Introducing eMENTORING

Taking Mentorship to the Next Level



MENTORING IS is a brain TO PICK an ear TO LISTEN and a push IN THE RIGHT DIRECTION.

JOHN C. CROSBY

Mentoring has proven itself to be one of the most valuable and effective development opportunities available in any environment academic, professional, and even personal.

However, mentoring has challenges which limit its scalability and reach.

This eBook discusses the benefits and limitations of face-to-face mentoring and how the confluence of mentoring and technology (eMentoring) overcomes many of these challenges to enable mentoring at a dramatically larger scale and with a far greater reach.



THE VALUE OF MENTORING

- Why does mentoring matter?
- How does mentoring help students?
- Why don't more people mentor?

mentoring learn CAREER workshops practicing Ergining PROGRAM leadership Skills MODEL seminars COACH improvement 1G GU method cogching learning ROLE-MODE ADVICE one-on-one leader



Having the guidance, encouragement, and support of a trusted and experienced mentor can provide a broad range of benefits, which ultimately lead to improved performance. The advantages of mentoring extend to all involved in the program, including the host organization.

Advantages to Mentee

- Access to trusted advice
- Guidance in solving problems from someone more experienced
- Improve self-confidence and related skills
- Receive encouragement

Advantages to Mentors

- Share experience and knowledge
- Improve interpersonal and leadership skills: listening, coaching, communication
- Experience personal satisfaction
- Reinforce your own skills and knowledge of your subject

Advantages to Host

- Improves the host community
- Enhances individual performance
- Encourages commitment to the organization
- Improves communication

Source: The Durham University 2009 Mentor Survey

WHY STUDENT MENTORING MATTERS

Mentoring leaves a positive imprint on youth's lives. Young people with mentors have better attitudes about school, enhanced self-esteem, improved relationships, and are less likely to drop out of school."

Luci Unferth, a fifth-grade teacher

Source: "How eMentoring Led My Fifth Graders to Read Regularly" https://blogs.volunteermatch.org/ engagingvolunteers/2018/01/29/how-ementoringled-my-fifth-graders-to-read-regularly/ A MENTOR IS SOMEONE WHO ALLOWS YOU to see the hope INSIDE YOURSELF.

OPRAH WINFREY

Mentoring Students has Proven Results



Enhanced attitude about school

Improved behavior

Better school attendance

Stronger relationships with parents, teachers, and peers

Enhanced self-esteem & confidence

Better interpersonal skills

Higher college enrollment rates

Decreased high-school dropout rates

Less likelihood of using drugs and alcohol

> Diminished violent behavior



Source: Youth.gov

The challenge of mentoring can be represented by the analogy below:



Furthermore, there is a large group of people who need mentoring, a smaller group of people willing to mentor, and an even smaller overlap when you factor in:



The challenge is underscored when we consider how geographically widespread are the highest percentages of U.S. public school students from low-income families:

Areas where 80% to 100% of public school students come from low-income families.



Source: Urban Institute, "A Closer Look at Income and Race Concentration in Public Schools."



THE SOLUTION: eMENTORING

- What is eMentoring?
- How does eMentoring work?
- What are common misconceptions and FAQs about eMentoring?



eMentoring is a method of mentoring that is not based on physical location or face-to-face interactions. Interactions are conducted through an online platform.

This eliminates many of the challenges that make traditional mentoring inefficient and dramatically increases the number of people who are willing and able to be a mentor.

It is a way to exchange valuable knowledge and skills, despite the distance, place, and time barriers.



3 Big Benefits of eMentoring:



Convenient

Designed to be incorporated into a busy schedule, eMentoring is meant to complement the many responsibilities today's busy mentors take on.

Casual

Participants enjoy a relaxed, pressure-free environment to thoughtfully prepare questions, construct replies, and to think and process new information.

Connected

Because it is not limited to place and time, eMentoring can join mentors and mentees across the world, giving participants access to varying viewpoints, expertise, and skill sets.

Source: www.mentorcloud.com

What Are Common Misconceptions and FAQs About eMentoring?

How can eMentoring be safe for the students and the eMentors?

The safety of students and eMentors is a top priority so a reputable eMentoring company will typically ensure a safe learning environment in the following ways:

- All communication should be moderated. No personally identifiable information (like last names or street addresses) should be exchanged.
- All eMentors should pass a background check to participate.
- The platform should be audited for COPPA and GDPR compliance.

Is eMentoring exclusive of face-to-face mentoring experiences?

When desired, eMentoring can be combined with face-to-face mentoring programs, allowing the relationships to extend beyond the synchronous face time.

How are parents involved?

A reputable eMentoring company functioning in a school or after-school environment will require parents to give permission or their children to participate.

How are eMentors trained?

Any reputable eMentoring program will require training prior to participation in the program that gives techniques and strategies related specifically to the subject matter and age-group of the students. In addition, strong eMentoring programs also provide in-platform support with just-in-time tips and resources as well as ongoing training opportunities to allow eMentors to strengthen their virtual mentoring skills.

How do eMentors know what to discuss with their mentees and when to communicate?

Thoughtfully designed eMentoring programs provide a series of structured activities to guide the eMentoring relationship as well as clear expectations for a cadence of communication.

Isn't this just more screen time in a world already filled with screen time?

The screen in this program is used purposefully as a portal to a human connection, that otherwise would be inaccessible to the child. Through technology, students are connected with their own eMentor, who can share their insights, life stories, curiosities, and encouragement. Oftentimes, the eMentors are supporting the face-to-face learning activities occurring in the classroom.

How are eMentors able to "speak" the young generation language?

What's more important than how eMentors speak in this program is how they listen. Every child craves connection with an adult that truly listens to their interests, their concerns and their opinions. eMentors are trained to be highly responsive to what students share, using their own authentic voice, and the result is that students respond in kind, resulting in a back-and-forth conversation that builds deep connections.



SUCCESS OF eMENTORING: PROVEN RESULTS

- Learn why STEM eMentoring is so important
- Get to know TryEngineering Together

 a proven STEM eMentoring platform
- Hear from a TryEngineering Together eMentor
- Learn where to get more information



Learn Why STEM eMentoring Is So Important

STEM is the future.

80% of future U.S. professions will require STEM expertise.

But children-especially girls and minorities are being left behind.

Women make up 50% of the workforce, but less than 25% of STEM jobs. African Americans and Hispanics make up **31%** of the workforce, but **less than 13%** of STEM jobs.

We must support and inspire our children in elementary school before they lose interest.

By 4th grade, 1/3 of students

will have lost interest in learning about Science, Technology, Engineering, and Math.

By 8th grade, nearly 50%

have lost interest or deemed it irrelevant to their education or career plans.



GET TO KNOW TRYENGINEERING TOGETHER



Put Kids on the Path to STEM Careers

Co-created by IEEE, the world's largest technical professional organization advancing technology for humanity, and Cricket Media, Inc., this unique eMentorship platform gives companies a resource to mobilize their employees as volunteers to inspire and educate the next generation of engineers, scientists and technical professionals.

TryEngineering Together Helps Students:

- Develop increased **understanding of STEM** concepts and skills
- Gain basic science foundational knowledge
- Increase their literacy and communication skills
- Build awareness of and interest in pursuing a STEM career
- Increase their **self-confidence and motivation** to realize their academic and personal potential

TryEngineering Together Excites Employees:

- Enables employee participation from any location, at any time, in only 2-3 hours per month
- Is easy to administrate and use, the platform does the work
- Requires **no** advanced degree

How TryEngineering **Together Works**

STEM





The program provided the opportunity to make a difference in students' lives by encouraging them in STEM. Working with kids is both fun and rewarding!"

eMentor

We have a plethora of under-utilized expertise here. Our employees can provide real-life STEM experiences that could have a tremendous impact on students who don't have these sorts of resources. But the challenge has been getting our employees connected with the students who need them. The best part of TryEngineering Together is how convenient it is. We can effectively provide our valuable advice, lessons, and feedback from our desks at work, no matter where we—or the students—are located.

The TryEngineering platform makes it so easy for us to become involved. We're notified every step of the way, and provided with loads of support, guidance, and even prompts to get started.

eMentor

Few things are as rewarding on a personal level as helping kids learn. This is especially true when children are from disadvantaged backgrounds and have fewer educational resources available to them."

> IEEE eMentor



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IEEE on TryEngineering Together https://youtu.be/Kf9FQFQYKl8

