

# IRONBOUND USA Peer Mentor

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## What is IRONBOUND USA?

We are a mission driven organization that better prepares inner city high school students for 21<sup>st</sup> century jobs. Our mission is “Building Skills & Creating Jobs”. IRONBOUND has an educational component ([dot.org](http://dot.org)) that develops and teaches our innovative proprietary “enterprise skills” programs to high school students and a business component ([dot.com](http://dot.com)) that builds and grows the IRONBOUND brand of lifestyle products for the purpose of supporting our educational programs and creating jobs. Our ambitious (but achievable) goal is to have 10,000 high school students in 10 years go through our enterprise skills programs. We have built a scalable program that can be quickly and efficiently expanded to become a national movement.

## What does IRONBOUND do?

IRONBOUND creates the awareness of, emphasizes the responsibility for and teaches the skills to build and grow each student’s personal brand. Each person is their own personal brand. A foundational IRONBOUND belief is in “the power of commonalities” which teaches us to learn from others, analyze what we have in common, and utilize that knowledge to help create and successfully build the value of our personal brand.

At some point everyone needs to advocate the value of our personal brand, most likely it will be in a job interview setting. The capstone event for the IRONBOUND 3 x 5 jobs skills program is completing a mock job interview via video conference with an IRONBOUND Business Mentor. During our program we practice answering some of the most commonly asked interview questions (i.e. tell me about yourself etc.). High school students who are able to answer some of the difficult and expected common interview questions, who are more knowledgeable about the interview process and who are more confident in their abilities are better prepared to be successful in an interview (and we believe in life).

## Peer Mentors

The best way to be successful at anything is to practice (and then practice some more). To better prepare our students for the mock interview with IRONBOUND business mentors, we first have a practice interview with a Peer Mentor. We use the same interview format via video conference, use the same job description, ask the same questions and use the same scoring rubric as the Business Mentor. Students practicing first with a peer mentor are much better prepared and more confident for their mock job interview. It helps to have someone similar in age to practice with first.

**The Process:** Each interview should take approximately 35 -40 minutes total. This includes both the interview (approx. 15 minutes) and the feedback session using our rubric (which is administered directly after the practice interview). We find it very helpful and effective to have both the interviewer and the student use the rubric and discuss it directly after the mock interview. It is fresh in our minds and the students are more at ease and honest about their performance.

IRONBOUND coordinates with you and matches you up with the student at a convenient time. All you need is a webcam and internet connectivity. We use our video technology which you will have access to.

## Commitment to become a Peer Mentor (one cycle)

- 3 interviews with participants of IRONBOUND’s job skills program (3 interviews is considered one cycle)
- Complete a training session (approximately 1-2 hours of study)
- Complete a practice interview (same format, job description & questions). The best way to train for anything is to do it. Frankly, this is very good practice for your future interviews.
- Read, understand and electronically acknowledge via email IRONBOUND’s code of ethics policy. [www.xxxxx](http://www.xxxxx)
- One cycle for this Peer mentorship requires approximately 5-7 hours. Additional cycles take less time - approx. 3 hours.

This is a non-paid mentorship. It’s a great way to give back and to get some practical experience practicing for your future interviews and discussions. If you are interested please email [gary@ironboundusa.com](mailto:gary@ironboundusa.com).

