

A photograph of two women smiling and looking at each other. They are standing in front of a vibrant, abstract mural with various colors and shapes. The image is overlaid with a semi-transparent dark purple filter.

WEBINAR: Virtual Mentoring Tools (April 8th 2020 1:00 PM EST)

**Canadian
Mentoring
Partnership**

Welcome and Housekeeping

- Simultaneous English/ French translation.
- Say "Hello" in the chat feature and feel free to ask questions using the "Q&A"
- Thank you for learning with us and your patience in this new format

Mot de bienvenue

- Simultanée anglais / français.
- Dites « Bonjour » dans la fonction de chat et n'hésitez pas à poser des questions en français en utilisant le « Q&A ».
- Merci d'apprendre avec nous et de votre patience dans ce nouveau format



Working Together to Support Youth Mentoring

Setting a baseline so we can track progress against the original plan

RESEARCH

Build sector capacity to empower every young person to fulfil their potential

TECHNOLOGY

It's not called Impact Collective. If you haven't achieved **"Collective"** you may not be ready for **"Impact"**

PARTNERSHIPS

Raising the Profile of Mentoring in Canada by being the rising tide that lifts all boats

COMMUNICATIONS



Mission: The Canadian Mentoring Partnership is committed to expanding access to mentoring to help every young person fulfill their potential.

Setting a baseline
so we can track progress
against
the original plan

RESEARCH

Build sector capacity
to empower every
young person
to fulfil their potential

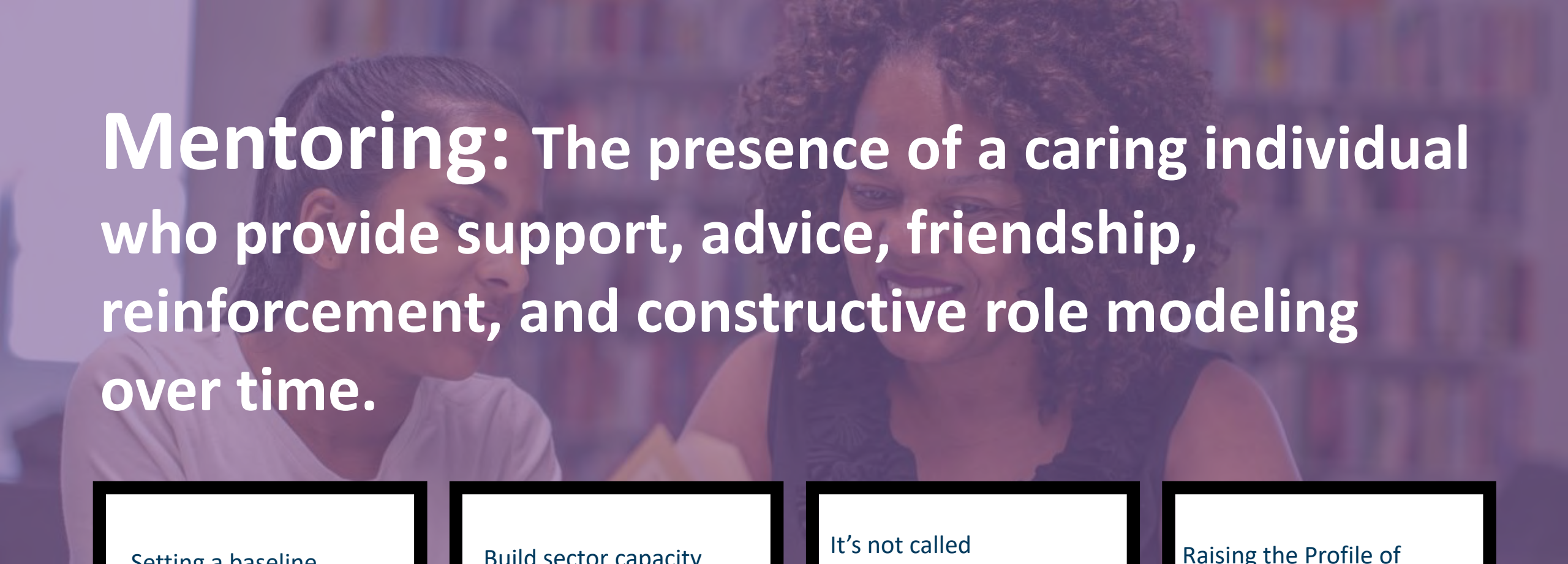
TECHNOLOGY

It's not called
Impact Collective.
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PARTNERSHIPS

Raising the Profile of
Mentoring in Canada by
being the rising tide that
lifts all boats

COMMUNICATIONS



Mentoring: The presence of a caring individual who provide support, advice, friendship, reinforcement, and constructive role modeling over time.

Setting a baseline
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COMMUNICATIONS

Ignite the Movement in Canada

- Follow us on Social Media **@mentoringcanada** and share our content. Instagram is **@MentorCanada**
- Post your own mentoring story **@mentoringcanada**
#powerofmentoring
- Become an Ambassador or Champion of mentoring,
visit **mentoringcanada.ca**
- Become a mentor to a young person in your community,
visit **becomeamentor.ca**

COVID19 Survey

- How are you adapting?
- What supports do you need?
- What can we do together to serve you better and maintain continuity of relationships?
- What assets do you have that we can help you share across Canada?
- Link on our social media:
<https://forms.gle/cWHCbrVrV5whCEVNA>

NOW LIVE: STATE OF MENTORING YOUTH SURVEY

- Mapping the mentoring experiences of youth — LIVE NOW
- We are exploring young people's access to caring, supportive people – or mentors – when they were aged 6-18, and whether such relationships influenced different parts of their lives. The goal of the survey is to understand whether youth mentoring needs are being met.
- We need your help! We are looking for a cross section of Canadians between 18 and 30 to complete this survey.
- SHARE: www.mentoringcanada.ca/state-of-mentoring

Upcoming Conversations

- April 22nd 2020 1:00 PM EST Growing the Canadian Evidence Base for Quality Mentoring
- May 6th 2020 1:00 PM EST Designing a National Collaborative
- www.mentoringcanada.ca/events

Virtual Mentoring Tools

- Introduction of our panelists and overview of their experience, expertise, or research with Virtual Mentoring
- Questions from the host
- Questions from the Audience

Our Goals

- Better Informed about virtual mentoring
- Able to ask questions and hear responses from experts
- Space to get curious // Space to engage

Our Panelists

- Adrian Kaats - Senior Director of Information Technology at the Canadian Mentoring Partnership
- Catherine Légaré - Présidente fondatrice, [Academos](#)
- Kate Schrauth - Executive Director [iCouldBe.org](#)
- Arundhuti Gupta - Founder and CEO [Mentor Together](#)
- Michelle Kaufman - Associate Professor, Bloomberg School of Public Health, John Hopkins University
- Kevin O'Neill - Associate Professor, Faculty of Education, Simon Fraser University

TECHNOLOGY

Canadian
Mentoring
Partnership

Adrian Kaats

Senior Director

Information Systems



How We Arrived Here

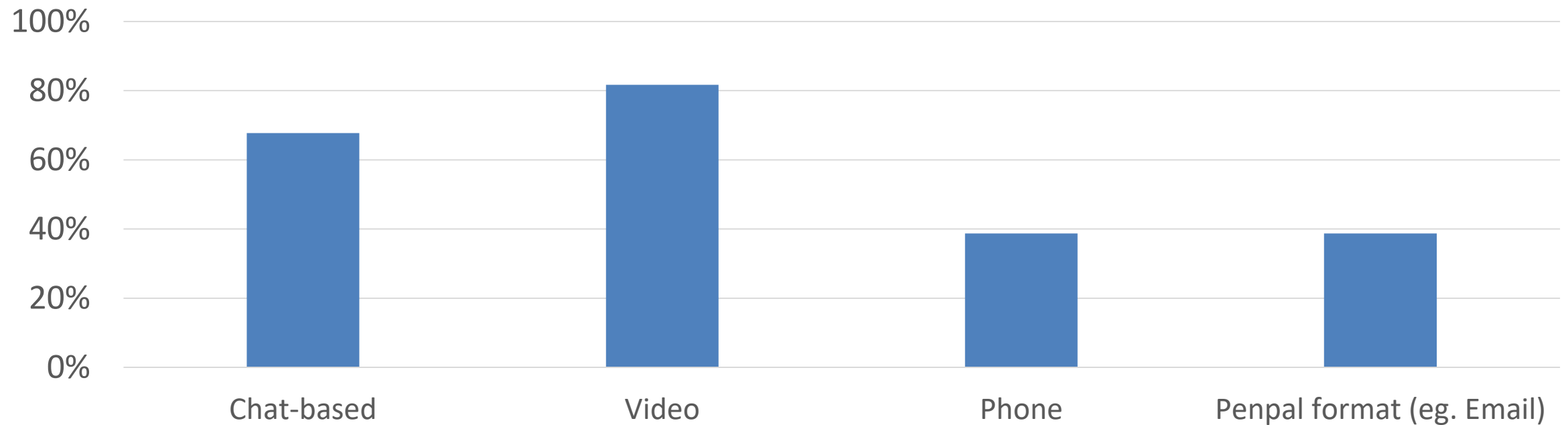
- The proposal which resulted in the creation and financing of CMP contained a key deliverable of increasing e-mentoring opportunities.
- That was in response to a youth identified need to be met in the places and spaces they are, particularly online.
- CMP was given a mandate to apply its resources to increase e-mentoring opportunities.
- Although CMP's mandate hasn't changed, recent events have exercised our agility – our ability to respond to a rapidly evolving landscape and to adapt our plans.

E-Mentoring Platforms Vs Programs

- **E-Mentoring Program** – a mentoring program that is delivered using digital tools or systems facilitating or guiding online mentor and mentee interactions.
- **E-Mentoring Platform** – software that can be used by a service provider to deliver a mentoring program online.
- Digital tools or systems may be designed from scratch, or may be customized combinations of off-the-shelf products.
- Some E-Mentoring Program providers make their platform and/or program available for delivery by other service providers.

You told us... (March 25th Webinar)

To maintain continuity of mentoring relationships, what type of e-mentoring system would assist you now?



Technology – *Increase Sector Capacity*

Systems Support For Capacity Growth

Increase access to systems creating new opportunities and supporting expansion of existing programs

Develop E-Mentoring Opportunities

Deliver a basic, free platform supporting continuation of service delivery in an online space that is safe, youth friendly, and easy to manage.

Reduce Operational Pain Points

Work with service deliverers to make onboarding staff, mentors and mentees simple and safe, and to deliver appropriate training and support.

Tracy Luca-Huger

Director

Partnership Network



**Canadian
Mentoring
Partnership**

E-Mentoring Working Group

Goal: Development of a virtual platform that supports existing mentoring relationships and meets the needs of service providers

4 Week Commitment:

- Convene in focused discussions about a platform
- Build a deployment strategy
- Develop an on-boarding plan



Next Step: Join our E-Mentoring Working Group

- April 16th 1:00 PM EST
- URL: <https://zoom.us/j/376033038>

Our Panel

- Michelle Kaufmann - Associate Professor, Bloomberg School of Public Health, John Hopkins University



E-Mentoring: Research to Practice

Michelle R. Kaufman, PhD

Department of Health, Behavior & Society

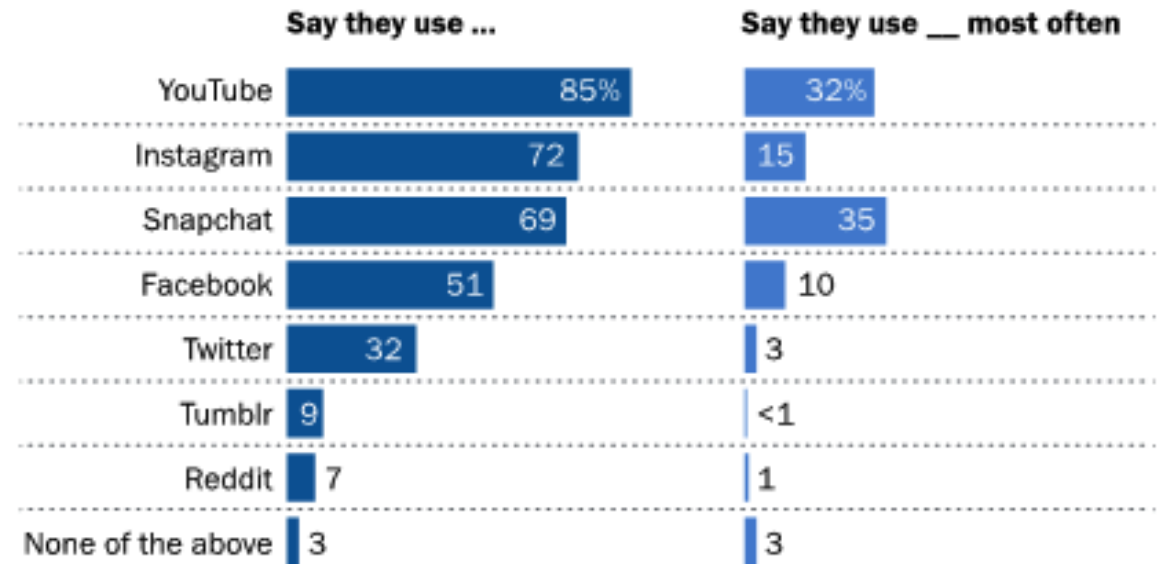
Generation Z and Growing Up Digital

- 53% of children in the US own a smartphone by age 11
- 84% of teens have their own phones
- 90% of teens ages 13-17 use social media, 71% use more than one

Common Sense Media. (2019). *The Common Sense Census: Media Use by Tweens and Teens, 2019*. <https://www.commonsensemedia.org/research/the-common-sense-census-media-use-by-tweens-and-teens-2019>

YouTube, Instagram and Snapchat are the most popular online platforms among teens

% of U.S. teens who ...




Note: Figures in first column add to more than 100% because multiple responses were allowed. Question about most-used site was asked only of respondents who use multiple sites; results have been recalculated to include those who use only one site. Respondents who did not give an answer are not shown.

Source: Survey conducted March 7-April 10, 2018.

"Teens, Social Media & Technology 2018"

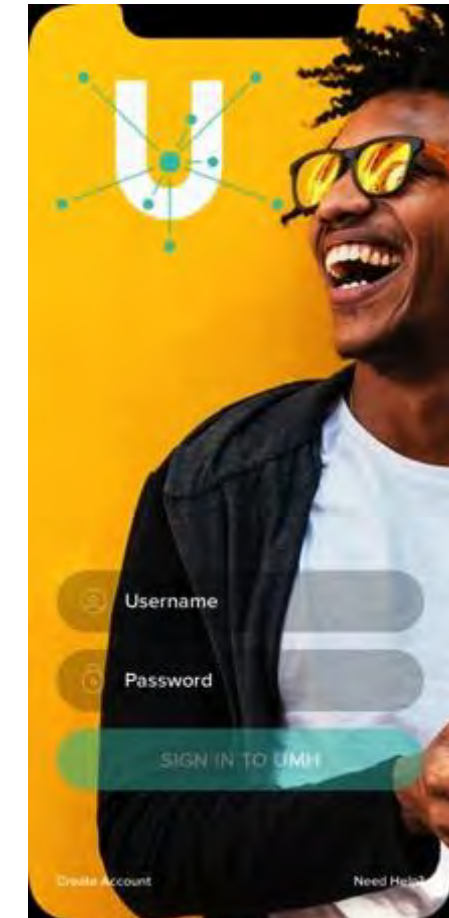
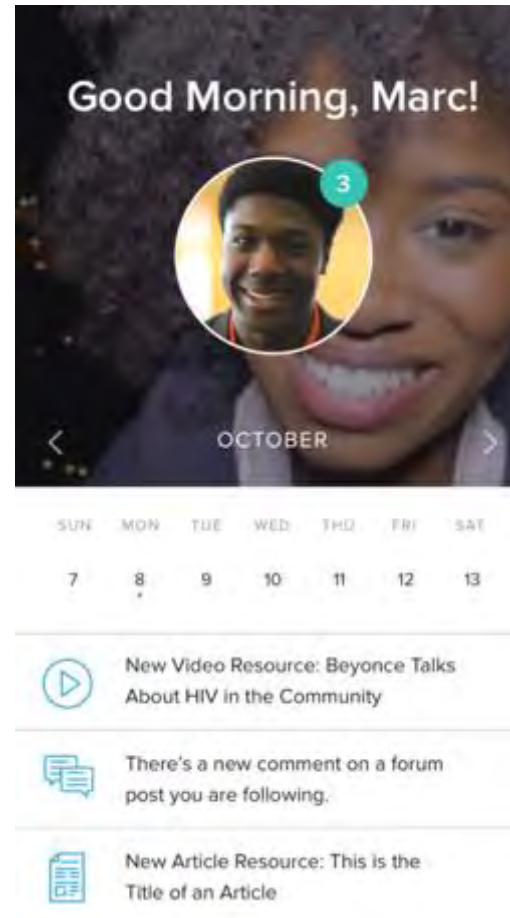
PEW RESEARCH CENTER



How can digital technology enhance mentoring?

UrbanMentorHub

- Purpose: Enhance mentoring on sensitive health issues
- Primary user: Mentors
- Secondary user: Mentees
- Content: Focus on improving mentors' self-efficacy and outcome expectancies in discussing drugs, sex, violence, and mental health.
 - Build trust and feelings of being valued
 - Deliver prevention messages
 - Memes, photos, or videos to share via social media



URBAN MENTOR HUB

The big picture

The Urban Mentor Hub app is a toolkit for mentors and mentees to grow their mentoring relationship. Each module has a topic area theme and is built around various features.

Future topics:

- mental health (anxiety, depression, suicide)
- loneliness and isolation
- reproductive health
- harmful gender norms
- STIs

Research studies needed:

- focus groups to improve branding, design, UX
- effectiveness of each component and complete package
- test with other populations (girls, various age ranges, LGBTQ youth)

TECH-ENHANCED MENTORING

FIND A MENTOR*

Youth and mentors without access to organizations that fit their needs can find a virtual mentoring partner.

LEARN

FAQs & short readings provide info on topics most important to youth.

BE A BETTER MENTOR

Videos model ideal mentoring interactions.

LOG YOUR MENTORING*

Mentors can log time spent with their mentee and keep a calendar of upcoming meetups.

COMPARE NOTES

The mentor forum allows for connection with a community of seasoned mentors.

GET HELP*

Quick ways to contact a mentoring program or admin.

SHARE CONTENT

Shareable social media content can help start a conversation.

PRACTICE*

A chatbot mimics conversations with a young person so a mentor can practice bringing up sensitive topics.

* Resources needed to build and/or expand these components.

E-mentoring Supplement to the *Elements of Effective Mentoring Practice*



Using Technology in Mentoring Practice



Enhance the mentoring
interaction



JIT trainings

Apps allow
mentors to access
training materials
when relevant



Refresh content as
needed

Add new modules
(e.g., how to talk
to your mentee
about anxiety
about
Coronavirus)

Using Technology in Mentoring Evaluation— Big Data

Analytic Data

- Touch points on mobile devices
- Times a page is opened
- Time spent on a page
- When content is shared

Monitoring Data

- Did you see your mentee this week?
- Did you communicate with your mentee today?
- On a scale from 1-10, how would you rate your time with your mentee today?

Text Data

- What is happening in conversations?
- Where do mentors need guidance?
- What are the qualities of text interaction that make for a strong online relationship?



JOHNS HOPKINS
BLOOMBERG SCHOOL
of PUBLIC HEALTH

Twitter: @mkaufman99

MichelleKaufman@jhu.edu

Our Panel

- Kevin O'Neill - Associate Professor, Faculty of Education, Simon Fraser University

Our Panel

- Catherine Légaré - Présidente fondatrice, [Academos](https://academos.qc.ca)
- <https://academos.qc.ca/blogue-corporatif/app-dream-job-happy/>

ACADEMOS

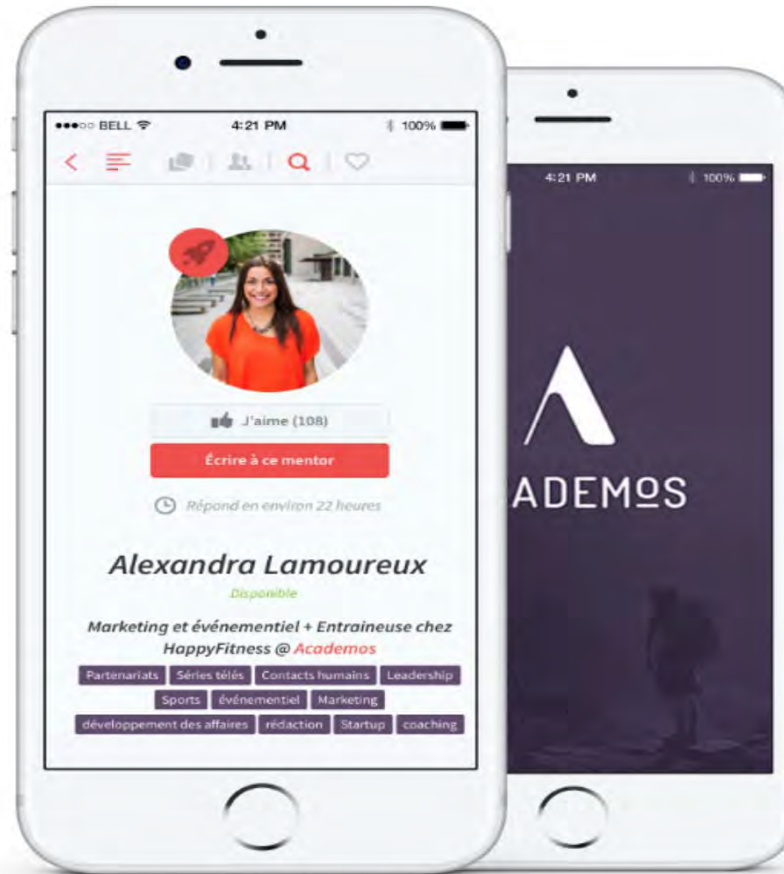
A web and mobile
mentoring app
that helps young
people choose a
career



Download on the
App Store



GET IT ON
Google Play



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/// A MESSAGE FROM THE FOUNDER ///



A single encounter can sometimes change the course of one's life. For me, the spark happened during a career day organized by my high school. I went to a lecture given by a psychologist, and I knew that I wanted to go into that field.

The opportunity to get young people in touch with professionals who can become models for them has immeasurable value when it comes to helping them choose careers. In addition to helping careers take shape, these people often offer the encouragement necessary for students to persevere with their studies and become aeronautical engineers, pastry chefs or video game developers themselves.

For 20 years, the goal has been to use Academos to offer structured mentorship and support to as many young people as possible. Our strategy is based on recognized mentoring and career counselling practices. The digital format gives us a broader scope and makes us relevant to young people. It allows us to mobilize a large community of mentors while giving each user individualized tools.

Our collaboration with the school system is a cornerstone of our success. It ensures that Academos is used in concert with other activities undertaken by the young person in their environment, whether it's part of the curriculum, career counselling, an internship at a company, etc.

Catherine Légaré
PhD, President and Founder of Academos



ACADEMOS IN NUMBERS



115 000

YOUNG PEOPLE

22 000

SIGNED UP
THIS YEAR

3 000

MENTORS

435

RECRUITED
THIS YEAR



2 900

YOUTH WORKERS
USING ACADEMOS

715

PARTICIPATING
SCHOOLS

60

ORGANIZATIONS
ON THE APP



19 000

MENTOR-MENTEE
PAIRINGS PER YEAR

TOP 5

INTERESTS OF YOUNG
PEOPLE ON THE APP

1. ENTREPRENEURSHIP
2. MUSIC
3. SPORTS
4. TRAVEL
5. SCIENCE

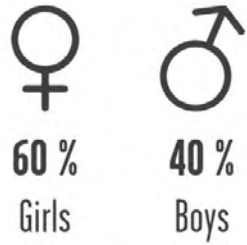
84 %

OF YOUNG PEOPLE SAY THEIR PARTICIPATION IN ACADEMOS
MENTORING INFLUENCED THEIR CAREER CHOICE



OUR USERS

SEX



AGE



MAIN REASON OF REGISTRATION



40 %
Talk to
a mentor



34 %
Find career
ideas



11 %
Refine their
professional project



5 %
Find an
internship



A STRATEGIC APPROACH TO YOUNG PEOPLE



YOUNG MENTEES HELPED AND SATISFIED

96 %

of our mentees would recommend Academos to their friends.*

82 %

of our mentees have more **confidence in their chances of professional success** then before.

73 %

of our mentees say that e-mentoring helped them have a **better understanding of themselves** (values, interests, etc.).

80 %

of our mentees feel like e-mentoring gave them a **better understanding of the training required** to complete their career plan.

67 %

of our mentees say that e-mentoring has increase their **motivation in school**.

70 %

of our mentees have a **clearer vision** of the profession they wish to practice.

*Statistics from the 2018-2019 satisfaction survey

TOUCHING TESTIMONIALS

FROM MENTEES

I need to thank you very much for the work you're doing. You are really helping me to choose my career. I never would have thought that a site like this would be developed to help young people find their way. The stages, videos, blog, mentors, this whole wonderful world to help us... WOW, THANK YOU!

Keep enhancing, clarifying and developing our professional dreams, because without you, I'd still have no idea what to do or where to go.

– Romain*

I love what you're doing to help young people. Many of my friends are unhappy because they haven't figured out what they want to do, and because of that, they don't see the point of school and getting good grades.

Because you were there for me, **I'm motivated to go further!**

– Sarah

AND MENTORS

Academos's mission is very important to me. I feel like I'm helping people, and my participation isn't time-consuming. It's very **user-friendly**.

– Anne-Marie

The opportunity to mentor young people **makes me feel valued** and allows me to learn from them as well!

I'm already on my third stage of the year. I find the mentoring role really interesting and enlightening."

– Éric

I love feeling like I'm **making a difference** helping young people throughout Quebec figure out their future!

– Michel

*Fictitious names and pictures. Quotes pulled from the 2017-2018 satisfaction survey



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PRIZES AND AWARDS

Prix Reconnaissance UQAM 2019

Prix Coup de coeur du Gala de la Reconnaissance de l'Action bénévole à Montréal 2019

Trophée du numérique 2018, catégorie Milieu grand public

Prix NUMIX 2017 catégorie Communication et promotion | Institutionnelle ou sociétale

Finaliste Prix NUMIX 2015 catégorie Communication et promotion | Produits et services

Grand prix Boomerang 2014 – Site ou application OBNL

Prix sciences humaines changent le monde 2014

Personnalité de la semaine La Presse | Radio-Canada 2011, Catherine Légaré

Prix Hommage bénévolat-Québec 2010

Prix Arista 2009, catégorie Jeune leader d'affaires du Québec socialement responsable

Prix Octas 2009, catégorie Les technologies au service de la société

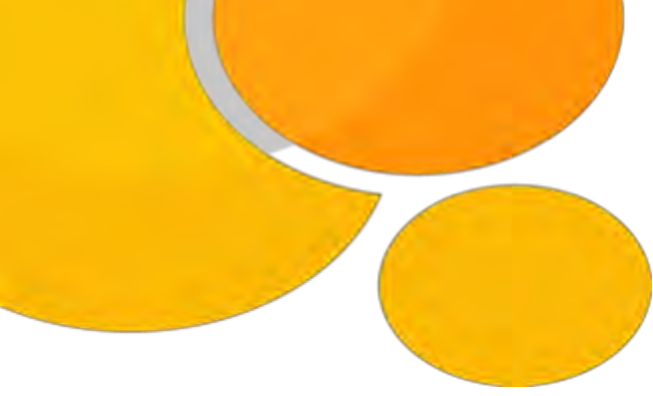
Prix Méritas 2001 remis par la Fondation Sirois pour jeunes et aînés



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Our Panel

- Kate Schrauth - Executive Director iCouldBe.org



iCouldBe Overview



iCouldBe Impact: Increasing Social Capital

Social Capital is young people's access to and ability to mobilize human connections and networks of support to help them further their potential and goals.

Why increasing social capital is important:

Research shows that “young people’s connections drive their healthy development, academic success, and access to opportunity. Connections with caring adults and peers correlate with higher levels of student engagement and improved rates of academic motivation.”



Outside of the e-mentoring program, do you have someone like a mentor in your life right now?

2018-2019 School Year

Results based on 934 iCouldBe mentee responses

33% Increase from Pre to Post Survey

Pre-Survey



Post-Survey

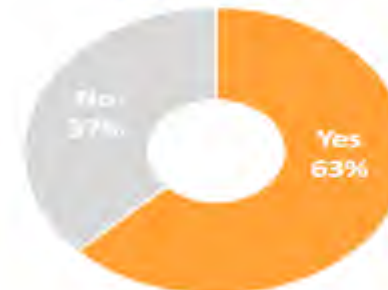


2017-2018 School Year

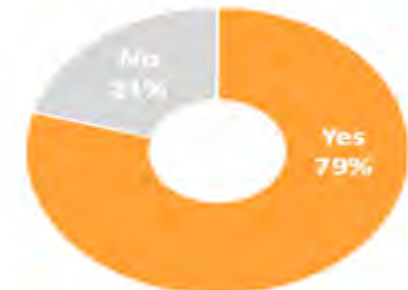
Results based on 1,052 iCouldBe mentee responses

25% Increase from Pre to Post Survey

Pre-Survey



Post-Survey



The iCouldBe Journey

Proven results increase self-efficacy & career aspirations

Register

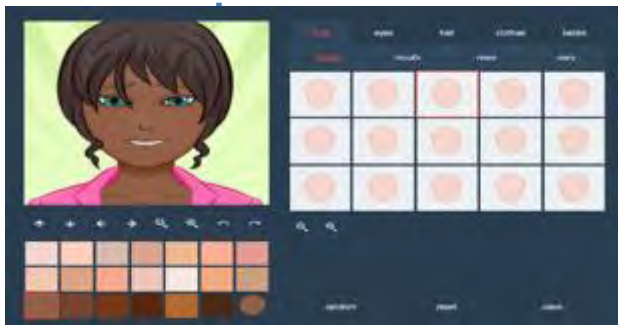
Meet

Participate

Develop

Plan

Succeed



Create a fun custom avatar



Activities develop skills & insight



Conversation areas build relationship



Mentee custom profile



Robust content to engage & inform

Curriculum: 45+ Engaging Structured Activities

MISSION		QUEST		ACTIVITY						
		Welcome!	Welcome To ICouldBe!	Building Webs Of Support	About Your Journey	Making Mentoring Work For You				
I AM	Meet Each Other	Start Your Journey	The Value Of Mentoring	Building Relationships	Interests, Skills, Strengths	My Milestones	Asking Questions	My Dream Career	Seeking Help	What You Accomplished!
	Succeed In School	What Education Means To Me	School Challenge	Ask Your Mentor	Solutions For Success In School	Who Can Help? How?	Ask For Help	Celebrate Your Accomplishments		
	Graduate	Preparing For Graduation	Prep For Graduation Challenge	Ask Your Mentor	Solutions To Prep For Graduation	Who Can Help? How?	Reach Out For Guidance	Celebrate Your Accomplishments		
I COULD BE	Pursue Career Vision	Visualize Your Future	Career Research Challenge	Ask Your Mentor	Solutions For Pursuing Career Vision	Who Can Help? How?	Network For Career Advice	Celebrate Your Accomplishments		
	Gain Work Experience	Learn By Doing	Work Experience Challenge	Ask Your Mentor	Solutions For Gaining Work Experience	Who Can Help? How?	Network For Work Experience Advice	Celebrate Your Accomplishments		
	Prep For Your Future	After High School	Prep For Your Future Challenge	Ask Your Mentor	Solutions For Prepping For Your Future	Who Can Help? How?	Network For Educational Advice	Celebrate Your Accomplishments		
	Practice Networking	Build Your Web Of Support	Networking Challenge	Ask Your Mentor	Solutions For Networking	Who Can Help? How?	Network With iCouldBe Mentors	Celebrate Your Accomplishments		
BONUS	Conversation Area	Conversation Area	Themes From Mission One	Themes From Mission Two	Saying Thanks					
	Learning	How To Evaluate Schools	Possible Schools For Me	Applying To School	Learning Wrap-Up					
	Finances	Budgeting 101	Budgeting For High School Students	Financing School	Finances Wrap-Up					
	Working	Intro to Resumes	Cover Letters	Interview Skills	Working Wrap-Up					
	Your Choice	Challenge	Solution	Who Can Help? How?	Celebration					


Mentors and mentees can access iCouldBe on any web-enabled device

CHECK THIS OUT

Education is your right

"I have the right of education
I have the right to play
I have the right to talk
I have the right to go to market
I have the right to speak up."

Melale Yousefi
Participant selected for National Education
Emergency Service 16-18 year Budget Prize at age 12



Mentors and mentees can access iCouldBe on any web-enabled device



Sample Quest Journey: Pursue Career Vision

Quest Framework

Quest 4: Pursue Career Vision

Visualize Your Future

Career Research Challenge

Ask Your Mentor

Solutions For Pursuing Career Vision

Who Can Help? How?

**Network For
Career Advice**

Celebrate Your Accomplishments

[illegible]

CHUCK THIS OUT

Below poster lists the challenge of games for first four years (ages 10 to 14) kids, and the activities with most possible physical activity. A teacher (or a parent) can use to lead their class, group (online), or even family groups.

"The Ideal Job-Vision Diagram" by David Hassel



David Hassel

NOTABLE QUOTE:

"Don't let anyone rob you of your imagination, your creativity, or your curiosity. It's your place in the world, it's your life. Go on and do all you can with it, and make it the life you want to live."

—Neil A. Armstrong



Source: "Armstrong and Space Exploration" (2014) from www.nasa.gov/content/41801main/armstrong-20140801

[illegible][illegible]

CHECK THIS OUT

When you explore careers it's helpful to understand the components: what work is done; the experience, skills and education required; potential salary ranges and the number of jobs available. The My Next Move website provides a great snapshot of the elements of a career:

The screenshot shows the homepage of MyNextMove.org. At the top, there's a navigation bar with links like Home, About Us, Search, etc. Below the header, the main heading reads "Search for a career". Underneath, it says "MY NEXT MOVE" with a logo. A large banner asks "What do you want to do for a living?". Below this are three columns of featured content: "I want to be..." with a magnifying glass icon, "I know I want to live..." with a house icon, and "I'm not really sure!" with a question mark icon. Each column has a brief description and a link to explore more.

CHECK THIS OUT				
Below is an example of the career path of a video game designer, describing different jobs, skills and education requirements at four different stages of their life.				
<h3 style="text-align: center;">Career path of a video game designer</h3> <div style="display: flex; justify-content: space-around; align-items: center;">     </div>				
Age	15	25	30	35
Job	Babysitter	Customer Service Rep	Computer Programmer	Video Game Designer
Description	Plays a temporary care for one or more children in a private household for extra money off hours.	Offers help to customers for products that do not work or answers for customer about products and services and to handle and resolve complaints.	Creates, modifies, and tests the code, logic, and design that allow computer applications to run. Also may participate in team effort by software development by other individuals.	Creates new features of video games. Usually consults artist and write play documents, story lines, and character descriptions. Creates and modifies game documentation. Game and software with publisher need to continue games at demand.
Education	None	High School Diploma or Bachelor's Degree	Bachelor's Degree in Game College	Master's Bachelor's or Postgraduate Degree
Skills	Work with kids	Work communication, working customer, customer handling	Problem solving, logic, math, creative and writing skills	Problem solving, logic, math, creative and writing skills, analytical, creative thinking

CHECK THIS OUT

Network with other iCouldBe mentors

The iCouldBe community is full of amazing [mentees and mentors]! In this activity you have the opportunity to search for another iCouldBe mentor on this site who has worked in a career field of interest to you. You will not be matched with this mentor, but you will be guided to compose an email to ask them a question related to their career path.

Step 1: Click on [Find iCouldBe Mentors](#) in the top navigation bar.
 Step 2: Select a category from the dropdown menu.
 Step 3: Enter a name or keyword in the search box and click on the magnifying glass icon.

The directions in the Start the Conversation section will guide you through the steps below and then you will return to this activity to post a reply to your mentor.

**Click on
"mentor"
category**



Observe results and select mentor to email



Click again on an profile and compose and send email



Mentee Quest Case Studies & Network Map

Quest 4: Pursue Career Vision- Robin's Information



Robin
Mentee



Mike
Mentor

About Dreams

Where I'll live (city, suburb, countryside, setting): A big city
What kind of home I'll live in: A home with some space, maybe four or five rooms
What kind of work I'll do: I'm going to be a lawyer
Who I'll spend time with: My family and friends
What my family may look like: Not sure, but I'd like to have kids and a dog or cat
The hobbies and interests I'll pursue: Reading, movies, basketball and chess

Challenge

Career name: Lawyer
What they do (Responsibilities): Represent clients in criminal cases, prepares legal documents, advises clients. Argue cases in court. May specialize in family law.
Skills and Abilities: Listening to others and asking good questions, Problem Solving, working with People and Technology, thinking about the pros and cons of different options and picking the best one
Education: Professional or doctoral degree
Job outlook and salary range: The salary range is from \$58,000 to \$208,000 and the outlook is likely



Robin

Mentee question for your mentor - My question related to pursuing my career vision is:
 Did you know what you wanted to be in high school and did you end up doing what you expected?



Mike

Solution(s) - Possible job in high school (this can be an actual or possible job):
Job name + what they do (Responsibilities): Cashier
Skills and Abilities: Organized, responsible, good presentation skills, knowledgeable about the law
Possible job at 25 years old:
Job name + what they do (Responsibilities): Junior position in a law firm, help partners with cases
Skills and Abilities: Organized, responsible, good presentation skills, knowledgeable about the law
Possible job at 30 years old:
Job name + what they do (Responsibilities): Lawyer
Skills and Abilities: Good problem solving skills, knowledge of law, excellent writing, debating, presentation and attention to details

People Who Can Help

Person #1: Arnold
Role/Description:
My uncle's neighbor
How they influenced you:
My uncle told me his neighbor is a lawyer and worked two jobs while he got his degree, so if I talk to him he can tell me about his experience and give me some good advice for my career journey.

Person #2: Samantha
Role/Description:
English teacher
How they influenced you:
My english teacher can help me because she understands that I like to debate and I'm interested in law and always encourages me. She started to get a law degree but then switched to be a teacher but can tell me about her experience.

Finalize Networking

iCouldBe Mentor I sent a networking email: mentorlist
Career: Law
Specialty: Civil Law
Job Level: Professional
Job Experience: 15 to 25 years

Robin's Network



Robin
Mentee



Mike
Mentor

Number of people in my current or future network:

Q1 Someone who influenced me:

In addition to the people below, in this quest you did a networking activity with your teacher.

Person #1: Joe
Role/Description:
My uncle
How they influenced you:
He works hard as a teacher but always has time to hang out or help me with homework.

Q2 People who can help with a school challenge:

Person #1: Sally
Role/Description:
My math teacher
How they influenced you:
She can help me get extra tutoring so I can catch up with the class.

Person #2: Alan
Role/Description:
My grandfather
How they influenced you:
Sometimes we can do a video call and he can help me with my math homework.

Q3 Parents who can help with my plan for graduation challenge:

In addition to the people below, in this quest you did a networking activity with your guidance counselor or another adult.

Person #1: Cindy
Role/Description:
Guidance counselor
How they influenced you:
I haven't met her yet but after doing this program I sent an email to schedule a meeting and will ask if I'm taking the right classes and other things to prepare before I graduate.

Person #2: Adam
Role/Description:
Internship manager
How they influenced you:
He was the manager for an internship I did last summer and he had recently graduated from college with a degree in engineering, so I can ask him advice on things that helped him before he applied to college.

Q4 People who can help with my career research challenge:

In addition to the people below, you networked by emailing a new iCouldBe mentor mentorlist

Person #1: Arnold
Role/Description:
My uncle's neighbor
How they influenced you:
My uncle told me his neighbor is a lawyer and worked two jobs while he got his degree, so if I talk to him he can tell me about his experience and give me some good advice for my career journey.

Person #2: Samantha
Role/Description:
English teacher
How they influenced you:
My english teacher can help me because she understands that I like to debate and I'm interested in law and always encourages me. She started to get a law degree but then switched to be a teacher but can tell me about her experience.

Data Driven Engagement

Data visualization scoring

Extra Support

Encourage

Celebrate

iCouldBe Day(s): **Wed**

Median Days Since Cohort Posted: **3**

Click link below to hide/unhide column (orange links are hidden)

Mentee data, weightings, scores

Mentees													
Activities	Match	Weeks Since Reg (2)	Weeks Since Match (3)	Days Since Last Post (4)	# Act Left In Quest (5)	Quest Act # (6)	Lock Days Since Quest Done (7)	40%	10%	25%	25%	100%	Status (13)
								# Weeks Posted (8)	Total Posts (9)	Avg Words Per Act (10)	Act Comp (11)	Score (12)	
A	M	24.3	22.1	3	0	6.10		18	51	102	44	93%	
A	M	24.3	22.1	17	0	9.8		12	79	72	67	82%	
A	M	24.3	22.1	3	5	5.3		17	53	138	32	85%	
A	M	24.3	22.1	3	0	6.10		19	101	144	44	96%	
A	M	24.3	22.1	72	0	9.8		11	72	101	67	81%	
A	M	24.3	22.1	15	0	4.7	3	12	55	143	28	74%	
A	M	24.3	22.1	3	5	8.5		17	119	101	53	93%	
A	M	24.3	22.1	10	0	8.10		13	71	45	59	75%	
A	M	22.3	22.1	3	6	8.4		17	62	62	57	89%	
A	M	24.3	22.1	3	1	5.7		15	40	56	34	74%	
A	M	24.3	22.1	10	0	4.7	3	17	39	160	30	82%	
A	M	24.3	22.1	3	5	9.3		15	68	81	62	89%	
A	M	24.1	22.1	3	5	4.2		14	27	75	23	70%	
A	M	24.3	22.1	15	2	8.8		14	63	78	58	87%	
A	M	24.3	22.1	3	2	5.6		12	44	109	35	76%	
A	M	24.3	22.1	3	0	5.8		18	44	86	34	87%	
A	M	24.3	22.1	10	0	9.8		12	83	67	67	80%	
A	M	24.3	21.6	3	3	6.7		15	54	153	43	87%	
A	M	24.3	21.6	15	4	2.2		8	18	73	12	49%	
A	M	24.3	22.1	10	0	5.8		11	42	84	34	73%	
A	M	24.3	21.6	10	4	4.3		16	30	201	24	75%	
A	M	24.3	21.6	3	3	6.7		18	59	134	42	94%	

Mentor data, weightings, scores

Mentors								
Status (18)	Days Since Last Post (21)	10%	15%	15%	30%	25%	5%	100%
		# Weeks posted (22)	Total Posts (23)	Avg Words Per Act (24)	Mentor / Mentee Activity Post Ratio (25)	Avg Activity Reply Days (26)	Total # Conv (27)	Score (28)
	1	16	47	57	1.0	0.8	0	93%
	79	6	33	21	0.4	11.2	0	33%
	12	12	47	159	1.0	2.9	10	88%
	2	19	94	206	1.0	3.5	33	98%
	72	11	55	42	0.8	1.1	0	80%
	5	8	37	122	0.9	8.5	6	63%
	2	14	95	160	1.0	5.9	24	88%
	25	9	37	43	0.5	9.3	1	46%
	3	14	40	44	0.7	1.2	0	79%
	3	14	39	43	1.0	4.8	2	82%
	14	12	34	10	0.4	5.4	4	77%
	2	15	66				0	92%
	3	13					0	82%
	15	12						82%
	2	12						79%
	3	13						84%
	36	11						61%
	3	12						86%
	106	5	9				0	66%
	10	11	40				0	87%
	10	13	17	120	0.6	0.2	1	71%
	10	13	43	98	0.9	4.6	2	81%

Improving quality
of mentoring
relationships

Data Science & Scoring of Cohort Matches

①

School vacation: 11/20/2017 to 11/26/2017

Relationship Trendline

Celebrate

End of Week

Received Teacher email

[Quest Grade History](#)

[illegible]

Mentees Achieve Important Outcomes

Mentee Survey Results 2018-2019

Pre to Post Program % Change

Career Exploration

+17%

Can create a roadmap plan to reach a desired career

+16%

Know how to research different careers online

Post Secondary Planning

+14%

Know how to research colleges online

+21%

Know different ways to pay for college

+26%

Know how to apply to college

Self Knowledge & Self Advocacy

+10% Know how to create strategies to reach goals

+11% Know how to ask for help reaching goals

+8% Can successfully manage time

+12% Can do well at an interview (job or college admissions)

+15% Know how to write a professional email

Mentoring Relationship

92%

My mentor praises me and encourages me to do well

90%

My mentor helps me challenge myself to succeed

91%

Overall, I enjoyed working with my e-mentor

iCouldBe Program

87%

would recommend this program to others

87%

were very satisfied with this program

Note: results represent % of 934 mentees who completed the mentee survey and 'Agree' or 'Strongly Agree' with each statement.

Our Panel

- Arundhuti Gupta - Founder and [CEO Mentor Together](#)



Mentor To Go

A Mobile Mentoring App

Created by



Supported by



A Corporate Social
Responsibility Initiative



About Us



Who do we work with:

Young people (ages 13 - 22) from backgrounds of social and economic disadvantage

Our Work Focus:

Empowering mentoring relationships and networks

Our Vision: A society where all young people have the **equality of**

Program Reach



5 cities



8000
mentees



Life Skills
In-Person



Work Skills
Mentor To Go

Impact (In-person)

90%

A mentee in the program is 90% likelier to have a **better relationship with their mother** as a result of mentoring, than a student who didn't receive mentorship

80%

A mentee in the program is 80% likelier to have a **better relationship with their father** as a result of mentoring, than a student who didn't receive mentorship

58%

A mentee in the program is 58% likelier to have **better emotional, social and school well-being** than a student who didn't receive mentorship

55%

A mentee in the program is **55%** likelier to have **better grades in Maths, Social Sciences, and Sciences** than a student who didn't receive mentorship

Why Mentoring for Work Readiness?



Education & the Future of Jobs

Nearly **50% of subject knowledge** acquired during the first year of a four-year technical degree will be **outdated** by the time students graduate.

On average, by 2020, **more than a third of the desired core skill sets** of most occupations will be comprised of skills that **are not yet considered crucial** to the job today.



Poor intergenerational occupational mobility

Substantial **intergenerational persistence in India**, particularly in the case of **low-skilled and low-paying occupations**, e.g, more than half the children of agricultural labourers end up becoming agricultural labourers.



Greater sociological fragmentation

With urbanisation, **traditional networks of relationships that surrounded young people have changed**. Social and economic milieu of Indian cities especially is more fragmented. The poor lead invisible lives often.

Why a Tech Enabled Mentoring Platform

Access for youth

Traditional in-person mentoring programs can only reach youth in urban areas or those within the catchment of the location of mentors

With a technology enabled platform a young person owning a simple mobile phone or a mentor sitting anywhere in the world can access mentorship

Scale



Mentoring from screening and filtering mentors and mentees, matching pairs, to monitoring interactions and supporting pairs is time and cost intensive. A traditional in-person mentoring program in the States costs \$1500 per pair per year!

A technology platform can handle volumes of mentor-mentee data more smartly, reducing the human intensive processes.

In Year 1 of Mentor To Go, we could double (2x) the case load of post match pairs per staff

Ease for mentors



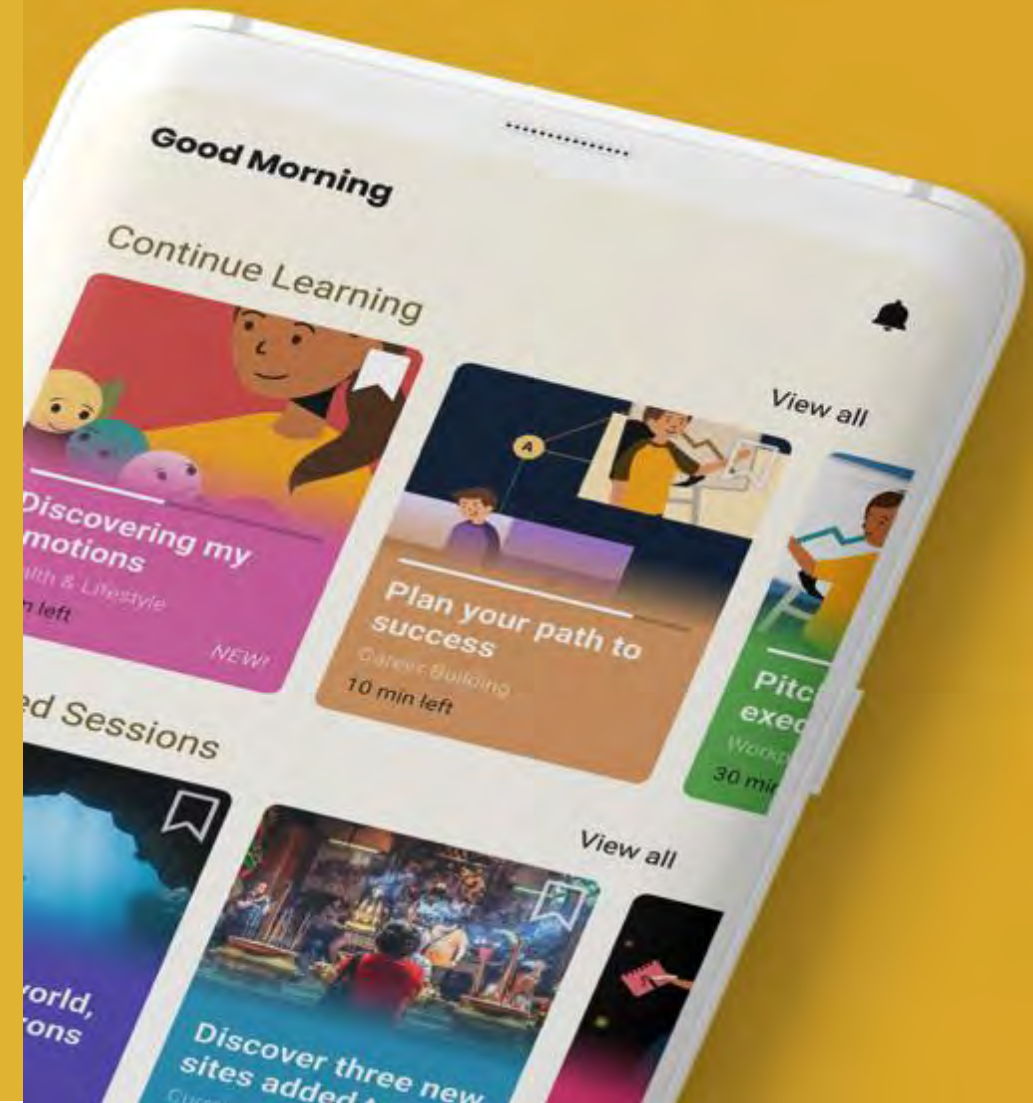
To increase volunteering and community give back amongst professionals in India, we have to open gateways of more meaningful - skill & experienced based - volunteering opportunities, that can be done within the range of modern workdays and careers.

A tech based platform for mentoring removes all the usual challenges mentors face: busy work schedules, work travel, family commitments on weekends. It makes giving back possible with flexibility and more convenience.

The Mentor To Go Experience



Learn work readiness skills as a mentee



The Mentor To Go Experience



Get trained to be an effective mentor

← Roles of a Mentor - Guide & Role Model

Let's learn about the second and third most important roles a mentor plays: that of a guide and a role model



Having trouble? Click [here](#) to open directly on YouTube.

Q1

In what ways can you help the Mentee manage her emotions? Tick the TWO options that apply

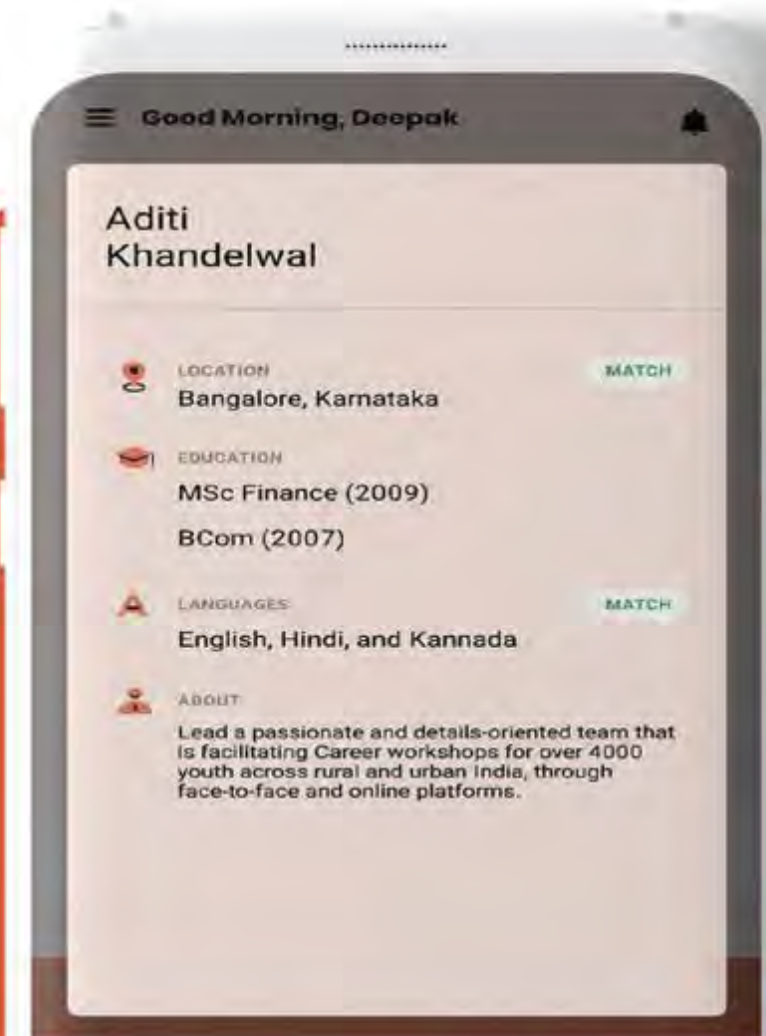
Your answer

Acting as a sounding board to help your mentee think through things

The Mentor To Go Experience



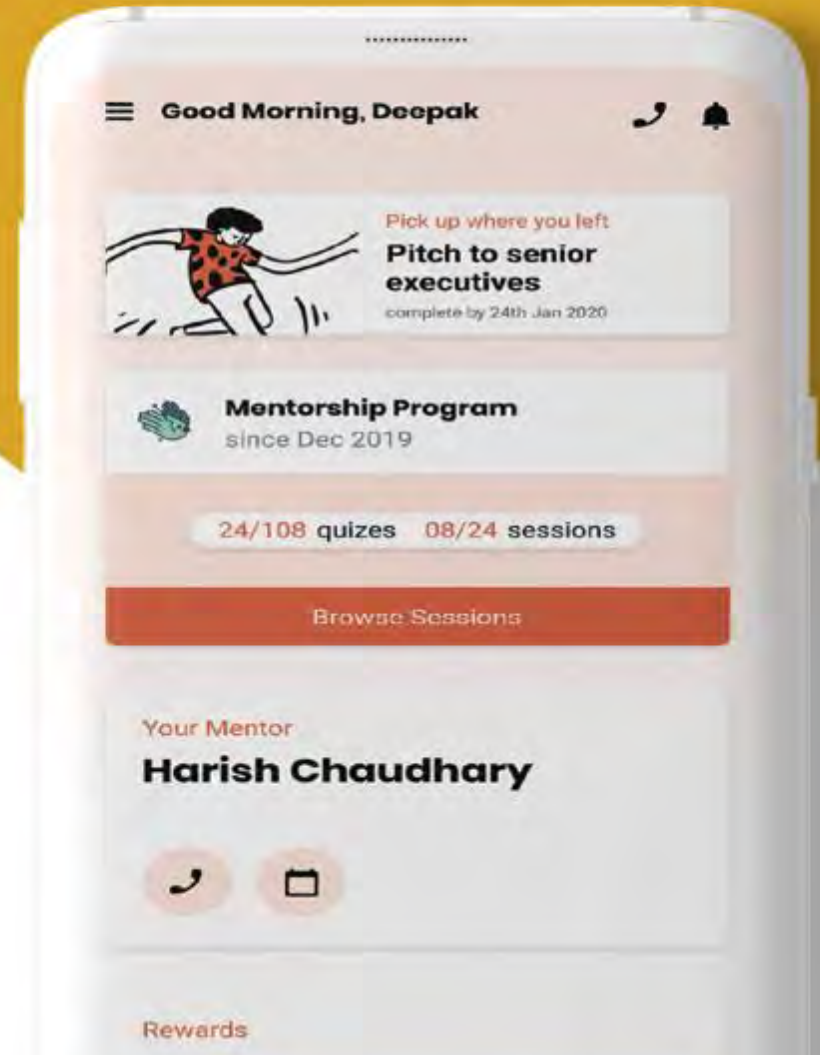
Find a unique
mentorship match



The Mentor To Go Experience



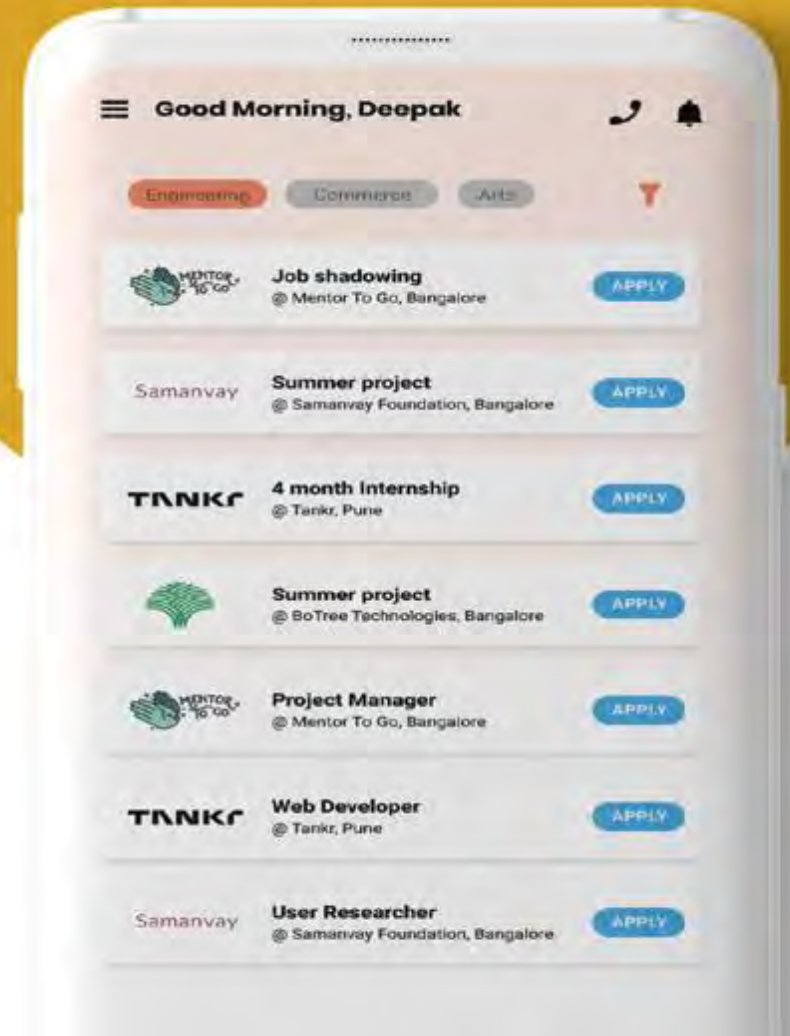
Access a unique interactive mentorship toolkit



The Mentor To Go Experience



Find work experience opportunities



Program Cycle 2019



3500

mentee & mentor
applications



9

mentee
partners



2600+

mentoring
sessions



600

mentorships
created



170

professional
organisations
across the
mentor



10

average years of
work experience in
the selected mentor
cohort

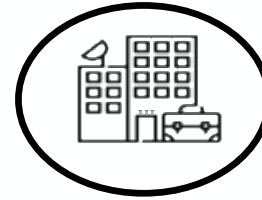
Mentor To Go 2020 Plans

Geography



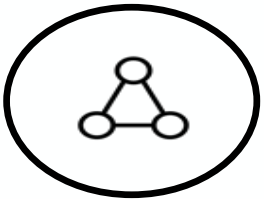
4 City Hubs:
Bangalore, Hyderabad,
Delhi-NCR, Pune

Mentor Partners



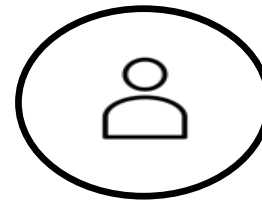
18 Mentor Partners

Mentee Partner



20 - 50 Mentee Partners
across 4 city hubs

Mentees & Mentors



10000 mentees across India
enrolling onto the app

2800 matches

950 work experience
opportunities curated



Thank you!

Arundhuti Gupta

Founder Trustee & Chief Executive Officer

Mentor Together

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www.mentortogether.org | www.mentortogo.org

bit.ly/mentortogo

Created by

Supported by



LinkedIn Social Impact



A Corporate Social
Responsibility Initiative





**Canadian
Mentoring
Partnership**

Audience Q&A



**Canadian
Mentoring
Partnership**

Thank You!