

Making the Most of Mentee Check Ins: Mentoring as an Employment Strategy

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MENTOR

MENTOR was created 30 years ago. Today we activate a movement across sectors that is diverse and broad and seeps into every aspect of daily life. We are connecting and fueling opportunity for young people everywhere they are from schools to workplaces and beyond.



MENTOR Affiliate Network

- 24 Affiliates
- Demonstrated results and impact grounded in a community responsive approach
- Proven ability to help unlock new public and private dollars and engagement in mentoring
- Successful cross-sector and collective impact convener
- Deep programming and content knowledge

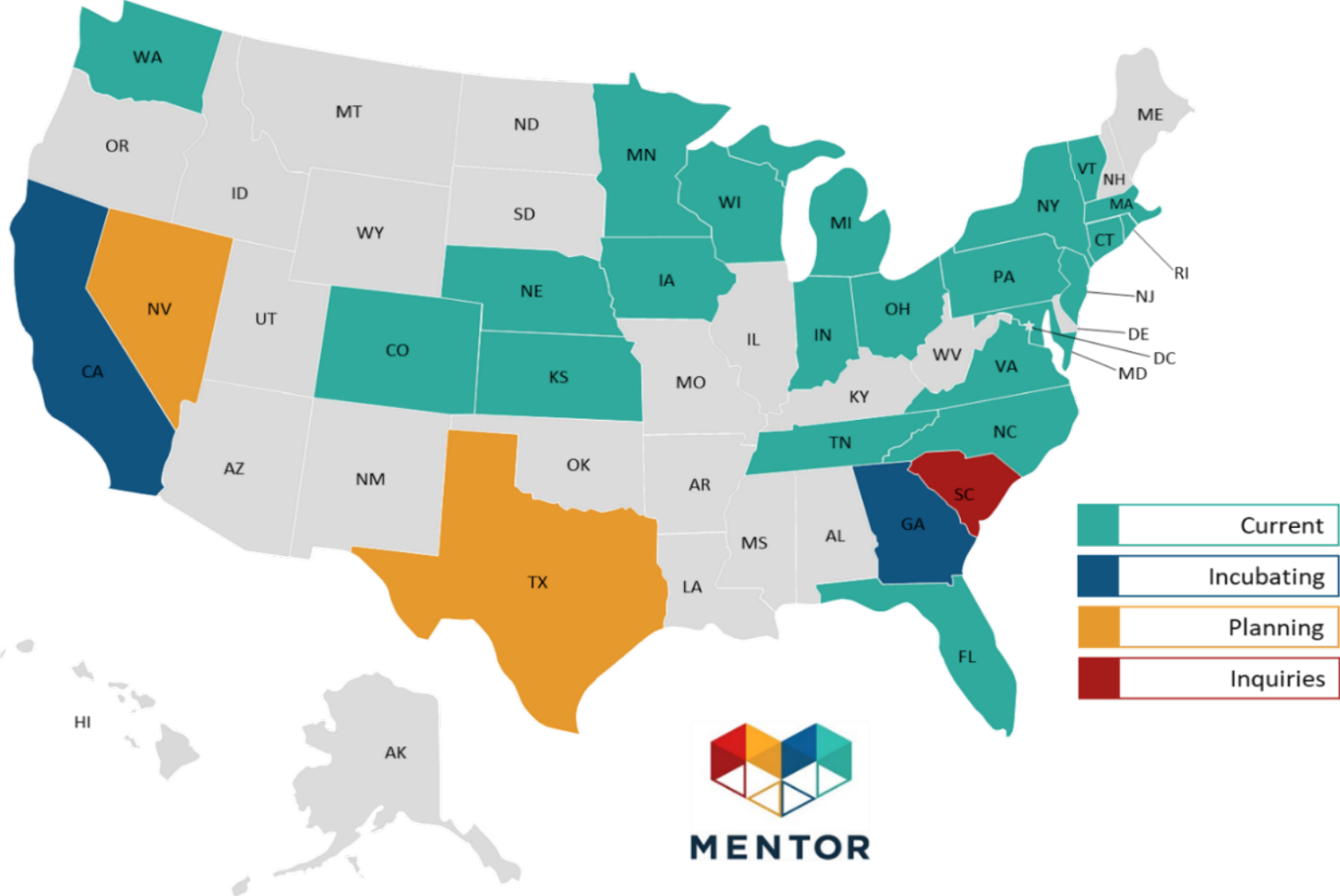
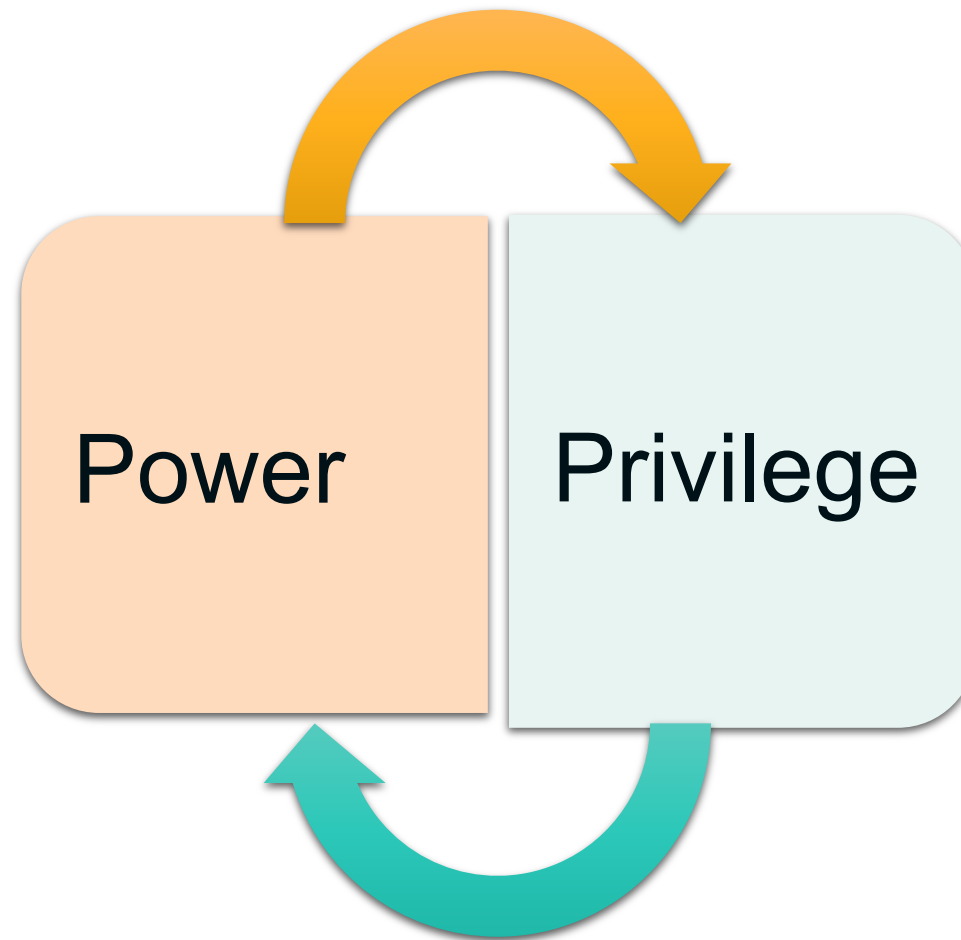


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Outlining the Issue



Almost four in ten (39%) respondents are concerned the coronavirus pandemic will affect their future job or career prospects.

-Equitable Futures, National Youth Poll on COVID-19, Second wave findings, 2020

Why Workplace Mentoring Matters

- When employers support youth mentoring, 73% of employees report strong career satisfaction
- Companies in the top quartile for both gender and ethnic diversity are 12% more likely to outperform all other companies.



MENTOR's Solution: Focus on Relationships & Build Strong On-Ramps for Employers

Employer engagement with youth workforce development programs... contributes to skill building, expanding youth access to jobs, and both retention and success on the job.

Build long-term sustainability plan: Frontline supervisors that are coached on how to manage with a mentoring mindset provide critical support to youth as they navigate the workforce.



Prepare Opportunity Youth for Mentorship in the workplace: Training youth to leverage the power of relationships equips them with the skills to self-advocate and gain exposure to new perspectives and experiences.

Offer turnkey solutions and support employers in increasing their mentoring mindset: Support internal groups (e.g. HR or CSR) at national corporations in establishing an internal mentoring program that matches internal staff with youth.



MENTOR's training priorities for the workplace

Our core training curriculum is divided into three sections as outlined below. This is delivered in one training session for 3 stakeholders: managers, mentors and young people in the workplace.

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



The image features two Black women sitting on a light-colored concrete ledge, facing each other and smiling. They are both wearing light pink t-shirts and blue denim jeans with distressed, frayed knees. The woman on the left has long, dark braids, while the woman on the right has short, curly hair. The background is a vibrant teal color with a complex, low-poly geometric pattern of various shades and angles. Overlaid on the center of the image is the text 'Proposed Solution: Active Listening' in a large, bold, white sans-serif font.

Proposed Solution: Active Listening

Examples of open-ended questions to ask:

- What are you working on this week?
 - How are things going with your co-workers?
 - What could be going even better right now?
- HOW ARE YOU?



Mentoring the whole person includes:



- Sharing Stories
- Asking Great Questions
- Starting with the End in Mind
- Teaching them “How to Fish”
- Unpacking your Mentee’s Toolkit
- Remember most mentoring is **CAUGHT NOT TAUGHT***



Not about the Nail



IT'S **NOT**
ABOUT
THE
NAIL



MENTOR

Listening

Traditional Chinese:
“To listen”



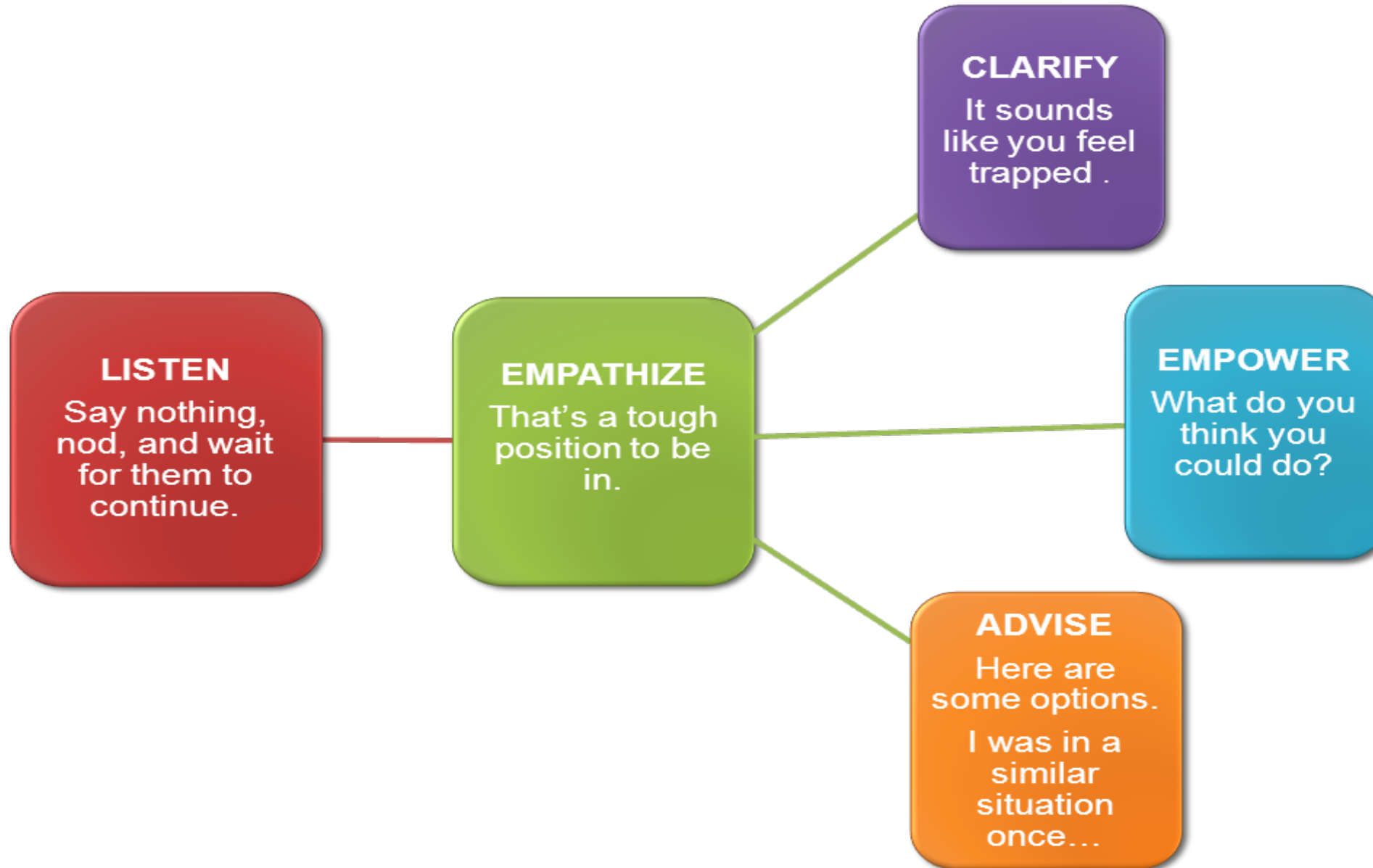
Why is being heard so healing? I don't know the full answer to that question, but I do know that it has something to do with the fact that listening creates relationship.

*-Meg Wheatley, *Turning to One Another**



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Help Mentees Solve Their Own Problems

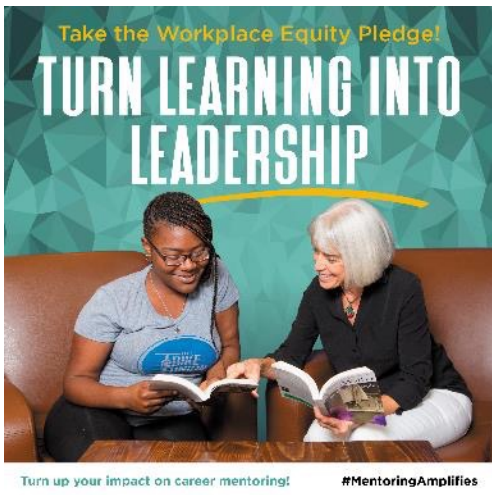


Panel Conversation

**Jeraul Mackey, Assistant Professor
McGill University**

**Mike Swigert, Senior Manager
ASPEN Institute**





PLEDGE ACTIONS

AWARENESS

Educate ✂ Learn more about social capital, the importance of creating an equitable workplace, and ways you can support young people.

Engage 📺 Watch MENTOR's on-demand training about developing a Mentoring Mindset in the workplace and share with at least one colleague.

Expand 📄 Bring a MENTOR provided one-pager to your HR department to start the conversation about advancing an equitable youth employment strategy.

ELEVATION

Connect 🌐 Expand your LinkedIn network by connecting with someone using #OpenForWork; reach out to young job seekers who wouldn't normally have access to you.

Interview 🗣️ Commit to one informational interview with a young person outside of your network.

Inform 🗣️ Host an info session about your career path with a group of young people.

ADVANCEMENT

Commit 👤 Become a mentor to an entry-level employee or join an existing internal mentoring program.

Amplify 📣 Bring a MENTOR facilitator to your office to initiate or enhance a corporate mentoring program.

Diversify 📁 Hire young people (ages 16-24) from different backgrounds and non-traditional work experiences for internships, project-based work, and full-time positions.

Thank You



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