ASA

Early Choices, Lasting Consequences: How Mentoring Helps Students Make Successful Postsecondary Choices
The Current Landscape
How Is The Investment in Postsecondary Education Paying Off?
US 29-year-olds who have earned a Bachelor’s, by race

Source: Bureau of Labor Statistics
Not all bumps are created equal. (In fact, they get less equal with time.) Earnings advantage that affluent college grads get, compared with low-income college grads.

The “Bachelor’s bump” is uneven, based on starting income
Unequal Gains
Alray By The Numbers – Since 2009

- **90+ Scholars**
- **90+ Mentors**
- **40+ Graduates (30 more expected soon)**
- **$280K Total Awarded**
- **85% Retention Rate**
- **1 Total Staff**
Scholarships

Financial assistance to help scholars return to college

1-on-1 Mentoring Support

Each scholar is paired with a dedicated volunteer mentor to give the student a stronger support system

Advocacy and Resources

Alray Scholars are connected with partner organizations for assistance such as financial literacy and career planning
<table>
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<tr>
<th><strong>EXPECTATIONS FOR ACCOUNTABILITY</strong></th>
<th>Alray Scholars must meet regularly with their mentor and uphold their end of a contract committing to the program.</th>
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<tr>
<td><strong>CONTINUED SUPPORT</strong></td>
<td>Scholars who hold up their end of the contract receive financial and mentoring support until they graduate</td>
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<td><strong>EXTRA HELP</strong></td>
<td>Finish Line Fund gives graduating scholars an extra financial boost to put a dent in their college loan debt.</td>
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The View From Boston
Fractured Postsecondary Pathways
More Boston Public Schools grads are going to college

- Class of 2004: 53%
- Class of 2007: 64%
- Class of 2011: 66%
- Class of 2014: 72%

Source: MA Department of Elementary and Secondary Education
Graduates have access to better jobs and more income potential

Average income by educational attainment among Boston residents in Suffolk County

- Less than HS: $20,000
- HS Diploma: $29,000
- Some college, no degree: $32,100
- Associates degree: $37,400
- Bachelor's degree: $52,000
- Advanced degree: $68,000

Source: Boston Globe, Boston Redevelopment Authority
But 2 out of 3 Boston public school grads drop out before earning a degree.

Source: The Boston Foundation; non-exam high schools
Going deep

HOPES
DREAMS
DEBT
THE VALEDICTORIANS PROJECT

PART 1
AN EPIDEMIC OF UNTAPPED POTENTIAL
When being smart, working hard, and finishing first still isn't enough.

PART 2
NO DOCTORS IN THE HOUSE
None of the Boston valedictorians who dreamed of becoming a doctor has earned a medical degree.

PART 3
THE EXAM SCHOOL DIVIDE
A select few go to Boston’s prestigious exam schools. Everyone else swims in a sea of mediocrity.

PART 4
LOST ON CAMPUS
Even valedictorians sometimes feel like they don't belong in college.

INTERACTIVE
Explore the data

INTERACTIVE
Meet the students

IMAGES
Photos and videos

FAST READ
Eight takeaways

TELL US YOUR STORY
Your Boston public school experience

PART 5
HOPEFUL TO HOMELESS
Join the discussion
Mentor Full Cycle

How Can Mentoring Help?

Paying It Forward
How Can Mentoring Help?

“I was 17 when I entered this process. I didn’t know anything about large amounts of money.

—Renata Caines

Current college debt: $65,000
“Every semester was survival mode. It was a traumatizing experience. I never had the space to be a student.”

- Johnny Charles

Total college debt: $66,000
Mentoring program is personalized, comprehensive and complements the financial support

Sticks with students, as long as students stick with Alray, for as long as it takes

Operates a full circle model, where Alray scholars pay it forward to help other students like them. Our mentoring program is personalized, comprehensive and complements the financial support.
Liz Cabrera, Alray Scholar grad, went on to serve as Alray admissions co-chair. She went on to earn her master’s and is now working on her doctorate.

Many Alray graduates serve as mentors or play other volunteer roles with the organization.
ASA Supports Mentors
Boys & Girls Clubs of Boston
Red Sox Scholars
Create position of Director of Workforce Development to serve youth of Boston and Chelsea

BGCB served over 17,000 young people and nearly 8,400 members

This mentoring position plays a critical role to expose members to a wider variety of career paths while helping them gain knowledge and skills to follow those paths
Red Sox Scholars

1. Red Sox Scholars are selected in the spring of their 7th grade year.

ASA partners with Red Sox Scholars program to deliver programming that educates and equips nearly 300 BPS students w/ skills necessary to achieve 21st century workforce success.

2. ASA’s direct support of a Red Sox Foundation Fellow helps Scholars develop plans to stay on track for career and educational achievement.
Building Career Pathways

How Can Mentors Be Most Impactful?
How do you define success? How do you define postsecondary education? What’s your view on Career Technical Education (CTE?)

1. **Widen options** (No social penalties for high-schoolers who don’t choose the 4-year option right away)

2. Listen openly, give honest feedback, leverage experience but don’t burden mentee with mentor’s own assumptions
Essential Components of Mentoring and Career Pathway Development

1. Have some humility! Curiosity, honesty, willingness to share expertise – learn from your mentee – not sugarcoating

2. Engaged and interested in sharing your experience – alternating where you meet (mentor picks, mentee picks); giving the mentee (however old!) agency

3. Expand base knowledge, advocate (for mentee; assist mentee in self-advocacy), build network
Takeaways

Expanding Base Knowledge
Training and Advocacy
Building Your Network
With such a wide variety of options, it is important to remember our goal as mentors is to help young people explore all postsecondary pathways and chart a course that minimizes risk and maximizes returns.

You don’t need to be an expert, but you can become familiar with the language of financing postsecondary education.
How Is Your Mentor Training? How Can Mentors Be Advocates?

- Attend an Alray Scholars Mentor orientation session
- Commit to working with a scholar for a minimum of one year
- Meet with your scholar monthly and maintain ongoing contact
- Provide encouragement, direction and support
- Advocate for your scholar in meetings with school personnel (where appropriate)
- Attend training sessions and/or life skills workshops throughout the year
- Attend periodic group mentor meetings to share experiences and ideas for improving the program
- Write a review of your scholar’s progress to the scholarship committee
Middle and high school counselors (average ratio is 482 students to every 1 counselor)

Admissions and financial aid counselors – particularly those familiar with challenges of first-gen students

Experiential learning coordinators; early college high school opportunities; dual enrollment coordinators
Building Your Network

4. Non-profit administrators and non-profit direct service providers

5. Media professionals across all formats – print, radio, TV (public-access/cable news), web-based journalism

6. It takes a village to build a three-legged stool
Success!

GRADUATED!

–Renata Caines

Alumna of: Northeastern University
GRADUATED WITH MASTERS!

- Johnny Charles
Position: Associate Director of Admissions at Brandeis University
Heller School of Social Policy and Management