

# MENTORED PATHWAYS



## A Mentored Pathway for Every Student

*"This is the best program I have adopted over the last 25 years of teaching...Many graduated students have returned to say they have learned more through the experience of my class and Mentored Pathways than they did through business classes in college. I am extremely grateful for having the opportunity to work with such a strong program designed to improve student learning."*

**Lynne Chrismer, Teacher**  
**Holt High School, Wentzville, Missouri**

# OVERVIEW

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Mentored Pathways, a non-profit program of World Mentor, provides students with the skills, experience, knowledge, and professional support they need to meet industry requirements for achieving career success. Over the past 23 years, Mentored Pathways has connected over 48,000 students and 200 schools with industry mentors from 22 countries. In that time, we've learned that if students receive one-on-one mentoring from industry professionals while building the following three assets, their chances of achieving career and academic success skyrocket:



**PORTFOLIO OF WORK**

- Tackle industry issues
- Develop skills
- Gain experience



**CAREER PLAN**

- Explore interests
- Create career plan
- Meet industry standards



**PROFESSIONAL NETWORK**

- Industry professionals
- Hiring managers
- Successful alumni

## Connecting Students and Teachers with Industry Professionals

Mentored Pathways is built upon the belief that **only industry professionals can provide the knowledge, long-term support, and industry connections that students need for career success.** Why? Because industry decides whether students are employable. Industry professionals know what it takes to be competitive in their fields. As such, they are uniquely qualified to guide students toward career opportunities and provide an authentic mentored pathway to success.

Currently, industry looks towards schools to provide a career-ready workforce. Unfortunately, the average student-to-guidance counselor ratio in the U.S. is 500:1, resulting in a scarcity of effective career support. Mentored Pathways changes this ratio to a 1:1 relationship through industry professionals who provide career guidance. Following are just a few of the organizations that support the Mentored Pathways program by providing funding and industry professionals who support students through individualized mentoring:



## Creating a Mentored Pathway for Students

Through flexible, convenient, virtual communication, Mentored Pathways supports students to tackle real industry problems and create competitive career plans for their futures. Students are supported weekly by industry professionals to develop employability skills in the following areas:

- **Critical Thinking, problem solving, and project management**
- **Communication and collaboration**
- **Creativity and innovation**

Mentored Pathways supports teachers to facilitate the connection between academic requirements and career success. When teachers are given the tools to support students to do exceptional work vetted by industry, they are creating tangible, long-term opportunities for their students.

Our online platform supports collaboration between students, teachers and industry professionals, while respecting busy school and work schedules. For example, a high school student from Colorado received solid career support from a Google mentor based in Switzerland through the following process:

1. The student's teacher worked with Mentored Pathways staff to develop the career project
2. The mentor volunteered to support the student working on this project
3. The teacher acted as a facilitator to maximize mentored student outcomes

With this support, the student achieved the confidence and knowledge to successfully gain acceptance to the Rochester Institute of Technology, paving a solid educational pathway to a meaningful career.

## Program Components

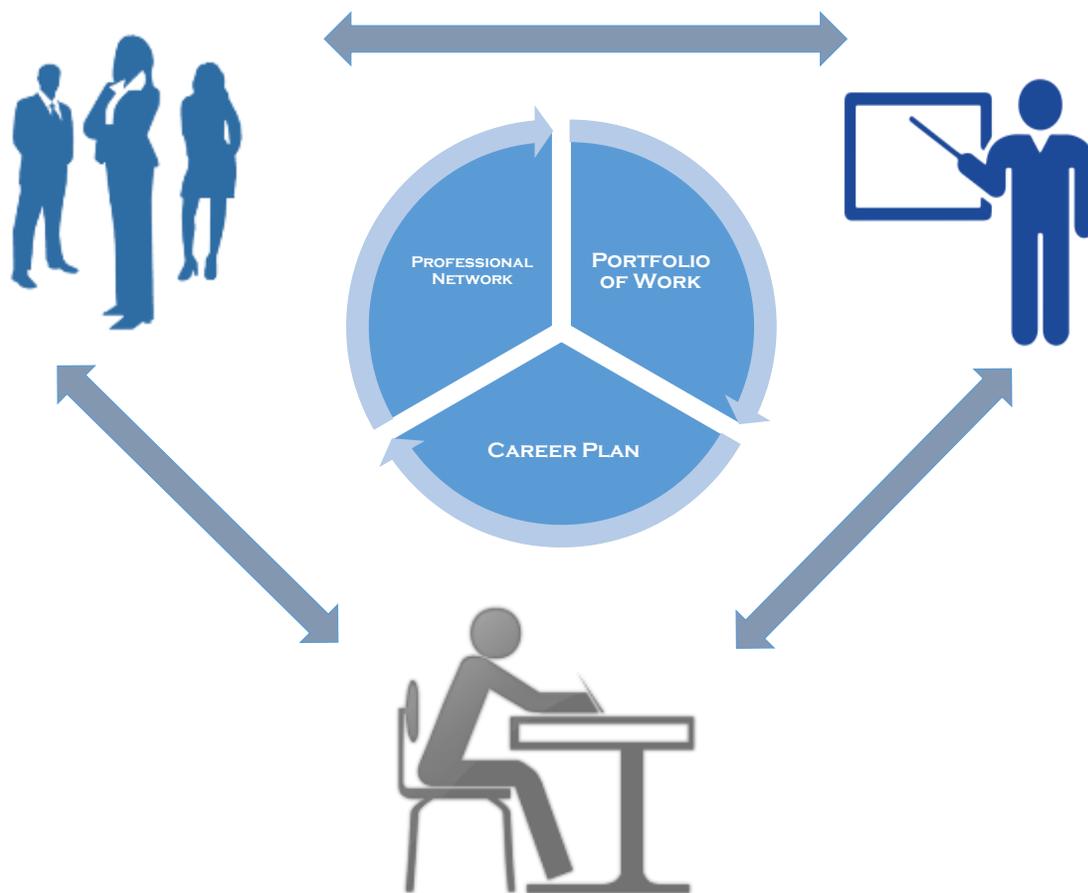
**MENTORING:** Mentors and students enjoy one-to-one relationships that build powerfully as they communicate over the course of a year. To promote ease and flexibility, mentors and students communicate electronically twice each week at the times and places most convenient to them – all they need is internet access and their login for the Mentored Pathways secure website. Through authentic STEM work and career guidance, mentors work with students to ensure all student outcomes meet industry standards. Within these goal-directed relationships, students develop portfolios of work, iterative career plans, and professional networks. All communication between mentors and students is filtered, monitored, and archived through our secure website.

**STUDENTS:** Students participate from middle school through post-secondary. Students will focus on the following areas as they journey through the program:

- **Middle School** - Building portfolio of industry vetted work (primary focus)
- **High School** - Building portfolio of industry vetted work, career planning, developing a professional network
- **Post-Secondary** - Building portfolio of industry vetted work, career planning, developing a professional network, securing internships and full employment

**MENTORS:** Our mentors are professionals from partner companies and organizations. Each mentor commits to supporting one young person in their exploration and pursuance of STEM and other careers through weekly communication on our secure platform for a minimum of one school year. All mentors are screened and directly supported by Mentored Pathways staff.

**CURRICULUM:** Our authentic STEM work, career exploration, and career and education planning is structured by a customizable, student-centered curriculum. Our curriculum is informed by industry standards, needs, and direct input. Each specific project plan is developed through collaborative efforts of students, teachers, school leadership, and Mentored Pathways staff.



## Goals

Our goals at Mentored Pathways are threefold:

1. Create a global online platform that supports collaboration between students and industry professionals, while respecting busy school and work schedules
2. Support students to tackle real industry problems and create and execute competitive plans for their futures
3. Gain the support of leading organizations, while creating a bridge between academia and industry through mentoring

## Measures of Success

### Quantitative Measurements

The project-based approach that Mentored Pathways was founded upon results in a program that can be measured, refined and expanded. The United States Department of Education, MENTOR (National Mentoring Partnership), America's Promise and many other education and mentoring organizations recognize Mentored Pathways as a leader in academic mentoring.

Mentored Pathways is independently evaluated by Dr. Chance W. Lewis, Director of The Urban Education Collaborative in the College of Education at The University of North Carolina (UNC) at Charlotte.

Based upon Colorado student evaluations conducted independently by Dr. Chance Lewis, following are just a few of the educational achievements gained through the program:

- 100% of students indicated they were taking more responsibility for their academic success
- 93% of students believe that mentoring motivated them to pursue post-secondary education
- 52% of students saw an improvement in math proficiency
- 90% of students indicated their writing improved
- 93% of students believed their teamwork and collaboration skills improved

### Partnerships

Finally, Mentored Pathways has successfully created the following partnerships, allowing us to serve more students in their pursuit of meaningful careers:

- Project Lead the Way
- AVID (Advancement Via Individual Determination)
- GEAR UP
- STEM Pathway Programs
- Million Women Mentors
- STEMconnector
- CTE Programs
- MENTOR (National Mentoring Partnership)
- Mentor Colorado

With support from leaders in education and industry, Mentored Pathways continues to do unprecedented work guiding students on pathways from school to career. We know of no other education or mentoring program in existence that provides students with ongoing mentored support from middle school all the way into employment.

## Launch a Mentored Pathways Program Today!

Collaborating with industry, community leaders, school administrators and teachers, and youth support agencies, Mentored Pathways provides the platform and coordinates the resources necessary to mentor thousands of students in a community. A community can be a targeted group of students, such as female or at risk students. It can also be a geographical community, such as a school district, state, region, or country. Students who participate in a Mentored Pathways program eventually become the talent pool that helps communities thrive.

Together, we work with the following stakeholders to forge a successful plan that meets the specific needs of each community:

### Corporations and Foundations

- Determine the community or schools to serve
- Recruit and train employees as mentors
- Discuss investment outcomes, number of students to be served, and associated funding
- Engage community stakeholders
- Address corporate social responsibility goals and commitments

### Educational Institutions

- Identify existing programs that can be supported by industry professionals
- Determine strengths and weaknesses of career and education planning
- Recruiting teachers to participate as program facilitators
- Gain administration understanding and acceptance
- Select students to serve

### Youth Support Agencies

- Determine the resources and services that support a successful program
- Leverage existing industry and post-secondary relationships
- Coordinate research and evaluation strategies

Take the first step towards providing a Mentored Pathway for students in your community. To learn more about how to engage mentored support for students in your community, contact Mentored Pathways today at [staff@mentoredpathways.org](mailto:staff@mentoredpathways.org).