



Mentoring Solutions

Help Youth Identify Best-fit Careers

William A. Gray, PhD & Marilynne Miles Gray, MA, MEd

President, Mentoring Solutions

VP, Mentoring Solutions

Email: wgray@mentoring-solutions.com or mentor07@protonmail.com

Website: www.mentoring-solutions.com

Background: For 16 semesters, we did R&D on creating a **Talent / Workforce Development Pipeline** comprised of:

Youth + Undergrad-mentors + STEM Professionals

We can create a Pipeline for any Industry Sector that needs **Competent Workers**, who *know* what to do, have the right *motivation*, and have developed the *behavioral skills* needed for successful performance.

Some key Pipeline Components include these:

- Trained 300 **Undergrad-mentors** to help more than 1,000 Youth learn *about* STEM disciplines and learn *why* they are important, then connect Youth with Professionals to learn *how* STEM solves real-world problems.
- **Youth** can be in grades 4-12 (ESL; At-risk; Gifted/Talented; Native; Other).
- **Mentor-Assisted Enrichment Projects** (based on Undergrad expertise and Professional input) provide structure so what's started is completed and presented to an audience, who find out what was done & learned.
- **STEM Professionals** are supplied by any Industry Sector. Especially relevant to Sector with a skilled worker shortage, such as: Nursing, Teaching, Trades, Manufacturing.
- **Incentives** must be external as well as internal motivation.
- **Roles & Responsibilities** must be identified & fulfilled.
- **Training** (not pep talks) must be provided for all participants, using proven Training Activities & Materials (e.g., *Mentoring for Results Training*; *Mentoring Style Indicator*; *Mentoring Action Plan*).
- **Trained Undergrad-mentors** employ best practices from Didactic Instruction & Experiential Learning.
- **Trained Coordinators** match small groups of Youth to participate in Group Mentoring & Team Projects, and monitor activity of all participants.
- Includes the **"ARTS"** to attract STEM-resistant Youth (especially girls & minorities) to participate in a **STEAM Project**.

Some key Benefits include these:

Youth identify careers that match their talents, aptitudes and aspirations – so they take the right courses & graduate.

Undergrad-mentors learn how to manage a Team Project and gain access to potential Employers.

Employers hire better prepared New Hires – this increases work performance/satisfaction & reduces costly turnover.