SOUND FUTURES

A MENTORSHIP COMMUNITY FOR APPRENTICES IN THE CONSTRUCTION TRADES

MENTOR | FAQs

These are the questions we hear most from people considering becoming a Sound Futures mentor. If you have a question that is not answered here, reach out to Sound Futures at info@soundfuturescommunity.com or call 206-501-4350.

ABOUT THE PROGRAM

What is Sound Futures?

Sound Futures is a structured mentorship community connecting construction apprentices in King, Pierce, and Snohomish Counties with experienced trades professionals. The program runs in 10-week cohorts and is designed to help apprentices build the skills, confidence, and networks they need to complete their apprenticeship and build lasting careers. Sound Futures is sponsored by Sound Transit.

Who are mentors in Sound Futures?

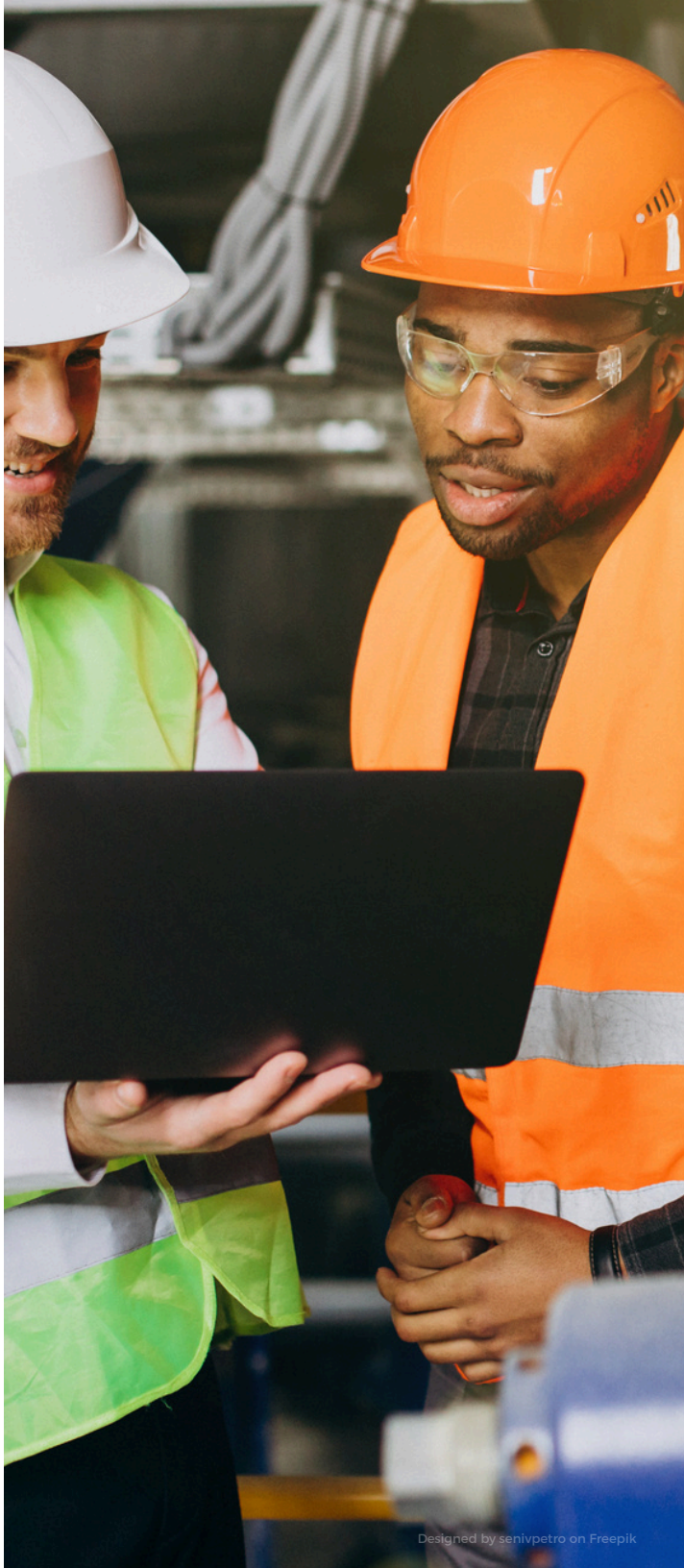
Mentors are journey workers, forepersons, superintendents, safety officers, project managers, and professionals knowledgeable about the construction trades. They share practical knowledge, lived experience, and a genuine commitment to helping the next generation of construction apprentices succeed. Mentors are selected for their cultural awareness and their commitment to respectful, inclusive worksite culture, not just for their years on the job.

Who are the apprentices I will be mentoring?

Mentees are apprentices enrolled in union construction programs across King, Pierce, and Snohomish Counties and living in a transit-impacted area. They are committed to completing their apprenticeships and building a career in the trades. Many are navigating real challenges and are looking for guidance from a trusted professional who understands what that experience is like.

Is this program affiliated with a specific trade?

No. The program is trade-inclusive; mentors and mentees from a range of union trades participate in each cohort. You do not need to be in the same trade as your mentee, though trade alignment is one factor in the matching process.



TIME AND COMMITMENT

How much time does this require?

Mentors commit approximately 2.5 hours per week for 10 weeks. This includes your onboarding session, regular one-on-one touchpoints with your mentee, and professional development session. Most sessions are virtual and designed to fit around construction schedules.

What does a typical week look like as a mentor?

Each week, you will connect with your mentee for a mentor touchpoint, typically 20 minutes, and you may participate in professional development sessions. In touchpoints, you are encouraged to discuss whatever is most helpful for the mentee.

What if I have to miss a session or a touchpoint?

Life happens. If you need to reschedule a check-in with your mentee, reach out to them directly and let the program coordinator know. We ask that you attend at least 80% of scheduled sessions to remain eligible for the stipend. If something comes up that affects your ability to continue, contact the coordinator as soon as possible; we will work with you.

MATCHING AND BACKGROUND CHECK

How are mentors and mentees matched?

Matching is done through a scored process that considers cultural identity alignment, geography, communication style, work style and program goals. Free-text responses in the application are also reviewed for compatibility. Gender preference is honored. Every proposed match is reviewed by the program coordinator before it is confirmed; this is not an automated handshake. You will not be handed a match at random.

What if my match is not working?

If something is not working, a communication mismatch, a scheduling conflict that cannot be resolved, or a more significant concern, contact the program coordinator. Matches can be adjusted. The goal is a productive mentoring relationship; the match is a starting point, not a fixed assignment.

Is a background check required?

Yes. All mentors complete a standard background check as part of the application process. Results are reviewed individually; prior records do not automatically disqualify a mentor. The review considers the nature, recency, and relevance of any findings, with participant safety as the primary consideration. You can check eligibility requirements on the Sound Futures website. If you have questions about the background check process, contact the program coordinator before applying.

COMPLETION STIPEND AND RECOGNITION

Are mentors compensated?

Yes. Mentors receive a stipend of $500 for completing the program (maintaining 80% or higher session attendance).

What else do mentors receive?

Beyond compensation, mentors gain professional development, a community of other trades professionals committed to the same goals, and the experience of contributing to the region. Many mentors describe the relationship with a mentee as one of the most meaningful professional experiences they have had.

CONFIDENTIALITY AND WHAT TO EXPECT

What is shared with the program team? What stays between me and my mentee?

What you and your mentee discuss in your one-on-one meetings is confidential and stays between you. The program team receives attendance records and session feedback, but not the content of your individual conversations. There are two exceptions: if a situation involves safety, discrimination, or something that requires escalation, you are expected to contact the program coordinator.

What if my mentee shares something I do not know how to handle?

You are not expected to be a counselor, a lawyer, or an HR professional. You are expected to listen, support, and refer. The program coordinator is a resource, not just an administrator. Reach out whenever you are unsure.

HOW DO I APPLY?

Visit soundfuturescommunity.com and complete the mentor application. The application takes approximately 15 minutes and includes questions about your background, availability, communication style, and your experience with mentorship. This information informs the mentor-mentee matching process. After submission, you will be contacted by the program coordinator to discuss next steps, including the background check process.

READY TO APPLY?

Visit www.soundfuturescommunity.com

Contact us at 206-501-4350 | info@soundfuturescommunity.com

SCAN HERE TO APPLY