

## HRACO Mentoring Program FAQ

### **Q) When does the Mentoring Program start and end for the year?**

- A) The Mentor Program begins in early to mid-October and ends in late April. This year's dates are October 17, 2019 – April 30, 2020.

### **Q) How do students learn about the mentoring program? Are Universities involved?**

- A) If students are HRACO members, they learn about the program through HRACO's social media, HRACO newsletters, email blasts, and attending the HRACO luncheons. Additionally, the Student Services Committee communicates with various local universities' career services departments and HR professors to notify students about the program. We are happy to hear suggestions on other ways to connect with students!

The universities we work with currently include:

- The Ohio State University
- Franklin University
- Otterbein
- Ohio Dominican
- Ohio University
- Indiana Wesleyan University

### **Q) Do I have to be a student in order to be a mentee?**

- A) Yes. For this year's program, we are only accepting students to be mentored. However, we are exploring options for a possible expansion of the program to non-students in the future. In the meantime, be sure to check out our HRACO monthly meetings to network with some experienced HR professionals!

### **Q) Will students and mentors ever meet as a group?**

- A) The program will begin with a Kickoff meeting on October 17<sup>th</sup> (meeting location details will be sent to all selected matches at a later date). We will also have a Mid-year check-in meeting in February so that our matches can catch up as a group after the holiday season.

### **Q) How many times am I required to meet with my match?**

- A) We ask that all mentor/student pairs meet for two hourlong session per month, or at least a total of 12 hours for the duration of the program. Meeting frequency can be flexible depending on mentor/student schedules.

### **Q) What support is there if my match is unresponsive?**

- A) Please reach out to [emergingleaders@hraco.org](mailto:emergingleaders@hraco.org). Ideally, we would want to make a new match if we have extra mentors on our list. If a new student match is necessary, we can do an extra call for students depending on the need.

### **Q) What are the benefits of HRACO Student membership and how much does it cost?**

- A) Student Membership in HRACO is an annual fee of \$25 (\$40 if you are a fulltime student and working fulltime). As a member you can attend the monthly luncheon at a discounted student rate. We offer workshops, and half and full day conferences

throughout the year that are discounted for members. We also have a new Young Professionals Committee who work year-round to provide great networking and educational opportunities for those who are newer to the HR workforce. Our Special Interest Groups (SIGs) offer free meetings approximately once per quarter in areas such as Staffing, Compensation and Benefits, Labor Relations and more.

There are approximately 700 members and about 150-200 members at each luncheon - this is a great opportunity to learn and network with HR professionals in central Ohio. Lastly, membership offers the opportunity to develop leadership skills - by volunteering on a committee.