Collaborative Mentoring Webinar Series

Workplace Mentoring
Preparing Youth for Success in the Workforce
January 16, 2020
Good to Know…

One week after the webinar, all attendees receive an email with:

- Instructions for how to access a PDF of presentation slides and webinar recording
- Link to the Collaborative Mentoring Webinar Series webpage, where all slides, recordings and resources are posted

Please help us out by answering survey questions at the end of the webinar.
Today’s Webinar
Workplace Mentoring Trends and Findings

• Expansion of mentoring roles into settings outside of traditional mentoring programs / youth development contexts (such as schools and after school settings)

• Workplace mentoring programs often involve complex program structures and cross-organization partnerships

• Wide range of career and workplace mentoring options for youth at all different ages and career stages - from creating excitement and interest in a field, to creating direct, hands-on work experiences to build hard and soft skills for the workplace and beyond

• Mentors in workplace mentoring programs wear multiple hats

• Workplace Mentoring Supplement contains Major Themes and Recommendations for Good Practice based on the research and review of several programs, articles, and reports focused on young adults entering the workforce
• Hear from organizations that are engaging employees from corporate partners and how their mentoring initiatives impact both employees and youth mentees

• Gain insights on how to increase access and opportunities in workplaces for diverse youth in your programs

• Learn about best practices and recommendations for supporting young people’s workforce development and career readiness skills for success in the workplace and beyond
Participate in Today’s Webinar

• All attendees muted for best sound
• Type questions and comments in the question box
• Respond to polls
• Who is with us today?
• What is one question you have or one thing you would like to learn from today’s webinar?
Daniel Horgan

- From Pittsburgh PA originally and currently living in NYC
- 20+ years of experience in nonprofit, government, education and corporate sectors
  - America’s Promise
  - Three Rivers Workforce Investment Board
  - Points of Light
  - Capital One
  - MENTOR
- At CoLabL, we are expanding networks, developing talent and accelerating growth.
- MENTOR consultant on corporate engagement in youth mentoring
Maia Almendral Esteves

Throughout the last decade, Maia managed over 1,500 volunteer mentors in programs across the country.

Maia is originally from the San Francisco Bay Area and currently living in NYC. She earned her B.A. from UC San Diego and M.P.A. from Baruch College.

National Director of Programs, America Needs You

Collaborative Mentoring Webinar Series
Maggie Raible

Co-Founder, Basta

• Leadership Recruitment for KIPP
• Growth Strategy & Development at Teach For All
• Recruitment & Selection for DC Public Schools
• BA in Psychological and Brain Sciences from Johns Hopkins University
• Based in Philadelphia, PA

Collaborative Mentoring Webinar Series
Connect with people where they are.
Expand the focus.
Collaborative Mentoring Webinar Series

Cultivate growth & community.
Connect – Focus – Grow

Supporting managers, mentors and youth in building & managing relationships.

- Developed with feedback from youth, mentors & managers.
- Tested across 5+ cities with 1,000+ youth, mentors and managers.
- Customized for corporate partners across industries, geographies and contexts.
- Training facilitated in 1.5-3 hours; interactive in design.
- Sessions engage 10-50+ participants.
- Online course to accommodate those unable to attend in person.

Collaborative Mentoring Webinar Series
Prioritizing relationship building, goal setting, and growth mindset to set managers, mentors, and youth up for success.

**CONNECT**
- Relationship building
- Balancing teaching & learning
- Practicing curiosity
- Creating inclusive environments

**FOCUS**
- Goal setting
- Leveraging our strengths
- Enhancing our skills
- Expanding access to new networks

**GROW**
- Practicing a growth mindset
- Navigating change
- Asking for, giving, and using feedback
- Expanding access to new opportunities

Collaborative Mentoring Webinar Series
A sampling of training activities…

**Tiny Teach** – participants partner up and teach each other something that their partner does not know in two minutes or less. Debrief is focused on the importance of balancing and being open to both teaching and learning.

**People to People** – participants partner up over multiple rounds with different participants and answer questions that progressively get more reflective. Debrief is focused on the importance of building trust over time, being curious and leveraging our common ground and differences. It elevates the importance of relationship-centered management.

**Career Scramble** – small group activity requiring participants to work across groups to solve puzzles. Debrief is focused on exploring our natural leadership and communication tendencies, working across differences, and clearly communicating vision, strategy and needs.

**Web of Support** – participants identify and map out a personal or professional goal including action steps and support partners. Debrief is focused on how to apply the goal setting process and tools with others for short / longer term goals.

**Strategy Box** – exercise focused on applying tactics used in achieving past successes to overcome current obstacles. Debrief is focused on nurturing a growth mindset in ourselves and others while deepening and expanding relationships.
Online portal offers managers, mentors, and youth additional training and support to leverage the power of relationships.

- To compliment in-person training, MENTOR can provide additional resources and mini-courses (10-15 mins. each) to support the building and managing of relationships.

- The content can be provided via the existing LMS platform in a co-branded microsite which is mobile-friendly.

- All content can be customized.

- Online learning communities can be facilitated for groups of participants.
## Conversation Starters
This course provides strategies and tips for how you can start conversations with others.

## Avoid Assumptions – Gather Context
This course explores how you can use a tool called the ladder of inference to make well-informed decisions, avoid jumping to conclusions and gather important context.

## Nurturing a Growth Mindset
This course helps you cultivate a growth mindset personally and with others, which supports us all in continually learning, growing and overcoming challenges.

## Using SWOT Analysis for Personal Growth
This course focuses on how you can use the SWOT Analysis tool to guide personal and professional growth and development, with a focus on building positive relationships.

## Personality Types
This course explores how we can become stronger and more effective communicators by learning more about ourselves through examining different personality types and communication tendencies.

## Developmental Relationships
This course helps you learn how to use the Developmental Relationships Framework to develop positive relationships with youth and young adults in the workplace.

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A sampling of online portal content…
What is America Needs You?

America Needs You fights for economic mobility for ambitious, first-generation college students.

We do this through our Fellows Program, an intensive 2-year career development program for ambitious, first-generation college students.
ANY’s Fellows Program

Two-year program (sophomore and junior year of college).

One-on-one mentorship.

Volunteer Driven.

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ANY Volunteers Reported...

78% learned new skills that benefitted their own careers.

92% were able to utilize their own professional background.

80% agreed that trainings prepared them for their volunteer role.
How does ANY select and prepare volunteers?

- **Selection**: Simulated job application including a resume/LinkedIn and interviewer.

- **Curriculum**: Balance structure with organic conversation and real-life anecdotes.

- **Ongoing Training**: Internship search process, holding effective check ins, Financial planning simulation.
Best Practices

How do you match pairs?

• Student initiated matching
• Not solely based on major/industry
• Strength of Relationship Survey every six months
• Build opportunities for connecting with other mentors
How do you identify and manage corporate partnerships?

- Corporate partners invest *and* provide internships, volunteers, or in-kind support.
- Leverage partners and supporters for their unique expertise.
- Give volunteers the tools to open doors for you!
Basta’s Mission

Basta supports first-generation college graduates to secure career-pathway first jobs.
Basta’s Approach

We believe that learning + social capital (access to those with knowledge and power) is what drives *tangible* job outcomes.
Basta’s Results

Our results to date.

Secure career-pathway job within 6 months of program completion.

- Basta fellows earn an average of $53,000 (for-profit) and $45,000 (non-profit) in their first jobs.
- More than 90% of Basta fellows are retained in first jobs 12+ months.

BASTA FELLOWS ARE WORKING AT

- NBC Universal
- JUSTWORKS
- Bloomberg
- Accenture
- Penguin Random House
- Donors Choose

PROFILE OF A BASTA FELLOW

- 86% Identify as Black or Latino
- 94% Are Pell-grant eligible
- 83% Attend a public/state university

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How We Use Volunteers

- Short, high-impact opportunities
- Professional exposure, skill practice
- Mentorship with an end in mind
- Moving towards hiring partnership
Type your questions in the question box:
Contact our Panelists

- Daniel Horgan, Daniel@colabl.com
- Maia Almendral Esteves, maia.esteves@americaneedsyou.org
- Maggie Raible, maggie.raible@projectbasta.com
Programs for Youth and Young Adults

The following recommendations support the planning, design, and implementation of high-quality workplace and workforce-focused mentoring programs for youth.

Please note that the recommendations provided here are intended to supplement and clarify the general guidance recommended in the 4th edition of The Elements of Effective Practice for Mentoring. There are practices recommended in the 4th edition that may not be relevant to workplace mentoring programs due to their unique program goals and design, and we have noted those here. These recommendations will be most applicable to mentoring programs for older adolescents and young adults (ages 16-24) that are connecting youth to workplace mentors and offering hands-on skill-building and mentoring support to integrate youth into the world of work or to get them engaged in a career pathway.

Standard 1 - Recruitment

<table>
<thead>
<tr>
<th>Mentor Recruitment</th>
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<td>B.17 Program engages in recruitment strategies that realistically portray the benefits (to society, the company, and to mentees), practices, supports, and challenges of mentoring in the program.</td>
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- Recommendation 1: Program should include at least one general message in recruitment strategies about the many potential benefits to mentees of participating such as increased exposure to workplace settings, employment opportunities, employability, workplace retention, and access to college and job training programs; as well as other benefits that may be unique to the specific mentoring program.

- Recommendation 2: Program should include information in the recruitment strategies about requirements for being a mentor in the program and specifically, whether the time spent mentoring will be compensated by the employer as part of the mentor’s work schedule or whether mentoring will be conducted outside of work.

- Recommendation 3: Program should include information in recruitment strategies about the types of pre- and post-match support that will be provided to mentors, as well as who will provide the support.
STEM Mentoring Supplement

STEM MENTORING

Supplement to the
Elements of Effective Practice for Mentoring

RESEARCH-INFORMED RECOMMENDATIONS FOR YOUTH MENTORING PROGRAMS WITH A SCIENCE, TECHNOLOGY, ENGINEERING, OR MATHEMATICS FOCUS

1. RECRUITMENT
Mentor Recruitment
Program recruits mentors whose skills, motivations, and backgrounds best match the goals and structure of the program. (B.1.3)

STEM Recommendation: Recruit volunteers with scientific backgrounds or current employment in a STEM field to serve as mentors, particularly if mentors will be teaching STEM content, leading complicated STEM activities, or serving as role models to mentees who are members of a group (e.g., African Americans, women) that is underrepresented among students majoring in a STEM field or among employees in a STEM job.

STEM Recommendation: Recruit mentors who express interest in developing a supportive, caring relationship and friendship with their mentees, and not just promoting their mentees' interest in, or commitment to, a STEM career.

Mentee and Parent or Guardian Recruitment
Program recruits mentees whose needs best match the services offered by the program. (B.1.7)

STEM Recommendation: Program engages in recruitment strategies directed at potential mentees that show people who are working in STEM careers as part of a collaborative community of talented, interesting people.

STEM Recommendation: Program engages in recruitment strategies showing people working in STEM who are concerned with helping people or applying their work to improving the world.

2. SCREENING
Mentor Screening
Program has established criteria for accepting mentors into the program as well as criteria for disqualifying mentor applicants. (B.2.1)

STEM Recommendation: Emphasize screening for mentors who:
- Exhibit strong social skills (in addition to strong subject matter expertise).
- Are willing to talk about their personal experiences in the STEM field, especially in programs designed to help youth overcome systemic or personal challenges to a STEM education or career.

www.mentoring.org 1

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Affiliates

Affiliates serve as a clearinghouse for training, resources, public awareness and advocacy. Find your local affiliate here: http://www.mentoring.org/our-work/our-affiliates/

Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector https://connect.mentoring.org/admin

National Mentoring Resource Center

Check out the OJJDP National Mentoring Resource Center for no-cost evidence-based mentoring resources
Remember…

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• Everyone will get an email with information on how to download the slides, recording, and resources on the CMWS webpage on the MENTOR website:

http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/
Stay Connected

- Email us at collaborativewebinarseries@mentoring.org
- Tweet with hashtag #MentoringWebinar
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Join Us Next Month!

Mentoring Youth Impacted by the Juvenile Justice System
February 20, 2020
1-2:15PM Eastern