professionals

2

Schools and transition age students

3

Organizations that transitioned away from sub-minimum wages

4

Organizations that have a 14C certificate

5

Peer mentors are people with disabilities who are competitively employed.

Inform



Microphone

**Inform about different
employment options**

Encourage



Foam Finger

**Encourage people on
their job journeys**

Support



Magnifying Glass

**Support by sharing
employment resources**

Mentors cover a range of topics such as

Applying to jobs



Disclosing your disability



**How to access and use
online employment
tools**



**Interviewing
preparation and
practice**



Topics and content for presentations can be tailored to best serve the interests and needs of the people being mentored

A variety of approaches

**Online meetings led
by peer mentors**

**Small or large group meetings
over zoom or in person**

Videos covering employment topics

One on one mentoring

What does meeting with a mentor look like?

Contact

Meet over the phone,
online,
or in person

Length

Ongoing, one-time,
30 minutes to 1 hour

Activity

Look for jobs online,
practice interviewing,
toolkit activity, listen to
how things are going,
etc.



The Importance of Mentorship

- Tailored Person-Centered Support
- Networking Opportunities
- Foster Community and a Sense of Belonging
- Role Modeling
- Advocacy and Empowerment



How to Become a Mentor

1. Meet Mentor Requirements

Be a person with a disability who is earning minimum wage or higher in a community job.

2. Meet Over the Phone or Zoom

We'll connect briefly to learn more about your story and see if the program feels like a good fit.

3. Attend a Monthly Mentor Meeting

This gives you a chance to meet other mentors and learn more about what being a mentor involves.

4. Complete a Mentor Training Session

You'll meet with me to go over what makes a great mentor and how to start mentoring.

5. Stay Involved

Continue attending meetings, helping with presentations, and mentoring as you're available.



Speech Bubbles

**How does
family
mentoring
work?**

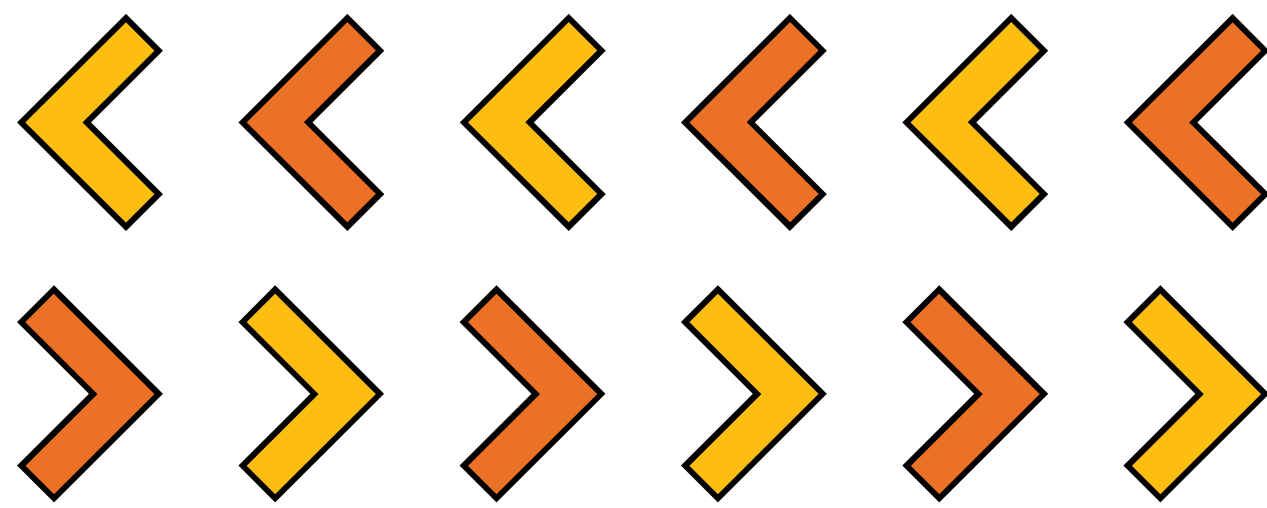


Presentations

- Zoom presentations that cover different employment related topics such as transportation, benefits, and technology resources.

Meetings

- Families can connect with one another to express concerns, ask questions, and offer encouragement.
- Meetings centered around a different topic or a parent sharing their story.



Carmen

Family Mentor

I have four sons, 3 of whom have autism. I've seen their ups and downs related to employment. They've faced challenges like underemployment and unfair questioning about their disabilities.

That has not stopped them from pursuing their goals. My sons have different goals like working in voice over, becoming a train engineer, and pursuing a career as a DJ. Supporting them in their activities is important. This includes everything from theatre production to getting a brakeman's license.

We do this because their jobs give them pride and independence. I would tell other families if you can identify their dream, success will follow.



**Who are
Peer Mentors?**

Peer Mentors

- 10 peer mentors from across the state.
- A variety of experiences and perspectives.
- Earn a stipend for their time and expertise.
- Help develop all materials and resources.



Group of People Working Together



Nate Clark
HyVee Meat Clerk

Before working in the community, I worked at a sheltered workshop. This was not a job I wanted for the rest of my life.

I started advocating for myself and with help from my family and LifeWorks services, I was able to apply for a job at Hy-Vee and start my competitive employment journey.

I love my job. I get the opportunity to meet new people, help customers and make a livable wage. Working in the community makes me feel good about myself.

Get in Touch!

For any Questions Contact :

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Question Mark



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