



## **GET INVOLVED: BECOMING A MENTOR OR COACH FOR CCDI**

### **CCDI's Mission Statement**

*Construction Career Development Initiative (CCDI) brings diversity to the Design and Construction industry by mentoring and exposing minority/underrepresented students to career development in construction.*

### **Program Overview**

CCDI aims to recruit high school students who have shown an interest in careers in construction. Through mentorship, introduction to construction trades and educational programs: CCDI will assist students with soft skill development, time management, professional relationship building, setting and attaining goals, academic planning and mentorship. Our program works alongside construction and design partners to facilitate student exposure to high demand skilled jobs, education on industry requirements, assistance and support with intern and career placement, scholarships for degree pathways and individualized support for all CCDI participants.

### **CCDI Mentor Role**

Mentoring is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support and encouragement aimed at developing the competence and character of the mentee. Through the mentoring program students are introduced to goal setting and follow-through, educational excellence, professional expectations for any career and life skills vital for success in the workplace, job site and/or higher learning institutions.

### **Who Should Apply?**

The key to CCDI's continued success is finding the right professionals who are willing and committed to be active and involved in our students lives. CCDI is looking for enthusiastic and dedicated team players who have a passion for the cause of serving others and who will help CCDI fulfill the mission in which this nonprofit is founded upon.

### **How to Get Involved?**

If you are interested in signing up, please review the following mentor program levels to see what role is best suited for you. Please visit our website at [www.ccdi.org](http://www.ccdi.org) → *St. Louis* → *Get Involved* to complete the online application. You can also scan the QR code with the camera on your cell phone to access the application.

### **Contact Information**

CCDI Program Director: Rachel Boemer, [rachelboemer@ccdi.org](mailto:rachelboemer@ccdi.org), (314) 258-2460  
Mentorship Committee Chair: Dan Lester, [LesterD@claycorp.com](mailto:LesterD@claycorp.com), (314) 452-7795  
Mentorship Committee Co-Chair: Branyea Jones, [JonesBr@claycorp.com](mailto:JonesBr@claycorp.com), (314) 922-1110





## Mentor Program Levels

### **1-to-1 Mentor\*** → *Commitment Level HIGH*

- Minimum 1 year commitment to mentee (multi-year commitment is encouraged)
- Minimum 1 face-to-face meeting and 1 digital communication monthly
- Digital communication is contingent upon the resources of the student/family support system

### **Community Mentor\*** → *Commitment Level MEDIUM*

- Meet and mentor a small group of students at a partner high school once monthly for a semester
- Requires 4 to 5 group meetings during Fall or Spring semester
- Federal fingerprint background check required to visit high schools

*\*Attend 2 Saturday Academy Sessions which are strategically designed to enhance mentor-mentee relationship  
Examples: holiday party/matching, goal setting session and strategic mapping*

### **Job Sponsor** → *Commitment Level MEDIUM*

- Serve as the hiring company's ambassador and point of contact for reporting to CCDI
- Help the potential new hire navigate processes necessary for employment: registering for apprenticeship program (where required), new hire paperwork, new hire orientation
- Be the liaison for CCDI to get an updated field report of the new employee and identifying any areas of opportunity where CCDI can help support the growth and development of the employee
- Monthly check-in report on employee is encouraged

### **Career Coach** → *Commitment Level LOW*

- Career coaches are industry specific professionals who help students navigate their desired career pathway on a needed basis
- Serve as a reference for students to provide information on entering the industry or profession where the coach has expertise
- Allow students to job shadow or help to coordinate job shadowing/internship opportunities
- Assist students with networking, resume building or professional development opportunities

### **College Coach** → *Commitment Level LOW*

- Serve as on an as needed basis to provide information to students in college where the coach has expertise
- Help prospective and current college students on CCDI's *Build Our Future* scholarship navigate the process of admissions, course selection, financial aid, loans, additional scholarships, campus life and study habits
- Offer support to students on scholarship who are academic probation and risk scholarship termination