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**Mediation Mentorship Program (MMP)**

**2022 Cycle One**

Volunteer mediators at the Center for Conflict Resolution (CCR) are at the core of our mission and are at the forefront of practice in the Alternative Dispute Resolution (ADR) field. At CCR, volunteers have a unique opportunity to mediate a wide range of high conflict, high emotion disputes with diverse parties.

In order to be a volunteer mediator with CCR, individuals must participate in an intensive training program called the Mediation Mentorship Program (MMP). Enrollment is limited and is based on the current needs of CCR’s clients and cases.If selected, you will be required to attend all training sessions associated with your MMP. If you cannot attend all the training dates, please apply at a different time.

Please note, due to Covid-19 restrictions, all mediations and trainings are conducted virtually through Zoom. Mediators will be required to have a device that allows them to access the internet, use a microphone and camera, and mediate from a private space.

The MMP Consists of:

* Attending **one** of the following informational sessions:
  + Tuesday, October 4, 2022 at 10:00 a.m. CST
  + Thursday, October 20, 2022 at 10:00 a.m. CST
  + Wednesday, November 2, 2022 at 10:00 a.m. CST
* **Submitting your application by:**
  + Monday, November 7, 2022 by 9:00 am CST
* Interviewing with a member of the MMP selection committee
* If selected, attending orientation at CCR for three-month mentorship program beginning this week:
  + Monday, January 9, 2023 (2:00 - 4:00 pm CST)
* Attending three virtual trainings on the following days:
  + Thursday, February 9, 2023 2:00 – 4:00 p.m.
  + Tuesday, March 7, 2023 2:00 – 4:00 p.m.
  + Wednesday, March 29, 2023 2:00 – 4:00 p.m.
* Attending meetings and training simulations with your cohort (approx. 1.5 – 3 hours per week)
* Completing a certification simulation (expected by the week of April 3, 2023)
  + Live mediations begin after one certifies

CCR Volunteer Mediators are trained, mentored and certified using a performance-based evaluation standard. In order to become certified as a CCR mediator, prospective volunteers must be able to demonstrate a master skill level in the CCR Mediation Model. CCR sets a high standard for training and certification – we work to provide the very highest level of service to our clients.

**Applying to the Program**

**Enrollment**

Enrollment is limited and is based on the current needs of CCR’s clients and cases.  **Priority will be given to interested individuals who are able to conduct mediations in Spanish and Polish. Incoming participants are required to mediate once per month on the Mediator Zoom, where mediations are held in the adapted model.**

If selected, you will be required to attend all training sessions associated with your MMP. Please ensure that you are available to attend all orientation and training dates before submitting an application.

**Informational Sessions**

Applicants are required to attend one of the information sessions, where you will meet staff and current volunteers, and learn more about the program.

**Application Deadline**

The deadline for 2023 Cycle One applications is 9:00 a.m. CST on Monday, November 7, 2022.

**Committee Review and Selection**

After receiving the applications, a committee of CCR staff and current volunteers review them to narrow the field down to a list of finalists. If your application makes it into this phase, a member of the selection committee will contact you to set up an interview. Each cycle varies with regard to how many volunteers we need, so sometimes we have many more applicants than we have spaces and we often have to say no to good candidates.

**Notification**

Notification of acceptance into the MMP will be given the week of December 19, 2022.

**Cost**

CCR is committed to making our volunteer program accessible regardless of ability to pay. In order to apply for a scholarship, simply answer the relevant questions in the Mediation Skills Training Registration and the MMP application.

40-hour Training                                                                              $ 1595

Mentorship                                                                                       $ 900

**Mediation Mentorship Program Components**

**Training Requirements**

Applicants are required to have participated in a 40-hour mediation skills training (MST) program no more than 24 months prior to submitting an application – either at CCR or at one of the organizations on the Circuit Court of Cook County’s approved list (that list appears below).

**CCR Mediation Skills Training**

A five-day performance-based training designed to equip individuals with the basic skills of being a mediator. (see the Training Programs page of our website for available dates)

**CCR Essentials Training**

A one-day training designed to introduce previously-trained practitioners to our principles and model of mediation. Please contact the Training Department at [training@ccrchicago.org](mailto:training@ccrchicago.org) if you would like to sign up for the Essentials Training.

**The following table describes prerequisite training requirements**

|  |  |  |
| --- | --- | --- |
|  | CCR 40-Hour MST | 1 Day Essentials Training |
| MMP Applicant who completed the CCR 40-hour Mediation Skills Training (MST) within the last 24 months | Not Required | Optional |
| MMP Applicant who completed a 40-hour training with a non-CCR organization on Circuit Court of Cook County approved list within the last 24 months | Optional | **Required** |
| MMP Applicant who completed the CCR 40-hour MST more than 24 months prior to application\* | Optional | **Required** |
| MMP Applicant who completed a 40-hour training with a non-CCR organization on Circuit Court of Cook County approved list more than 24 months prior to application\*\* | **Required** | Optional |
| MMP applicant who has not participated in CCR MST or MST with an organization on Circuit Court of Cook County approved list | **Required** | n/a |

\* If you were trained more than four years ago, through any program, decisions will be made on a case by case basis.

\*\* If you were trained at another organization more than 24 months prior to application to the MMP, you will be required to take either the 40-hour MST or the Essentials course. Decisions will be based on a review of the individual’s training and mediation experience.

**Circuit Court of Cook County Approved Trainings**

|  |  |
| --- | --- |
| **Center for Conflict Resolution**  Title: “40-Hour Mediation Skills Training” | **Dominican University**  Title: Mediation Skills Training |
| **De Paul University** College of Law Center For Dispute Resolution Title: “Mediation Certificate Training Course” | **Miller, Andy B Mediation Skills, Inc.** Title: A 40-hour Performance Based Mediation Skills Training |
| **Dispute Resolutions, Inc.** Broward County Bar Association Conference Center Title: “Circuit Civil Mediation Certification Training” | **ICLEF (Indiana Continuing Legal Education Foundation)** Title: “Civil Mediation Training” |
| **Harvard Law School** Harvard Negotiation Institute at Pond Hall  Title: “Mediation Workshop” | **National Judicial College** Title: “Civil Mediation” |
| **Illinois State Bar Association** Illinois State Bar Association Title: 40 Hour Mediation/Arbitration Training | **Northwestern University** Title: “Mediation Skills Training” |
| **Mediation, Inc**. Title: “Civil Superior Court Mediation” | **Straus Institute for Dispute Resolution Pepperdine University School of Law** Title: “Mediating the Litigated Case” |

**Informational Sessions**

Designed to provide information, answer questions and explain the program expectations, these sessions provide an introduction to the Center for Conflict Resolution, a description of the prerequisite Mediation Skills Training Program and a detailed outline and timeline of the focused certification process.

**Orientation Session**

The Orientation Session is designed to familiarize MMP participants with the process and logistics of the Mentorship Program. You will have a chance to meet mentors and get familiar with the intensive training experience you will be undertaking in the Mentorship Program.

**Three-month Mentorship Program**

By assigning a mentor to each prospective volunteer, the mentorship component enhances the training experience and supports a prospective volunteer’s understanding of CCR’s mediation model. During the mentorship phase, prospective volunteers will design a self-directed training program, with the support and assistance of a CCR mentor. On average, prospective volunteers spend 2-4 hours a week working on the mediation exercises. CCR provides both required and suggested exercises through our MMP Curriculum. All prospective volunteers must complete a minimum of 8 additional exercises before they can schedule their certification simulation, but may choose to do as many post-training exercises as they would like during the 3-month time period. Mentors are experienced CCR volunteers and trainers who have received special training in teaching the CCR mediation model.

**Additional Scheduled Training Sessions**

These sessions are an opportunity for an early assessment of how students are doing with learning the new skills and implementing them and an opportunity to address experiences in the program. There will also be lessons and exercises on mediation skills, agreement writing, adapted model mediation, and using technology to facilitate mediations.

**Certification Simulation**

The MMP culminates in our certification process. The certification process requires all prospective volunteers to demonstrate a master skill level within the CCR Mediation Model during a simulated mediation setting. Prospective volunteers may schedule a certification simulation once they have completed the MMS program (Training, Orientation Day, the Court Adapted Model Mediation Training and the minimum 10 additional exercises). Prospective volunteers must complete the MMP process and schedule their certification simulation no later than 3-months after the conclusion of their basic mediation training.

**Volunteer Requirements and Benefits Following Mediation Mentorship Program**

CCR intends that our mediators keep a consistently high skill level when volunteering with us. To do this, we ask volunteer mediators to fulfill the following **requirements** in order to maintain their active mediator status:

* The volunteer must schedule to mediate for CCR **at least twice a month for a period of 18 months.** One mediation per month must be scheduled for the Mediator Zoom, where mediators use the adapted model.
* To maintain active status, the volunteer must schedule to mediate for CCR at least once a month after the initial 18 month period.
* The volunteer must participate in CCR’s Peer Review process within the first 12-months of certification.
* The volunteer must participate in two CCR Continuing Education Programs every 12 months.

CCR also offers the following **benefits** to volunteer mediators:

* Experienced staff/mediators present at mediation sites to offer support and debriefing
* Peer reviewed mediations
* Monthly Continuing Education events
* Networking and social events
* CCR newsletter to keep volunteers informed of CCR activities, as well as developments in the dispute resolution field

**Contact**

If you have any questions about the Mediator Mentorship Program or application, please contact Israel Putnam, Volunteer Director, at [mmp@ccrchicago.org](mailto:mmp@ccrchicago.org).