The Tutor/Mentor Connection focuses daily on one big question:

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

What does it take to make volunteer-based non-school tutor/mentor programs available to more youth, in more places?

Learn about role of volunteers in helping youth through school and into careers.
We’re all in the “TO WORK” Business

Thousands of organizations around the country spend millions of dollars trying to help clients and youth prepare for jobs/careers.

When BUSINESS is using its resources to help pull these people to jobs and careers we will have more success in this effort.

The leadership ideas at http://www.tutormentorexchange.net/leadership-strategies are intended to help business build strategies that use their people, technology, dollars, facilities and jobs to help more kids move from disadvantage to work.
We can illustrate this birth-to-work idea many ways. This is one.
OUR GOAL: SUPPORT THE GROWTH OF TOTAL QUALITY MENTORING PROGRAMS THAT HELP INNER CITY YOUTH REACH CAREERS

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

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

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

**After 5 PM and Weekend Programs**

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SHARING RESPONSIBILITY

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.

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.
Prepare youth for jobs in all Industries

- Technology Communications
- Arts, Culture, Religion
- Government Education
- Science, Math, Engineering
- Manufacturing, Transportation
- Retailing, Wholesaling
- Built Environment, Engineering
- Finance, Personal & Business Services
- Natural Resources, Agriculture
- Hospitality, Recreation
- Insurance, Healthcare
Role of Leaders: Encourage Volunteerism as Part of Workforce Development

Leaders
CEOs, Managers
Clergy, Lawyers

Using map-directories like the Tutor/Mentor Program Locator and various communications tools, leaders encourage employees, customers and vendors to participate in volunteer based tutor/mentor programs. They support this involvement with actions that encourage information sharing, process improvement, and employee growth.

See Chicago Tutor/Mentor Program Locator at http://www.tutormentorprogramlocator.net
Benefits of volunteer involvement

According to an article entitled, Corporate Volunteer Programs: Benefits to Business*, published by The Points of Light Foundation, volunteerism benefits employees and organization members in many ways:

- Builds teamwork skills
- Enhances training
- Encourages employees and members to find new situations in which to apply skills
- Encourages employees and members to develop new skills and employ skills that may not be typically utilized in the workplace
- Improves morale and promotes a greater sense of self-worth
- Improves employee/member retention

Employers and organizations also benefit in many ways:

- Increases employee productivity
- Positively impacts overall productivity
- Enhances the employer's/organization's public image and total community relations
- Results in employees who are more enthusiastic and who view employer more positively
- Attracts better employees and members
- Allows the employers and organizations to gain new channels of information for input regarding community priorities and potentially in decision-making
- Provides employers and organizations another venue to meet strategic objectives
- Provides opportunities, such as online mentoring, that allow employees to mentor students without leaving the workplace.

Clearly, the community benefits tremendously from corporate and organizational volunteerism:

- Provides a relatively low-cost way for employers to apply valuable resources to community needs
- Allows on-the-job talents and skills to be transferred to volunteer positions for use in community problem-solving
- Helps create "healthier" communities
- Improves communities' relationship with government
- Enhances the impact of monetary contributions received by the community

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With so many benefits to business what will it take for companies to create marketing groups aimed at building support for tutor/mentor programs in all of the areas where they do business, or where employees and customers live?

Companies understand how to support multiple stores in locations throughout the country with central office strategies. Can they learn to support multiple non-school tutor/mentor programs located in high poverty areas, using the same strategies?

Contact the Tutor/Mentor Institute and let us help you think through this strategy. tutormentor2@earthlink.net
Get informed. Get involved.

Find more essays like this on our web sites and use them to expand your thinking of ways to support birth-to-work strategies in many places.

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

or email: tutormentor2@earthlink.net

Throughout this essay and the rest of our web sites you will see the names Tutor/Mentor Connection (T/MC) and the Tutor/Mentor Institute (T/MI) used interchangeably. This is the result of an organizational change made in July 2011. The Tutor/Mentor Connection was created in 1993 to help volunteer-based tutor/mentor programs grow in the Chicago area. It operated from 1993 to 2011 as part of the Cabrini Connections site based tutor/mentor program, a 501-c-3 non profit. 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. Learn more at http://www.tutormentorexchange.net/notice

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