



MENTOR
COLLECTIVE

Industry - University Mentorships

**Equip Every Student
with a High-Impact
Relationship**

Speakers



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Agenda

- Context of our talent pipeline today
- Mentorship in industry-university partnerships
- Wells Fargo & Mentor Collective Partnership
- Case Study: Mentorship at the city ecosystem level
- Q & A



Higher Education is not consistent for everyone



U.S. 6-year
graduation rate is
58.3%*



Only 14% of low
SES high school
graduates complete
college after 8
years*



Average student
graduates with
\$29,200 of debt*

*Source: Brookings, Social Mobility Memo, Three Reasons College Matters for Social Mobility, 2015

Work is NOT working for everyone.

***Over 40%**

of employees felt physically and emotionally
isolated in the workplace *before* the COVID19
Pandemic

Source: E&Y 2019 Belonging Barometer

Will Remote Workers Get Left Behind in the Hybrid Office?

The benefits of working from anywhere can also come with bias
against those who aren't seen around the hallways.

LIFE & WORK | WORK & LIFE

Your Company Says Diversity Is a Higher Priority. Now What?

Calling for change is the easy part—here are concrete steps recommended by diversity experts and corporate professionals to go from
talk to action

As The Pandemic Recedes, Millions Of Workers Are Saying 'I Quit'

June 24, 2021 - 6:01 AM ET



Social capital makes college and career work for everyone.

Pictured:
Students from
Mentor Collective Programs

Unfortunately, mentorship is not available for every student

57%

of undergrads did not have mentors encourage pursuit of goals and dreams*

How Social Capital Affects College Choice

Too Few Undergraduates Have A College Mentor: Three Steps That Can Change That

Mentors Play Critical Role in Quality of College Experience, New Poll Suggests


Employees value mentorship, but programs suffer from low adoption and engagement



Press Releases

HEIDRICK &
STRUGGLES

Study: Women and Minorities Value Mentoring Programs, But Findings Reveal Opportunities for Improved Effectiveness



Leadership Development **Harvard
Business
Review**

Why Mentoring Matters in a Hypercompetitive World

by Thomas J. DeLong, John J. Gabarro, and Robert J. Lees

BUSINESS

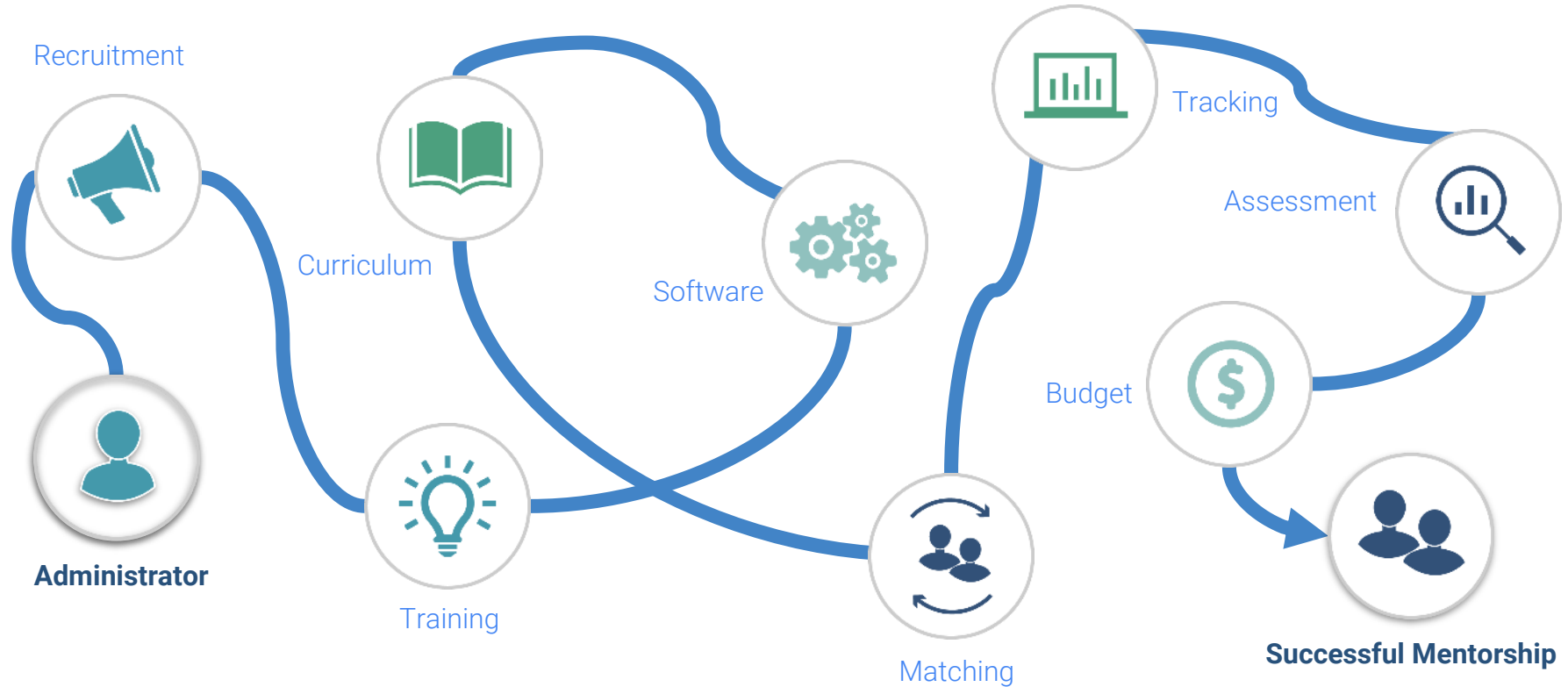
Why Can't Companies Get Mentorship Programs Right?

And when they get them wrong, it can be worse than having not tried at all.

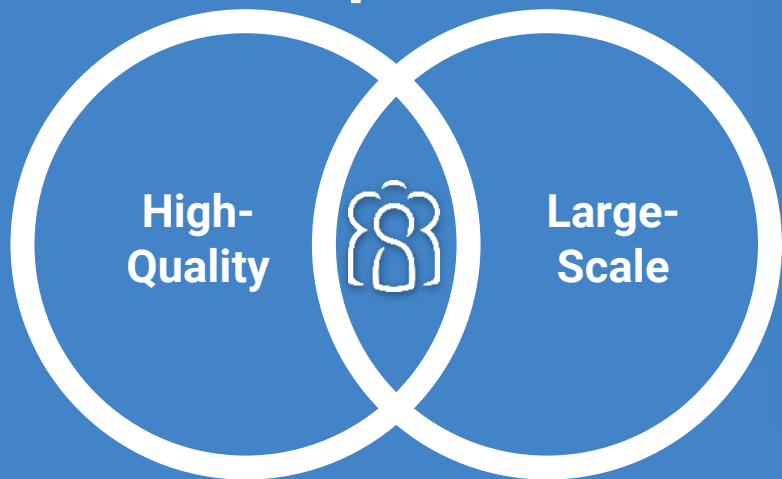
By Mel Jones



Running a Mentorship Program is Complicated



Mentor Collective makes high-quality, large-scale mentorship possible at 180+ institutions and companies.



A culture of mentorship:
where every student has the right relationship at the right time.

- Career Development Outcomes
- Career Decision Self-Efficacy

University + Industry Mentoring Partnerships



- Career program that provides student-athletes & juniors and seniors at **Jackson State University** with an industry mentor
- Funded by Walmart; SMAC Entertainment serves as partnership liaison
- Mentors from companies such as: Walmart, Aflac, WME Agency, etc.
- Program launches this fall; 200 students participating

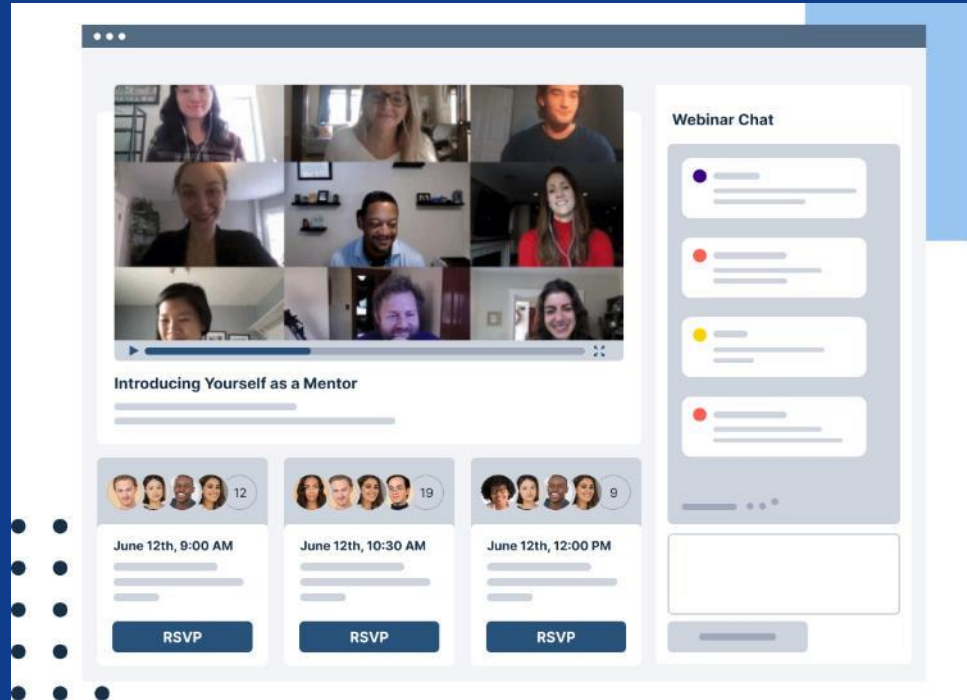


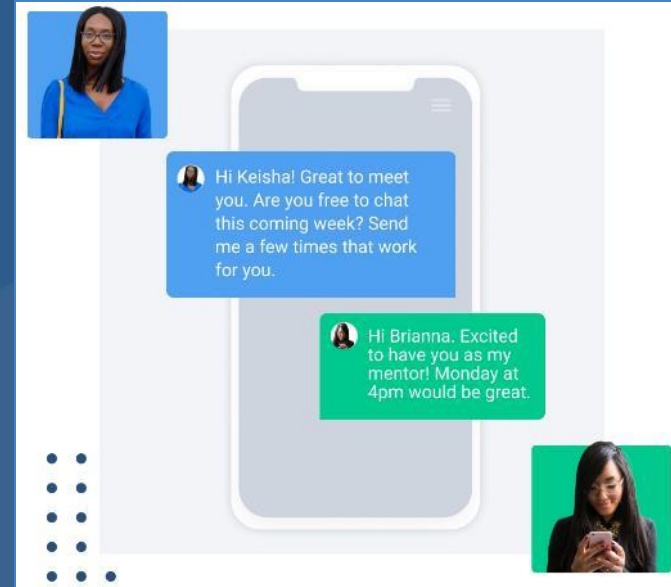
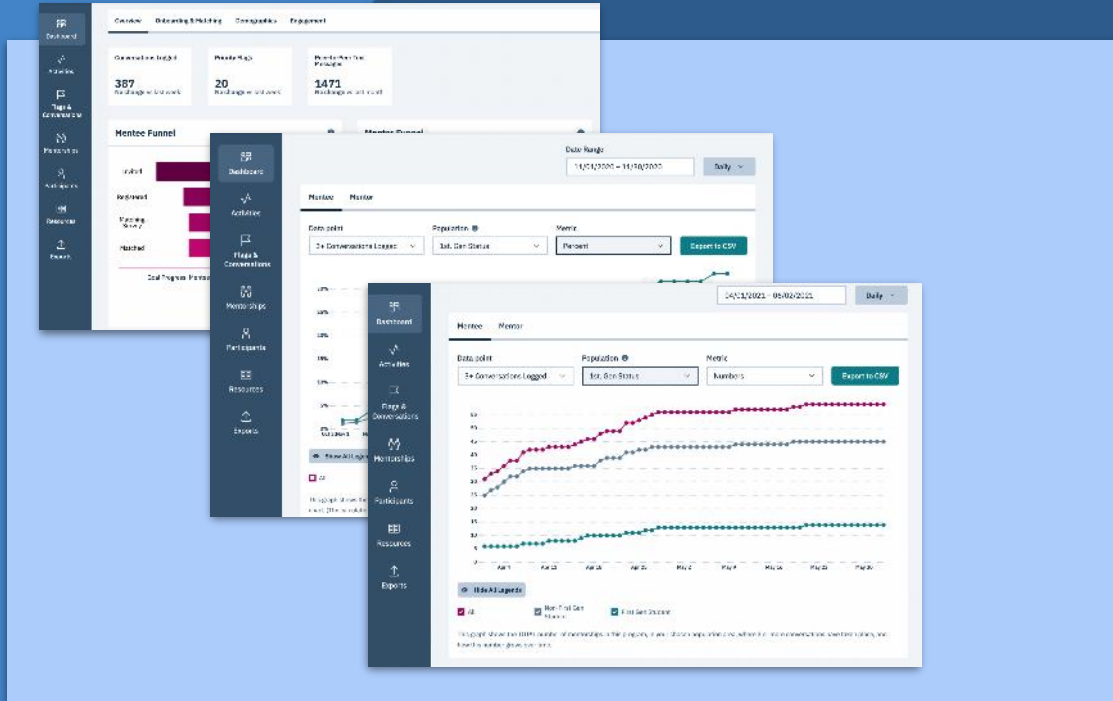
- Career program that pairs upper-division undergraduate students with industry mentors
- Program goal = connect students to local industry as opportunity to retain talent in Nebraska
- Funded by Mutual of Omaha

Wells Fargo x Mentor Collective Partnership



Backstory - Why Mentorship?





Challenges and learnings



Impact and outcomes

	2020-21
Students and Mentors Ever Matched	120
Conversations Logged	983
% pairs reporting 3+ conversations	86.5%
SMS exchanged per pair (36% pairs using SMS relay)	1,037
Insight Flags	59

Mentees found the mentoring program highly-impactful:

- *"Gerald shared with me his experience with **getting his job before moving and how to pick a great location to start building his life**. He also explained the importance of researching about a job and **making sure to speak with someone connected to the facility** to gain more insight." - Fascia*
- *"Chloe has helped me by **encouraging me to focus on the task at hand and write in my planner more**. This simple task might have been a no brainer, but I struggle with organizing my course load and I appreciate Chloe's willingness to tell me what I need to hear." - Mallory*

Video Testimonial - Elizabeth Sandoval (Mentee)



- **Mentor:** Erin Echert
- **Elizabeth's reason for participating:**
"I've worked in various areas of HR over my 18-year career, including Recruiting and strategic HR consulting. I have management experience, I'm certified in Team Effectiveness, and I enjoy helping leaders understand how to leverage their strengths to bring teams together and achieve goals. I recently accepted a Sr. HR Business Partner role, in which I will be supporting WF Home Lending Servicing leaders. I have a strong background in talent development and creating staffing strategies to meet the demands of the organization..."

What's next?



Challenges @ national/regional level

Employers are facing talent pipeline challenges

- Students (esp. first-gen students) have lower utilization of career services and feel unprepared (even in STEM)
- Students lack professional network to guide job search or development of marketable skills
- Employers struggle to reach diverse student populations



How can we address workforce development and talent pipeline concerns?



Why mentorship?

Our people are our greatest untapped resource



What can mentorship @ regional scale look like?

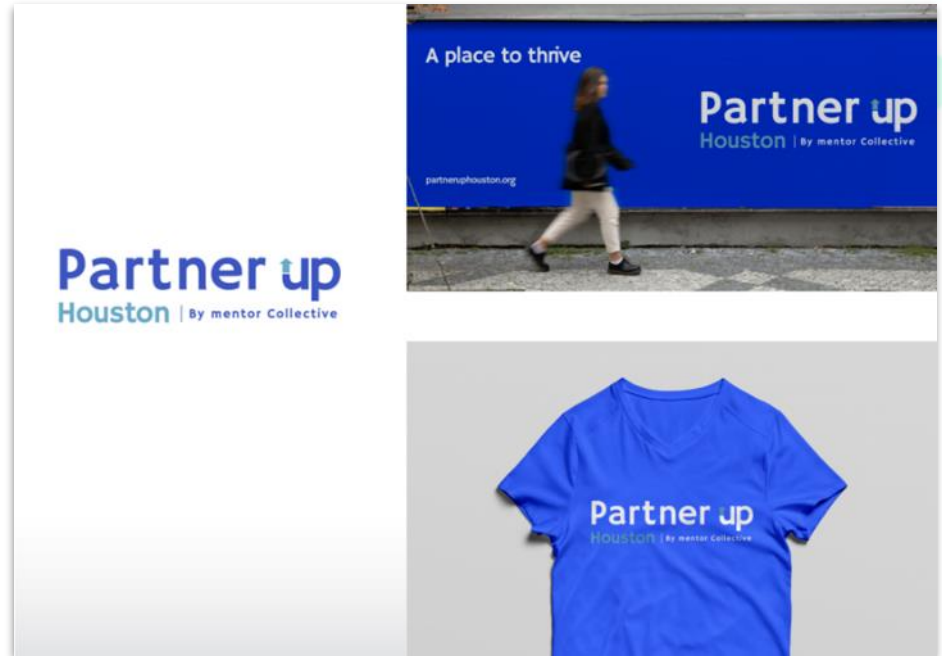
There are opportunities to think bigger:

- 20+ universities w/ ~230,000 students
- 900+ companies

What if every major city invested in mentorship?

What if every student and employee had a mentor?

What role can universities and companies play?



Thank you!

Happy to take questions at
this time :)



Let's Connect!

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