

2. **Students of all ages can benefit from a career mentor relationship.** Although our study limited the age for student participants, a strong interest to work with a mentor was expressed by many older students. Older students who are BVI noted challenges for returning to school and pursuing new careers similar to other students; in addition, older students listed changes in technology and transferring existing job skills as distinct challenges. Remember to consider older students for participation in mentoring relationships and programs too. They may be particularly valuable for students who lost their vision as adults.
3. **Involve area business professionals.** Professionals who are BVI that we contacted expressed interest in mentoring students and offering guidance throughout the employment process. This interest continues, as most of the student and mentor participants plan to stay in contact with each other after the year-long study. Suggest career mentoring for your consumers who are students, and help them identify an appropriate mentor, or a mentoring program if one is available.
4. **Consider a distance mentor.** If a local mentor in a student's career field is not available, consider finding a mentor in another location. AFB's CareerConnect can help with that.

How Was This Project Carried Out?

We recruited 51 college students and 26 mentors from across the United States. These participants took part in a year-long study that included several evaluations and reports for sharing information and feedback about their experience working with or without a mentor.

Learn More

The NRTC provides employment and mentoring resources to help guide the mentoring and job hunting process: Employment Mentoring Manual and Resource Sheet for Job Seekers.

O'Mally, J. & Antonelli, K. (2016). The effect of career mentoring on employment outcomes for college students who are legally blind. *Journal of Career Assessment*, 14(5), 295-307.

For more information about the mentoring project, see the project overview page: An Employment Mentoring Project for College Students who are Blind

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