



## RID-NCIEC MENTORING GRANTS



### **Kansas Association of Interpreters-Registry of Interpreters for the Deaf Mentorship Program Grant Update**

The professional journey of interpreters begins when we start to put our HANDS UP. Many of us have been given HANDS UP by professionals who have helped provide us with professional guidance, have supported our skill development and have offered encouragement for ethical decision-making.

The Kansas Association of Interpreters-Registry of Interpreters for the Deaf (KAI-RID) applied for a RID-NCIEC Mentoring Challenge Grant to support the development of a formal mentorship program for Kansas interpreters. The KAI-RID program, "Helping and Nurturing Development of Skilled and Upstanding Professionals (HANDS UP)," was awarded one of the RIC-NCIEC grants to get our project started.

Kansas is a professionally and geographically diverse state. Although we boast an excellent Interpreter training program at Johnson County Community College, with a strong professional support network in our urban areas, many of the interpreters in the state work hard to promote and provide effective communication for deaf clients without a formal support or development network. The mentorship needs of individuals living and working in these different areas will vary depending on the individual circumstances of the partners involved in the mentorship relationship.

KAI-RID has designed the HANDS UP project to craft a program to meet the needs of participants, whether they live in Kansas City or Garden City, whether they are stepping into the world of freelance interpreting, or striding into the classroom, and whether they are newly trained interpreters scaling a steep learning curve or interpreters with years of experience who seek to further improve skill sets.

The HANDS UP project is beginning with a call to mentorship, inviting prospective mentors and mentees to participate in one-day trainings and focus groups to support program development. With the input and suggestions of interpreters from around the state, HANDS UP will develop the curriculum, communication and collaboration for implementing formal mentorship and mentor training in Kansas.