What will it take to assure that all youth born or living in high poverty are entering careers by age 25?

What Role Does Mentoring Have?
What can we learn from others?


**T/MC Goal:**
Help inner-city youth reach Careers.

**School-Time Programs**
- Pre-K
- K - 5th
- 5th - 6th
- 6th - 8th
- High School
- Career Track

**3-5 PM Non-School Programs**

To SUCCEED
We must recruit business leaders who will use their resources in **PULLING** Youth to Careers

To SUCCEED
We must help tutor/mentor program leaders, volunteers, schools and parents be more effective in **PUSHING** Youth to Careers

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SHARING RESPONSIBILITY

Programs serving youth in one age level, or one time frame, can do better work if the child comes to them better prepared.

To finish school and enter a career...
...youth who participate in great K-8 programs still need support to finish high school, college and to enter careers.

EXAMPLE

A program serving 5th and 6th grade kids is able to do more if programs serving the SAME kids in K-5 have laid a reading/math learning/motivation foundation.

These are feeder programs. If kids have access to good K-5 programs they will perform better in 5th and 6th grade and high school programs.
THE GOAL IS NOT TO FINISH 6TH GRADE. IT’S TO REACH A CAREER.

Every program serving youth on this time line needs volunteers, dollars, technology, etc.

School-Time Programs

Pre-K → K - 5th → 5th - 6th → 6th - 8th → High School → Career Track

After 5 PM and Weekend Programs

3-5 PM Non-School Programs

Agencies that help each other do more to help kids stay in school and reach careers.

Instead of competing for resources, the T/MC seeks to help programs work together to increase the availability of resources for all tutor/mentor programs.
We use maps and charts to create visual understanding

- The light pink shaded areas have poverty rates of 20% and above.
- Poverty rates in the dark red areas are 40% and above.
- Icons on this map are schools placed on the Illinois State Warning list in November 2009.
- Other icons show locations of known non-school tutoring and/or mentoring programs.
- Children growing up in these neighborhoods need extra adults to help them reach careers.

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The Tutor/Mentor Connection* seeks to help quality tutor/mentor programs grow in every poverty area of the city and suburbs of Chicago.

*The Tutor/Mentor Connection was created in 1993 to help volunteer-based tutor/mentor programs grow in the Chicago area. It operated as part of the Cabrini Connections site based tutor/mentor program, a 501-c-3 non profit until June 2011. It now operates as a program of the Tutor/Mentor Institute, LLC, which was created in July 2011 to support the continued work of the T/MC in Chicago and to help similar groups grow in other cities throughout the world.
Programs should be available for every age group, during school hours, 3-5pm hours and in the evening and weekend hours.

This idea can be communicated using a variety of different visualizations, yet how many leaders use graphics like this to show their commitment to long-term youth development goals.
This sequence of services represents steps of a ladder to a career for any youth. In poverty areas disadvantaged youth have less support at each step.
At each stage there are actions that can support a young person’s growth to the next stage of development.

7th and 8th Grade:
- reading and writing programs
- tutoring
- interest building
- creative stimulation
- tutor/mentor role model
- service learning
- Junior Achievement
- Bank at School programs
- Job skills training/Shadowing

9th to 11th grade:
- reading and writing programs
- tutoring
- interest building
- creative stimulation
- tutor/mentor role model
- service learning
- Junior Achievement
- Bank at School/career awareness programs
- College Bridge Programs
- Job skills training/Shadowing

Senior:
- advanced reading and writing programs
- tutoring in specific subjects
- interest building/travel programs
- creative stimulation
- tutor/mentor role model
- service learning/peer tutoring
- College Bridge Programs
- Career planning
- Apprentice Programs, part time jobs
- Summer Internships
- College applications
- help/scholarships
- Vocational program research
The T/MC is organizing this information and leading actions that encourage any stakeholder to find and use it to build better programs.

**Post HS Graduation:**
- Career planning
- Apprentice Programs, part time jobs
- Summer Internships
- College and/or Vocational program
- First fulltime job
- Mentoring in the workplace
- Service learning/peer tutoring

**Age 25 to 85:**
- Career growth
- Life Long Learning
- Career Mentoring
- Learning through Service
- Helping others climb the ladder

**Life long learning and service to family and country:**
What does it take for every youth born in poverty to have this opportunity?
Because of a lack of knowledge, competition, and isolation, many groups constantly are duplicating the efforts of others in trying to build programs that help kids from poverty to careers.

The Tutor/Mentor Connection (T/MC) seeks to build a “learning network” where each stakeholder can borrow and use the ideas of others.
The T/MC experience comes from leading a volunteer-based tutor/mentor program in the Cabrini-Green neighborhood of Chicago from 1975 to 2011.

Many of the ideas we use in our own program came from ideas we were collecting and sharing about other programs via the Internet, a newsletter and a sequence of May and November leadership conferences.
KNOWLEDGE
The T/MC is collecting and organizing information about service availability in Chicago and other cities.

- Existing programs
- Different time frames:
- Different Age Groups:
- Different Neighborhoods:
- Different Services:
- Existing research

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Existing Programs -- Different Neighborhoods:

- The T/MC has created a Program Locator data base* listing more than 200 Chicago sites that offer various forms of tutoring and/or mentoring.

- T/MC maps visually show the distribution of existing programs and where there are voids.

* Search the Tutor/Mentor Program Locator database at [www.tutormentorprogramlocator.net](http://www.tutormentorprogramlocator.net)
Different time frames

- 9PM-3PM, during the school day, when schools are open
- 3-5PM After School, at schools or non-school programs
- 5-8PM & weekend, when workplace volunteers are more available to make long-term weekly commitments
Different age groups
T/MC focuses on three age groups, recognizing that pre-school programs are also needed.

• Grade K-6
• Grade 7-9
• Grade 10-work
Different Services:
Not all programs offer every form of learning. Age appropriate programs are needed in every neighborhood

- safe place
- mentoring
- tutoring
- reading/writing
- critical thinking
- communicating

- arts
- teamwork
- technology
- science
- math
- recreation
Existing Knowledge:

• T/MC creates maps showing program availability.

• T/MC web site links connect stakeholders with thousands of other tutor/mentor resources.
Information shared via Interactive Zip Code Search Map

Visitors can use this map and a program locator search screen to determine the availability of tutoring and/or mentoring programs in different parts of the Chicago region.

Flash Intro to Program Locator: [http://www.tutormentorprogramlocator.net/Intro.aspx](http://www.tutormentorprogramlocator.net/Intro.aspx)
Information collected by T/MC

- Helps **CURRENT** volunteers, donors, business partners, etc. find useful knowledge and make better decisions
- Helps **EXISTING** programs grow and improve
- Helps **NEW PROGRAMS** start, and succeed
- Builds and sustains flow of **RESOURCES** to programs in each neighborhood
Interactive web sites enable any stakeholder to contribute their own knowledge link to the T/MC library

- http://www.tutormentorexchange.net
- http://www.tutormentorconnection.org
* http://tutormentor.blogspot.com

This makes organizations throughout the world partners in this ‘tutor/mentor learning network’
Connecting With Others on Internet

http://debategraph.org/mentoring_kids_to_careers

This is one place where anyone can share ideas and strategies for mentoring youth through school and into jobs and careers. Anyone can use these ideas at any time in their own community.

Another portal is

http://tutormentorconnecti on.ning.com
Our strategy is to enlist volunteers and leaders from every industry as partners in helping kids reach careers.
T/MC organizes events in the Chicago region that draw programs together to use its knowledge, and to build public involvement in the tutor/mentor movement

* August/September Chicagoland Volunteer Recruitment Campaign

* November and May Tutor/Mentor Leadership Conferences
"If this (initiative) is accepted and acted upon, it can change the way philanthropy and charities work together in America and throughout the world. It can change the future for millions of kids born into poverty each year."

--Daniel F. Bassill, President of Tutor/Mentor Institute, LLC and the Tutor/Mentor Connection
COLLECTIVE ACTION: A mentoring-to-career strategy of the Tutor/Mentor Connection

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