

The National Mentoring Project

2020-2021 Summary

Made Possible By The Schultz
Family Foundation



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ABOUT MENTOR MENTOR is the unifying champion for expanding the quality and quantity of mentoring relationships across the United States. 30 years ago, MENTOR was created to expand opportunities for young people by building a youth mentoring field and movement. The result: a more than 10-fold increase in young people in structured mentoring relationships. Today, MENTOR is the expert voice representing a movement that meets young people everywhere they are – from schools, to workplaces, and beyond.

WHY MENTOR AS A WORKFORCE DEVELOPMENT PARTNER?

MENTOR's extensive cross-sector network, longstanding commitment to ensuring programmatic quality, and expertise as a national mentoring convener has positioned us well to attract and support a variety of workforce development employer and community partners in:

- expanding their knowledge of mentoring
- engaging and retaining historically excluded workforce populations
- developing equitable, relationship-centered employer practices and quality workplace mentoring initiatives
- sustaining meaningful nonprofit workforce collaboratives

This work is key to addressing root causes of youth economic and social capital disparities while also increasing support for young people who historically have been excluded from opportunities to get in the door and advance at our nation's top companies. To ensure we are effectively supporting opportunity youth in securing and maintaining employment within industries that offer career pathways, MENTOR engages employers and workforce development programs in America's leading industries for projected job growth, including hospitality, technology, and healthcare.

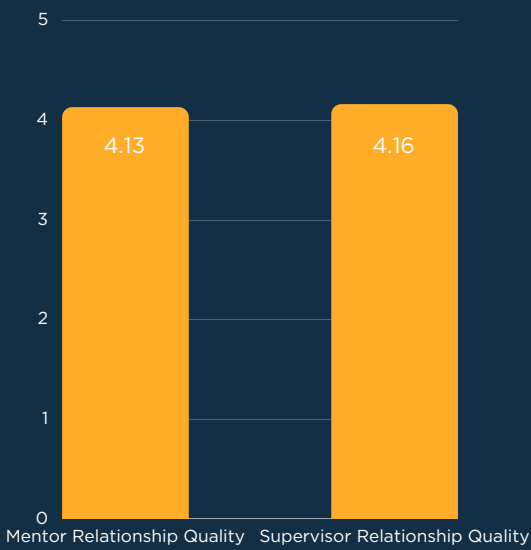
ABOUT THE NATIONAL MENTORING PROJECT

The goal of the National Mentoring Project (NMP) is to bolster relationship supports for young people ages 16-24 who face barriers in gaining employment and having access to supported pathways at work. In the first iteration of NMP (2018-2019), MENTOR worked directly with large-scale workforce development organizations and employers who hired opportunity youth to test out tools and trainings for replication. MENTOR developed an app to track mentoring interactions, an employer toolkit, a revised [Connect](#), [Focus](#), [Grow](#) mentoring curriculum, documentation protocols, and surveys.

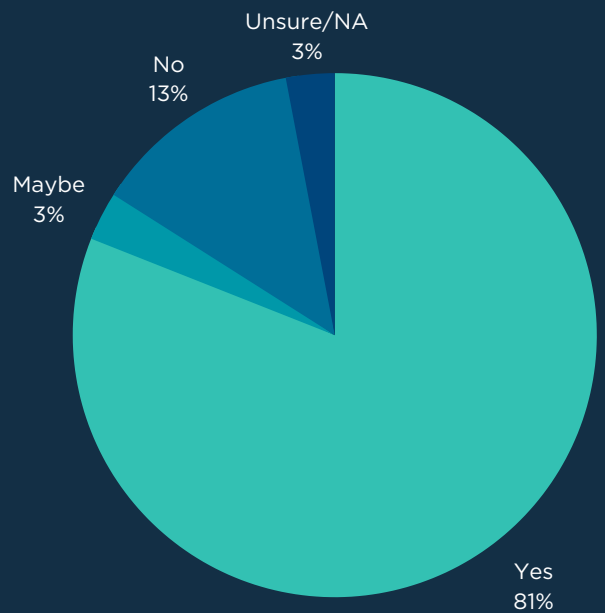
Based on the work and lessons learned in phase one, MENTOR released an RFP to our Affiliate network to begin phase two (2020-2021). During this phase, we partnered with MENTOR Affiliates who were already engaging in workforce development activations in their region or had expressed interest in implementing NMP at the local level. Through an RFP process, nine Affiliates were selected to participate with corporate partners -- [MENTOR Colorado](#), [MENTOR New York](#), [MENTOR Virginia](#), [The Mentoring Partnership of Southwestern Pennsylvania](#), [MENTOR Maryland | DC](#), [Massachusetts Mentoring Partnership](#), [MENTOR Greater Milwaukee](#), [MENTOR Rhode Island](#), and [Iowa Mentoring Partnership](#).

TARGET SUCCESS MEASUREMENTS	RESULTS
1000-1500 youth served through direct work with employers, MENTOR Affiliate projects, and local mentoring events with opportunity youth.	Pulled employment records for 1,504 young employees paired with a mentor.
2-4 national companies engaged	Several potential partnerships occurred and were interrupted by the pandemic and the need for organizations to shift their priorities.
80% of youth report feeling supported by staff.	<ul style="list-style-type: none"> Young employees rated the overall quality of their relationship with their mentor at 4.13 out of 5, with 77% of them rating their mentoring experience as “excellent” or “quite good.” (Graph A) 72% thought that their mentors and supervisors helped them determine the next steps on their career or educational journey.
75% retention rate post-90 days of employment.	89.5% of the youth paired with a mentor were fully retained through the completion of their summer employment or through a 90-day window.
80% of corporate mentors report feeling job satisfaction and a sense of contributing to a positive work climate.	81% of surveyed mentors responded “Yes” when asked whether this experience impacted their job satisfaction (Graph B). A similarly high percentage (88%) said that they would recommend it to future young employees.
80% of supervisors report feeling job satisfaction and a sense of contributing to a positive work climate.	70% of surveyed mentors responded “Yes” when asked whether this experience impacted their job satisfaction and 85% said that they would recommend the program to other supervisors.

Graph A: Overall Ratings of Relationship Quality With Mentor and Supervisor



Graph B: Enhancement of Mentor's Own Job Satisfaction



NMP Goals Met

IN 2020-2021

01

Offering a training that provided a solid foundation for mentoring relationships in a variety of workplaces.

02

Providing young employees mentoring relationships and supervisory supports that were meaningful both personally and professionally.

03

Giving employee mentors and supervisors a programmatic experience that was a value add to their job satisfaction and career paths.

04

Retaining a high percentage of youth in positions for 90 days or through the duration of seasonal employment, giving them valuable work experience and lasting connections for careers.

KEY TAKEAWAYS

- Offer trainings to both the employee mentors and the site supervisors.
- In addition to the mentorship that occurs during a typical workday, employers can support opportunity youth by intentionally offering opportunities to build professional skills such as resume writing and networking.
- To learn more and bring MENTOR's resources to your workplace, contact our Director of Workforce Development, [Charline Alexandre-Joseph](#).

DATA COLLECTION

- Mentoring activity (meeting times, topics discussed, and quality of meetings) was tracked in the Civic Champs app.
- Employment data (employee start/end dates, premature exits, and raises/promotions) was provided by corporate and nonprofit partners.
- End-of-Program surveys were completed by youth, mentors, and supervisors to gauge participants' perceptions of the impact of the program, the skills gained, and the self-efficacy of mentors and supervisors.

LESSONS LEARNED

- Systems-level change requires multiple avenues of influence to effectively implement relationship-centered workplace practices, including an open dialogue and an agreed upon implementation timeframe with employers and workforce development community leaders.
- Innovative ideas regarding corporate mentoring are often hindered by private sector approval protocols. By working with employers that we have existing relationships with, we can mitigate risk aversion.
- Main stage presentations and thought leadership opportunities such as the [Hire Opportunity Coalition](#) play an invaluable role in attracting interest from additional partners; we will continue to prioritize such opportunities going forward.