



Wisconsin Mentoring Program

Background and Recruitment

Currently, interpreters are encouraged to take the Wisconsin Interpreting and Transliterating Assessment (WITA) to obtain a score of 2:2 or higher which opens minimal opportunities for employment in Wisconsin. Through the years, an increased expectation requiring national certification by deaf, hard of hearing and hearing consumers has resulted in a readiness to work gap for those WITA verified interpreters. As a means to decrease this gap, the **Wisconsin Mentoring Program (WMP)** envisions a community where sign language interpreters aspiring to attain national certification have access to the appropriate mentoring and training to achieve their professional goals with the purpose of expanding the pool of qualified interpreters in Wisconsin.

The **Wisconsin Mentoring Program (WMP)** will offer 30 hours of mentoring by qualified mentors within a six (6) month period for interpreters working in adult community based settings. The mentors will work with the mentees to create an Individual Action Plan (IAP) including goals and strategies for supporting the growth of the identified areas of need for skill development in alignment with the knowledge/skills needed to take the RID National Interpreter Certification Exam. The mission of the **Wisconsin Mentoring Program (WMP)** is to empower sign language interpreters in our community to make professional choices that enable them to maximize their potential toward becoming a nationally certified interpreter in Wisconsin.

Seeking Mentors... The **Wisconsin Mentoring Program (WMP)** is seeking deaf adults and nationally certified sign language interpreters to participate in this exciting program. The time commitment will require attendance at two mentorship trainings (scheduled for April 23 – 25 & June 25 – 27, 2010), a mentorship refresher training (scheduled for December 4, 2010), provide mentoring services of 5 hours per month for a period of 6 months (October 2010 to March 2011) and attend the Closure Meeting (scheduled for March 27, 2011). Those interested must meet the qualification requirements and successfully complete the mentorship training before being hired to provide the mentoring service to a mentee. Mentors will be paid a stipend for the mentoring services provided through the **Wisconsin Mentoring Program (WMP)**.

Mentor's Role

- Take the lead in supporting the mentee through an ongoing, one-to-one relationship
- Help set goals and work toward accomplishing them
- Serve as a positive role model and colleague
- Build the relationship by planning and participating in activities together
- Strive for mutual respect
- Foster motivation

Benefits to Mentoring in Wisconsin

- Mentoring offers additional support to Wisconsin interpreters aiding in their potential to become Nationally Certified.
- Reduce the readiness to work gap and increasing interpreter's skills to meet the increased expectations by the users of interpreting services.
- Increases the pool of qualified interpreters in Wisconsin, thus increasing the quality of services rendered.
- Reduce the number of interpreting assignments unmet due to the lack of qualified interpreters.

Applications Due

Applications are due to WMP
Program Staff no later than
March 5, 2010

Mark Your Calendars

Mentor Interviews:

March 19-20, 2010

First Mentor Training:

April 23-25, 2010

Second Mentor Training:

June 25-27, 2010

Mentee Orientation

August 21, 2010

Mentor Refresher Training

December 4, 2010

Mentor/Mentee Closure

March 26, 2011

For More Information

For more information please
contact:

Amber Mullett

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608-261-7823

Karen Dishno

Karen.Dishno@wisconsin.gov



WMP Mentor Eligibility Requirements

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Knowledge

- Must have a good understanding of adult community based interpreting services
- Must have a good understanding of the RID certification tool
- Must know the diagnostic language used with the RID certification tool
- Must have basic understanding of a mentor's role.

Skills

- **Hearing Interpreter Mentors must have:**
 - An RID recognized national certification
 - Graduated from an ITP program
 - Bachelor's Degree
 - 3 to 5 years of professional interpreting experience
 - Member of RID and WisRID
- **Deaf Language Mentors must have:**
 - RID CDI **or** ASLPI level 4+ **or** ASLTA certification
 - Bachelor's Degree **or** 10 years experience in related field (ASL/ Linguistics/ Interpreter Training)
 - Member of RID and WisRID
- **Both must be:**
 - Proficient in ASL and poses the ability to identify and apply ASL linguistic structure to the interpreting work.
 - Able to demonstrate communication skills along with the sign continuum from English-based to ASL
 - Demonstrate the ability to discuss the process of interpreting as it applies to the interpreting work

Expectations

- Successfully complete the mentor trainings
- Agree to a one-year commitment to the program
- Commit to spending a minimum of five hours a month with the mentee
- Be willing to communicate with the mentee weekly
- Complete required paperwork prior, during and after the mentorship

Dispositions

- Hold a positive attitude toward interpreters striving to attain their national certification
- Has good interpersonal communication skills
- Develops positive rapport with the mentee to allow for open discussions regarding ethical dilemmas
- Willing to allow the mentee to get hands-on experience, when appropriate and approved by the consumers of service
- Must be willing to offer open and honest feedback regarding the interpreting process and/or the use of language
- Respect diversity – cultural, communication styles, learning styles and other aspects of the mentoring relationship

APPLICATIONS DUE BY: March 5, 2010

Please return both the mentor application and personal references to the address listed on the application.