

The INA Nanny Mentor Program

The International Nanny Association's Nanny Mentor Program matches INA veteran nannies with nannies that are new to the nanny profession or to INA. Seasoned INA nanny mentors provide mentoring participants with opportunities to enhance their personal growth and professional development through a formal, structured mentoring program.

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International Nanny Association



INA Nanny Mentor Program

Informational Brochure

www.nanny.org

The Authority on In-Home Child Care

WHAT IS NANNY MENTORING?

Mentoring is sharing experience; imparting knowledge; exchanging resources; sharing interpersonal support and guidance; and supporting mutual growth through the on-going relationship between an experienced INA nanny and a nanny who is new to the profession or to INA.

YOU WANT TO BE INVOLVED WITH MENTORING?

Being a nanny is a unique role. Only another nanny can truly understand the dynamics that are involved in working as today's professional nanny. If you are new to the profession or to INA, we encourage you to participate in the Nanny Mentor Program. Seasoned INA nannies are available to provide knowledge, guidance and support to help you on your path to being the best nanny you can be!

WHAT IS THE PURPOSE OF THE INA NANNY MENTOR PROGRAM?

The INA Nanny Mentor program is designed to foster nanny development and career enhancement through a formal, structured program that pairs nannies that are new to the profession or to INA with a veteran INA nanny member.

WHAT DO I GET OUT OF IT?

Mentoring participants receive opportunities to enhance their professional development, skills and careers. Those involved in a mentoring relationship will complete the program with an increased sense of confidence and empowerment about being a nanny.

Individuals serving as mentors receive the immeasurable benefit of contributing positively to shaping the future of a fellow nanny.

HOW DOES IT WORK?

Once applications are received and processed, mentoring participants are matched with a mentor. Upon selection, mentoring participants will receive confirmation and the necessary information needed to get started. Mentors and mentoring participants then team up to outline their personal goals for the program and set their meeting schedule. Meetings should be scheduled to meet the needs of both the mentor and mentoring participant for the period of mentoring that has been agreed upon by both parties.

WHAT IS THE ROLE OF THE PARTICIPANTS?

Both parties must agree to carry out the roles and responsibilities listed below. Although we encourage a one year commitment to the program, we acknowledge that shorter length participation can be beneficial as well. The duration of the mentorship is up to all parties and should be set during their initial contact.

Mentors are expected to:

- Provide counsel and advice regarding work-related or other concerns which mentoring participants perceive as enhancing or impeding their job performance and career development.
- Share knowledge and experience that helps mentoring participants understand the organizational structure, culture and values of the nanny profession.
- Promote professional demeanor and ethical standards for nannies.
- Provide objective, positive suggestions on how mentoring participants may improve their proficiency and productivity on the job.
- Evaluate effectiveness of the mentoring relationship and recommend appropriate changes.

Mentoring participants are expected to:

- Clarify their expectations for the mentoring program and mentoring relationships.
- Assess career enhancement needs.
- Set clear, realistic and challenging personal development and career goals.
- Evaluate the effectiveness of the mentoring relationship and recommend appropriate changes.

I'D LIKE TO BE MENTORED. NOW WHAT?

To apply to be a mentoring participant contact the INA Membership Services Office for an application. Complete the form, return it and you will be on the path to being the best nanny you can be!

HOW DO I VOLUNTEER AS A MENTOR?

Mentor selection is based on the applicant's knowledge, commitment to the industry and character. In selecting mentors, the Nanny Mentor Committee will evaluate whether the applicant is:

- Willing to be a mentor.
- Knowledgeable of the industry.
- In possession of good coaching skills.
- An effective communicator.
- A positive role model.
- A full-time nanny with at least 5 years experience.
- An INA member for at least 2 years.

Mentors are encouraged (but not required) to:

- Pass the INA Nanny Credential Exam.
- Have a degree in early childhood education.
- Serve on the INA Board of Directors and/or INA Committee(s).
- Be a past or current Nanny of the Year.

To apply to be a Mentor, please submit the following to the INA Membership Services Office:

- A resume, including a detailed work history.
- A cover letter indicating why you wish to be a mentor and how you can contribute to the program.
- At least two written character references.

You are about to embark on an exciting and rewarding experience.

We look forward to hearing from you!

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www.nanny.org