



Considerations for Resuming In-Person Mentoring

This document is intended to assist programs in developing a plan for how and when to resume in-person mentoring. MENTOR Vermont is here to help. Please reach out to Chad for support as you work to figure out what is best for your program.

At this time (May 8, 2020), MENTOR Vermont encourages mentoring programs to continue to limit mentoring to remote interactions. However, we recognize that the decision of how and when to resume in-person mentoring is up to each individual mentoring program. That being said, before moving forward, all programs should develop a written plan for how to resume in-person mentoring and how to suspend in-person mentoring again if necessary. MENTOR Vermont encourages programs to consider the following:

- Check in with your school district or parent organization (if applicable for your program) to ensure your recommendations match up with their recommendations.
- Check in with your insurance carrier prior to resuming in-person mentoring to determine if they have restrictions or guidelines your program needs to follow in order to maintain coverage.
- Make resuming in-person mentoring an opt-in option instead of an opt-out. Mentors and mentees and their families should not feel like they need to resume in-person mentoring unless they are comfortable doing so.
- At this time, it is still being recommended by Governor Scott that older adults (age 65 and over), and people with underlying medical conditions should continue to shelter in place. No mentors who fall under this criteria should be meeting with their mentee in person.
- Mentors and mentees should not be considered within each other's "trusted households" and all mentoring should take place outside, maintaining a six-foot distance, with both mentees and mentors wearing face coverings, and not involve activities that require communal objects (i.e. playing catch). This means mentees should not under any circumstances be riding in a vehicle with their mentor.
- Create a training that all mentors, mentees, and parents must go through and sign off on around the new in-person mentoring guidelines. No mentor match should be meeting in person until they've completed this training.
- Additionally, consider requiring mentors to complete the Vermont Occupational Safety and Health Administration (VOSHA) Coronavirus training: <https://labor.vermont.gov/vosha>.
- With all of this, make sure that mentees have a clear understanding of what to expect and how the guidelines your program has developed may change over time to reflect the currently reality in this ever-evolving situation.
- Lastly, in both the pausing and potential resuming of in-person mentoring, it is likely that some mentees in your program are receiving less support from their mentors than others. We encourage you to be mindful of this inequity, and to try to identify ways that your program can provide additional support for these young people at this time while recognizing that mentors are doing everything they can and that some will be able to do more than others.

Other items you should consider from the Governor's directive on May 6th:

- Governor Scott urged people to continue to limit non-essential travel.
- All businesses, not-for profit entities, and government entities are encouraged to continue business strategies, procedures and practices to maximize use of on-line presence, telephone and web-based services.