



# Mentoring & Coaching Monthly

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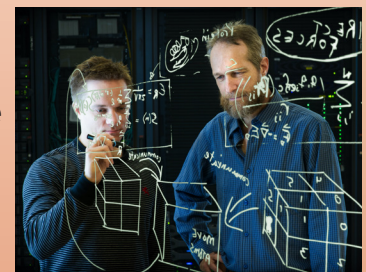
## In This Issue

Welcome to the October 2020 issue of Mentoring & Coaching Monthly. In this issue, we will explore different mentoring situations and reflect on National Mentoring Day. Join us in supporting the youth in finding careers in the STEM field. Notice how one mentor can reroute and influence a child at risk to pursue a professional field and benefit the workplace with their skills. Mentees will embrace a professional environment and learn about the opportunities within different branches of the STEM field. Troubled youth may have an option for mentorships through the CYFD Mentoring Program, aiming to help high-risk children find a role model and influence their future success. Like all others who are new to something, teachers need some help with a specific mentoring program within their schools, thus influencing the future mentors.



## Editor's Letter

Welcome back to Mentoring & Coaching Monthly for our October issue! National Mentoring Day has passed; help us recognize the mentors out there. Mentors provide a support system for a growing mentee by encouraging education and communication. Mentorships, both formal and non-formal, can change the course of a young person's life.



This edition discusses various mentoring programs and focuses on the workplace and teachers to the at-risk youth and STEM fields. CYFD works alongside multiple mentoring programs to provide positive role models for children who may benefit from the mentorship. The STEM field is looking to increase employee volunteerism to encourage the youth to join the workplace. This method benefits both the youth and the employees because the youth get a first-hand look at a professional workplace, and the employees gain personal satisfaction by helping others. Mentorships within the foster system and high-risk youth can brighten their future and give them a chance to thrive.

We also look at how mentoring programs can improve by changing how they receive their training. By focusing on the science behind memory and recollection, many mentoring programs could exceed the previous turnout through retraining. Thank you for joining us for the latest about the mentoring world.



# Revising and Advising



Sam McQuillin is the associate professor for the Psychology College of Arts and Sciences at the University of South Carolina. He began a mission to improve mentoring programs' training, so mentorships have an enriching flair using scientifically proven studies to enhance their training and increase its benefit. He searched through the training manual and increased the training tactics following scientific facts about how individuals retain information and the Forgetting Curve, or the exponential

rate at which individuals forget training they are not allowed to practice. So, rather than lecturing until the participants were exhausted, the training sections have shorter sessions intertwined within the mentorships. In the following evaluations, the revised training manual demonstrates noticeable improvements and positive feedback from the mentors.

After analyzing data from a survey conducted in 2016, through MENTOR, where 1,500 mentoring programs engage in reporting specific data points such as mentees, budgets, program types, training methods, and more, Sam McQuillin creates a statistical model. His model compares approximately 30 variables amongst each other to anticipate premature mentorship closure. The model could identify the most promising predictor of appropriate matches, including continuous training and support within the mentorship.

He recommends mentoring programs revise their training sections to have a scientific approach to improve mentoring relationships. Programs should have brief sessions extended throughout the mentorship course while engaging the training with opportunities to practice. Include scientific findings and advancements within mentoring programs to enhance training sessions and overall mentor/mentee relationships.

[Read the Article here](#)



# Stem Gender Gap



The gender gap within the STEM field is a priority for the Million Women Mentors Summit in Washington, D.C. The convention theme is “Becoming the Difference,” to encourage those who attend to engage in options to promote and influence the youth.

Today, 71% of jobs require STEM skills or skills needed explicitly within the STEM field. Take technology as an example; companies are including coding, websites, and virtual meeting, especially during the pandemic, so people with experience as computer scientists or technology support have a high demand. However, only 15% of girls plan to attempt a STEM career. Nevertheless, one person can change the course of a young girl's life with a mentorship because of 75% of young women with a mentor plan to pursue a STEM career. There is a significant jump from 15% to 75% of girls within this professional field because of mentors!

How does one become a specific mentor, such as a STEM mentor? Well, a STEM mentor incorporates workplace mentoring with a focus on the STEM field or STEM skills. Start the conversation with the company or owner, open the opportunity for workplace mentorships through employee volunteerism. Employees who believe they have made a difference are twice as likely to stay in their current position than those who do not. Plus, mentoring youth creates a connection between current and future employees who possess the necessary skills to succeed.

It does not matter if the program is set up through a company or individually; establish a connection with a nearby school or after-school program to provide STEM mentors. Some programs rely solely on a continuous circuit of volunteers, such as the Science Olympiad. Nearly 250,000 participants within approximately 8,000 teams compete in 450 tournaments, with thousands of volunteer mentorships every year. There are various topics such as Disease Detectives who learn about virus outbreaks from local health departments or Meteorology and the effect on national weather. Everyone interested in STEM skills ranging from engineering and computer science to health sciences and astrophysicists can mentor the youth and inspire more people to pursue STEM.

[Learn more here](#)



# Workplace Mentoring

The workplace environment can be challenging to navigate without help, especially for young people who do not have role models in their lives or have a hard time envisioning a professional future. Employers may be hard-pressed to find the types of people they are searching to fill their positions since applicants may lack the skills and commitment required for the position.



Approximately 40% of employers find it difficult to occupy vacant jobs with qualified personnel; however, mentoring can prepare youth with the skills necessary for a successful career and offer 40% of employers opportunities to recruit and maintain appropriate employees. In 2008, Big Brothers Big Sisters found a workplace mentoring program, Beyond School Walls. By partnering with Comcast NBCUniversal, the program can be found in 30 states countrywide as a national mentoring opportunity. This workplace-mentorship focuses on equipping the Little Brothers Little Sisters with skills for success after high school. However, in 2020, the pandemic brought their program to a screeching halt, forcing Big Brothers Big Sisters to find ways to continue supporting the Little Brothers Little Sisters.

The Littles have opportunities to observe workplace settings, widen the horizon for their career options, and form mentorships with the Bigs. The youth engage with Beyond School Walls sites throughout the country to participate in programs to improve grades and peer-to-peer interactions. However, it is not just the youth that benefits from these programs; businesses see a 39% decrease in the costs related to employee turnover directly correlated to volunteering.

Throughout the nation, Big Brothers Big Sisters offers mentoring opportunities to more than 8,400 Littles, with 343 company connections to immerse the youth with different career options such as government, travel and leisure, business services, and even health care. Though the pandemic creates barriers, Big Brothers Big Sisters adapt the Beyond School Walls Program into the virtual environment to ensure a connection within the mentorships. Big Brothers Big Sisters is finding ways to ensure the youth have the support they need even after the pandemic. Sign up to join their program or donate today at their website.

[Read the Article here](#)

# Mentoring Teachers

Teachers may be mentors; however, they could use guidance and assistance, especially in the first year. Albuquerque Public Schools and Albuquerque Teachers Federation co-manage a mentoring program that pairs beginning, level 1 teachers with experienced ones to participate in a well-rounded formal mentoring program. Qualifying mentoring teachers include teachers with a current class load, three years of experience within the APS District, and provide an application, a reference, and complete an interview. This program provides support and advice to improve inexperienced teachers' developmental methods to find their rhythm within a classroom setting.



The teachers are free to create a flexible schedule as needed, including a minimum weekly meeting and assessments. Those who apply for the mentoring program become participants based on availability. This program is unlike most because of its non-evaluative approach. Any notes or evaluative documentation do not reflect either teacher's performance or qualifications involved in the mentorship. These formal teacher-mentor relationships support new teachers to encourage them and provide advice to succeed. This engagement is vital and supports both teachers' growth, so school systems should incorporate a program like this one to enhance their teaching abilities.



[See the details here](#)



# CYFD Mentoring Program



High-risk children may need a role model; a mentor could help redirect the lives of countless kids. The youth from the ages of six to 18 may have mentoring options with the CYFD mentoring program if they fall within criteria and spend at least four hours per month participating in an accepted volunteer or academic activity. If the child or adolescent needs a positive role model because they have a disability, are failing a class, have an incarcerated parent, dropped out of school, are homeless, or several other risk factors, they can join one-on-one or group mentoring sessions. These sessions are available through Big Brothers Big Sisters, Youth Development Inc., Appletree, New Mexico Alliance of Boys and Girls Club, and National Indian Youth Leadership Development Program. Any children eligible should engage in the mentoring programs to form a mentorship.

[Learn more here](#)

## National Mentoring Day

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THANK YOU!  
MERCI!  
GRAZIE!  
GRACIAS!  
DANK JE WEL!

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National Mentoring Day, founded by Chelsey Baker, is October 27th; this sixth annual day provides an opportunity to recognize and thank a mentor. This year's theme is "Mentoring Rocks." Mentoring is essential because mentorships enhance the workplace, encourage the youth, and envelope important communication and socialization skills.

Mentorships can be formal or non-formal, providing more academic or emotional support, respectively, but either way, they allow the mentee to grow and embrace their future.

Mentoring in 2020 is significantly different from mentoring in 2019 because of the increase in virtual mentoring relationships. This day inspires proactive conversations, virtual activities, and ways for everyone to get involved in mentoring programs such as become a mentor or mentee.

On this day, everyone hopefully demonstrated their appreciation for mentorships in their lives and those who impacted their future. Next National Mentoring day, send a "thank you" letter, become a mentor, or create a mentoring event within your mentoring program.

[Read the Article here](#)