ROLE OF LEADERS in a Tutor/Mentor Connection
What will it take to assure that all youth in every poverty area of Chicago are entering careers by age 25?

How can you and your industry help?

Http://www.tutormentorexchange.net   tutormentor2@earthlink.net
T/MC Goal: Help inner-city youth reach Careers.

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

For all kids this is a 25 year process. *For children born in poverty it’s a more difficult journey.*
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.

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.
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

3-5 PM Non-School Programs

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

After 5 PM and Weekend 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.
What is involved? What can a business leader do?

The following pages show steps a leader can take to assure that comprehensive mentoring-to-career programs are in every poverty area, or near every poorly performing school.
Leaders are needed from every sector: business, professions, civic, education, religion and social sectors.

Business must take the lead in **PULLING** youth To careers
Step 1. Leadership Commitment

Make a top-level commitment to support youth development, and volunteer-based tutoring, mentoring, as part of a diversity and workforce development strategy

If the leader does not really believe in this strategy, there will be few followers willing to make the extra effort needed for truly innovative work.
Step 2. Appoint a “get it done” leader

Appoint senior manager as the CEO’s personal representative

Recruit a leader from your organization’s marketing or strategic planning. Involve people who have responsibility for growing the company's business. These are people who see opportunities where others see limits. These are people who always see a glass as “half full”.

These are people who will innovate new ways to engage the resources of your company in workforce development strategies.
Step 3. Do your homework.

Establish a forum (research and planning team) to review and prioritize involvement opportunities

What are the needs? What is the organization doing now to meet these needs? What is the organization doing within a one-mile radius of its facilities, or where employees live?

Find out what the competition is doing. What are innovations that could boost company profits, morale, productivity while helping develop a future generation of productive workers and loyal customers. Link to Internet libraries where this information is available for all employees, not just your planning team.

Use Internet Libraries like http://www.tutormentorconnection.org to learn about tutor/mentor programs, and workforce development strategies.
Use Maps in Planning

If businesses, faith groups, hospitals, etc. use maps like this, they can build a strategy that engages employees and customers from all locations, and reaches youth around all of those in high poverty areas.

See maps like this at
http://mappingforjustice.blogspot.com

And
http://www.tutormentorprogramlocator.net

You can zoom into sections of the city and build custom maps to support strategies around specific stores and facilities.

Begin a communications and advocacy program

Use company web site, newsletter, bulletin board, advertising, in-store marketing, etc to show why it is important for the organization and its members to get involved in mentoring-to-career programs. Profile employees, customers, or friends/family members who are already involved with tutor/mentor programs. Build web links to tutor/mentor programs that already exist, or that already get funding from the company.

This leadership role seems the most difficult for organizations to take, yet it is the least expensive and has the highest impact.

Visit http://www.tutormentorprogramlocator.net/programlocator/default.asp to learn about tutor/mentor programs in the Chicago region. Visit http://www.volunteermatch.org to locate volunteer opportunities nationwide.
Step 5. Recognition leads to Expansion.

Provide recognition for those who become involved, such as breakfast with the CEO.

Profiling volunteers and the programs where they volunteer not only recognizes volunteer involvement, but shares examples of effective practice and encourages others to volunteer, or provide financial support, to the same organization.
Step 6. **Encourage networking.**

Provide a forum for volunteers to network and share their experiences within the company and with others in the city.

This encourages others to become involved. It also builds volunteers for your strategic planning team. Build a web page where employees can post information about the places where they volunteer and ask for help or share information. Companies with multiple locations in a city or across the nation can help workers develop informal relationships with each other. These can lead to greater worker productivity and can impact diversity goals within an organization.

Set up Internet forums such as [http://tutormentorconnection.ning.com](http://tutormentorconnection.ning.com) or [http://skoll.socialedge.org/](http://skoll.socialedge.org/) where volunteers from different branches of the company can share information about their volunteer experience in a tutor/mentor program.
Step 7. Year-to-year growth & process improvement.

No successful enterprise was built in a day, week or even a few years. Why should a successful mentoring-to-career program be any different?

A CEO understands this. He/she encourages constant improvement in the enterprise. The CEO who asks for a review of the company’s progress and results on the above steps shows that his/her commitment is a priority. Each year as the CEO and members of the organization look back at results they will be amazed by the growth over a period of years in what they have accomplished.

Use documentation systems, such as the T/MC OHATS system at http://www.tutormentorexchange.net to document the progress of your organization in building knowledge, increasing public awareness, increasing employee involvement and the flow of resources to tutor/mentor programs.
While we operated a single tutor/mentor program in one neighborhood...

The goal is not a few good programs in a few places. Chicago, and every other city, needs comprehensive, volunteer-based programs in every high poverty neighborhood.

We created the Tutor/Mentor Connection (T/MC) in 1993 to help programs like Cabrini Connections grow in every poverty neighborhood of the city and suburbs of Chicago.

We created the Tutor/Mentor Institute, LLC in 2011 to help the T/MC continue to develop.

* [http://www.tutormentorexchange.net](http://www.tutormentorexchange.net)*
* [http://www.tutormentorconnection.org](http://www.tutormentorconnection.org)
Many are already providing this type of leadership.

If you are one, please contact the T/MC so we can unite with you, or you can add your support to capacity building actions in the Chicago region.

Show your volunteer involvement and workforce development strategy on your company web site, and add a link on the [http://www.tutormentorconnection.org](http://www.tutormentorconnection.org) web site.

Email tutormentor2@earthlink.net to connect your strategy to the Tutor/Mentor Connection
If the Tutor/Mentor Connection was no longer leading this process...

Can you provide that leadership?

Will you?

Many Leaders are Needed, in Every Industry, and Every City.
T/MC Leadership Role

To achieve the outcomes at the top of this pyramid, the work done at the base of this pyramid must continue each year.

The RESULT

More youth stay in school, are safe in non-school hours, graduate, and move to careers

Better programs in more places for more age groups

Building Better Understanding of Needs, Opportunities

Actions that increase the flow of resources to each program

Building a network of tutor/mentor leaders

Volunteer Mobilization

Database

As long as there are leaders willing to do this work, there can be a Tutor/Mentor Connection.
Learn more about how you and your company can be leaders in mentoring inner city youth to careers. Visit these web sites:

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

Email: tutormentor2@earthlink.net
Creating a tutor/mentor program that transforms the lives of youth and adult volunteers is as difficult as creating the first light bulb.

Edison made more than 1000 attempts before he developed a working light bulb.

Creating an industry to deliver energy so light bulbs could be in every home must have been a much more difficult challenge.

The world only changes one day at a time for any of us. Children and youth living in poverty face greater challenges than most.

Why Tutor/Mentor Institute, LLC and Tutor/Mentor Connection (T/MC)?
From 1993 to June 2011 the T/MC operated as partner to the Cabrini Connections tutor/mentor program in Chicago, under one 501-c-3 non profit board of directors. Due to financial pressure the T/MC was separated from the Cabrini Connections program in June 2011 and the Tutor/Mentor Institute, LLC was created to provide alternative strategies for generating revenue to continue to operate the Tutor/Mentor Connection in Chicago while helping similar intermediary structures grow in other cities. The names will be used interchangeably in many of our materials since both focus on the same mission.

Become a volunteer, partner, sponsor or investor. Email tutormentor2@earthlink.net

While we operate as a social enterprise and do not have a non-profit tax structure, the money we raise covers the costs of the work we are doing. If you want to support this process with a financial contribution, send your gift to Tutor/Mentor Institute, LLC, Tutor/Mentor Connection, Merchandise Mart PO Box 3303, Chicago, IL 60654
Tutor/Mentor Learning Network: A Theory of Change proposed by the Tutor/Mentor Connection

“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

Http://www.tutormentorconnection.org    tutormentor2@earthlink.net    Twitter @tutormentorteam