

# ASA

## Early Choices, Lasting Consequences: How Mentoring Helps Students Make Successful Postsecondary Choices

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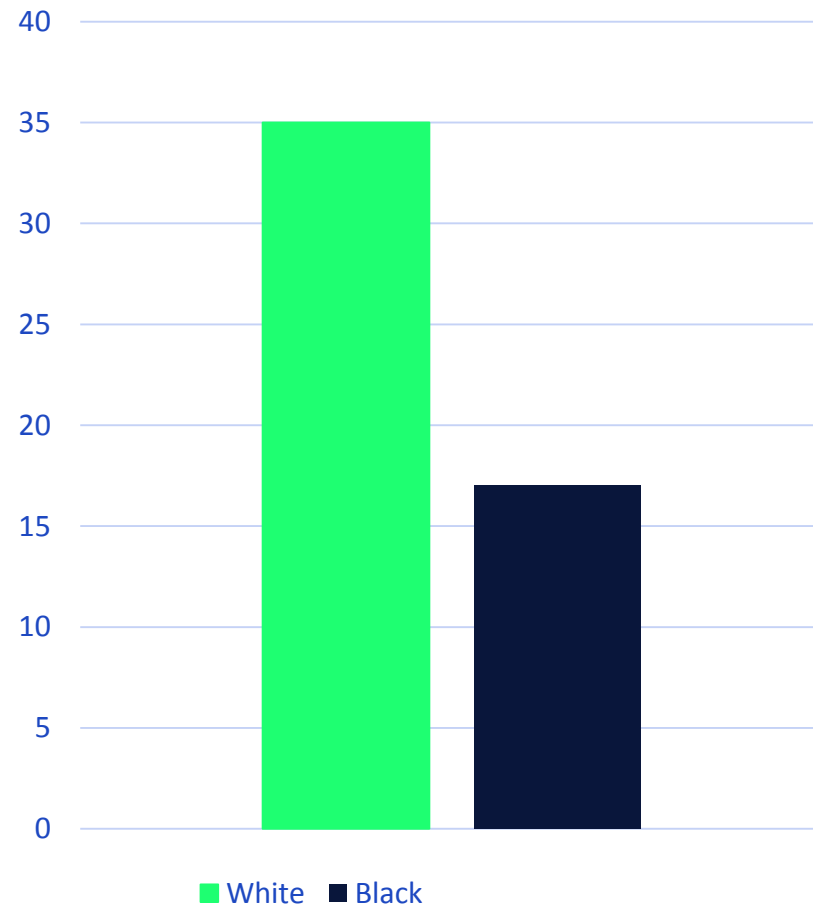
## 06

Takeaways

# The Current Landscape 01

How Is The Investment in Postsecondary Education Paying Off?

# US 29-year-olds who have earned a Bachelor's, by race

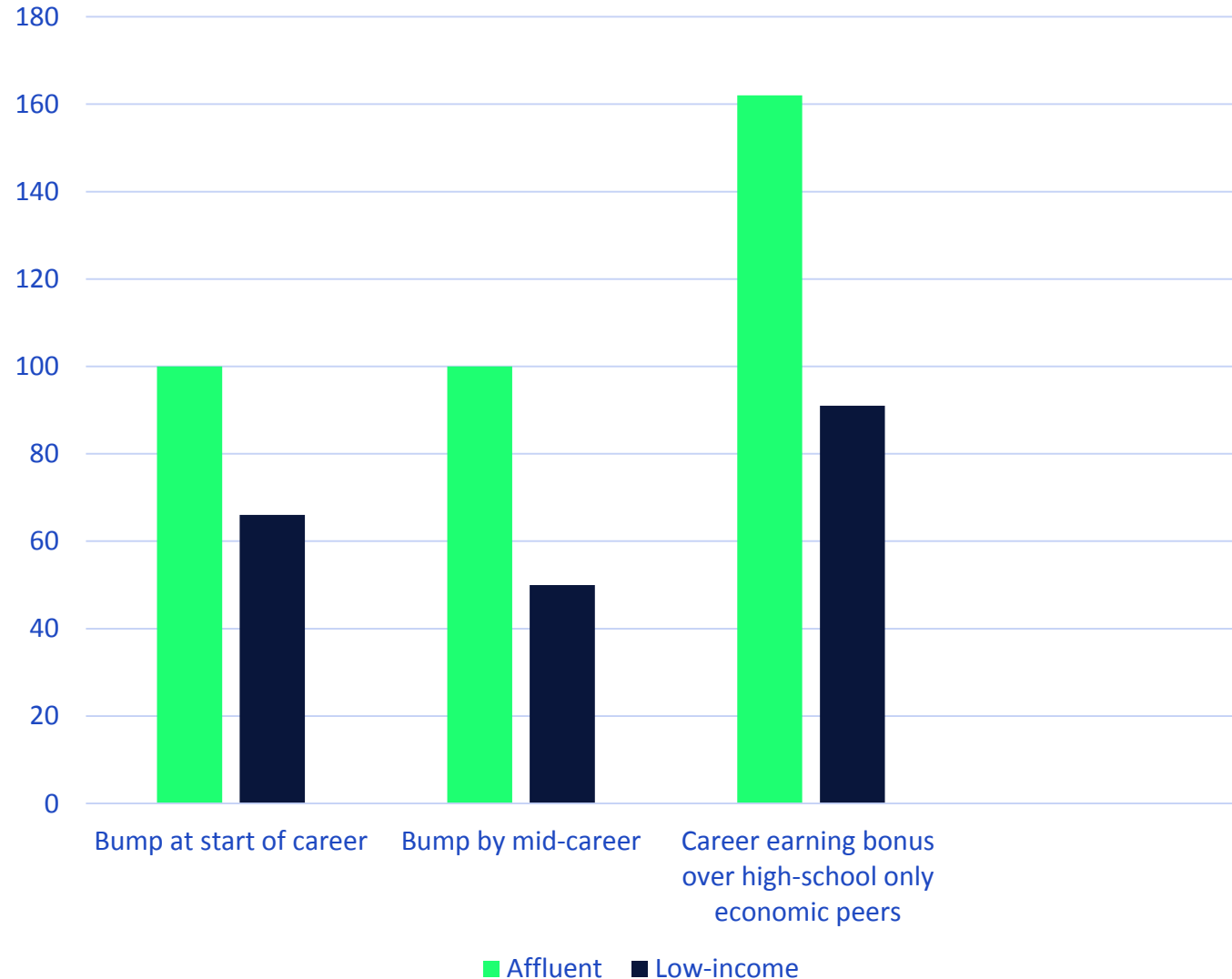


Source: Bureau of Labor Statistics

# The “Bachelor’s bump” is uneven, based on starting income

Not all bumps are created equal. (In fact, they get less equal with time.)

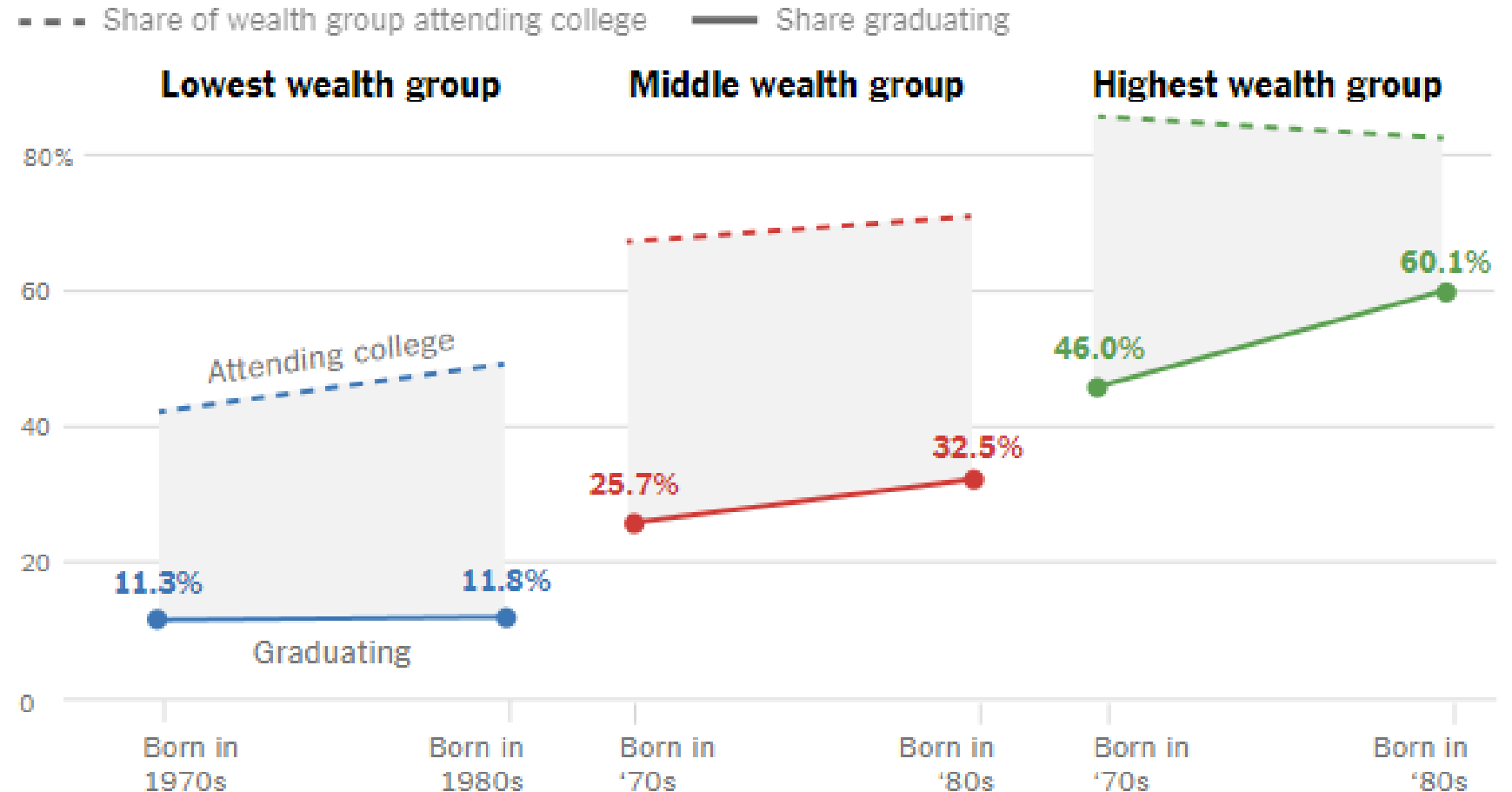
Earnings advantage that affluent college grads get, compared with low-income college grads.



# Unequal Gains

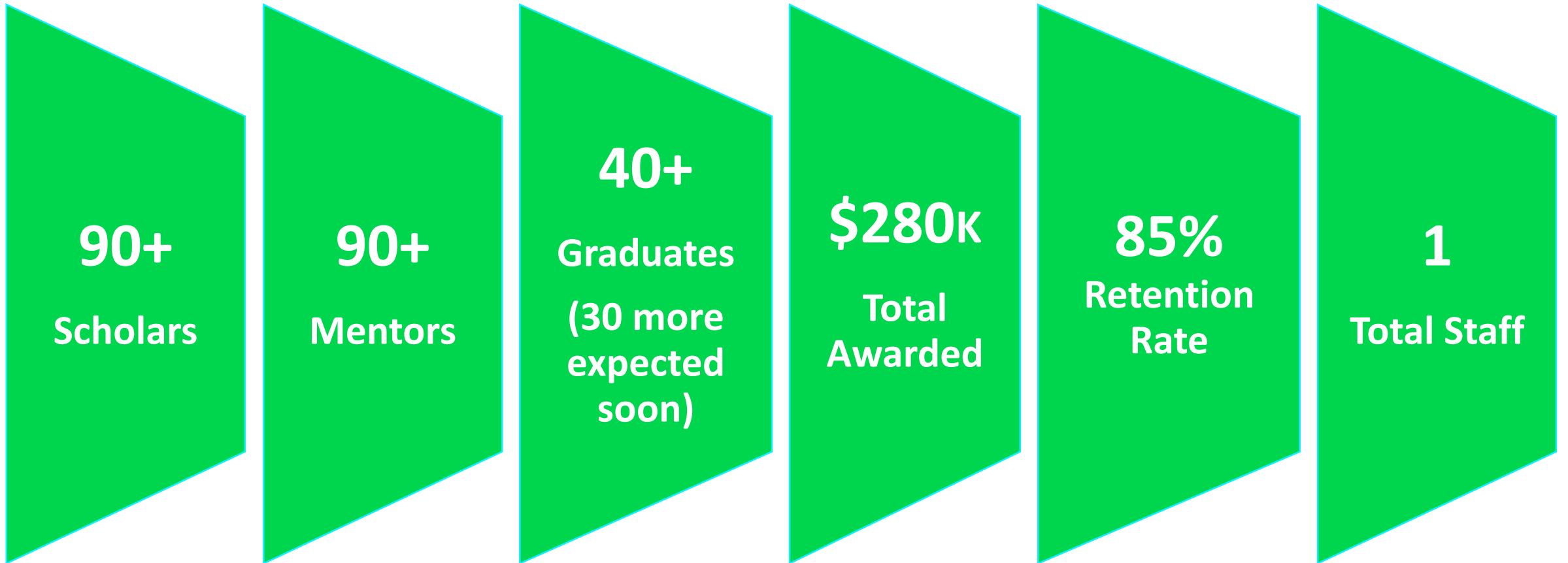
## More Students, and Yet...

For the poorest wealth group, college attendance has risen, but college graduation has not.



Note: Wealth categories are based on a person's parents' wealth when the person was 10-14 years old. Lowest wealth group is the bottom 40 percent of households; middle wealth is the middle 40 percent; upper wealth is the top 20 percent. Educational outcomes are at age 25. Source: Fabian Pfeffer, "Growing Wealth Gaps in Education," the journal Demography. | By The New York Times

## 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

# Alray provides high quality, high impact services



## **SCHOLARSHIPS**

Financial assistance to help scholars return to college

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## **1-ON-1 MENTORING SUPPORT**

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

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## **ADVOCACY AND RESOURCES**

Alray Scholars are connected with partner organizations for assistance such as financial literacy and career planning

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# Alray provides high quality, high impact services



## **EXPECTATIONS FOR ACCOUNTABILITY**

Alray Scholars must meet regularly with their mentor and uphold their end of a contract committing to the program.



## **CONTINUED SUPPORT**

Scholars who hold up their end of the contract receive financial and mentoring support until they graduate



## **EXTRA HELP**

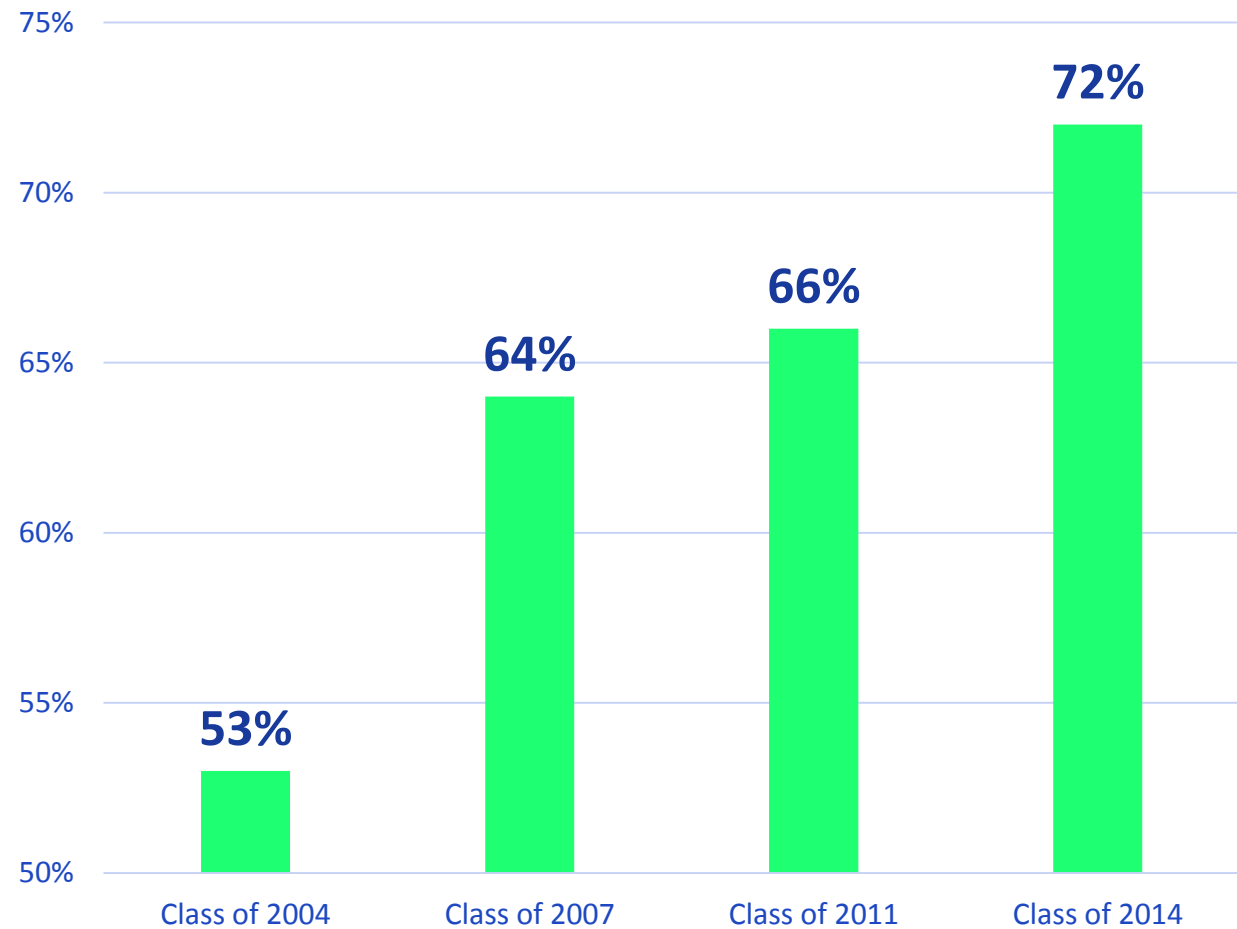
Finish Line Fund gives graduating scholars an extra financial boost to put a dent in their college loan debt.

# The View From Boston

Fractured Postsecondary Pathways

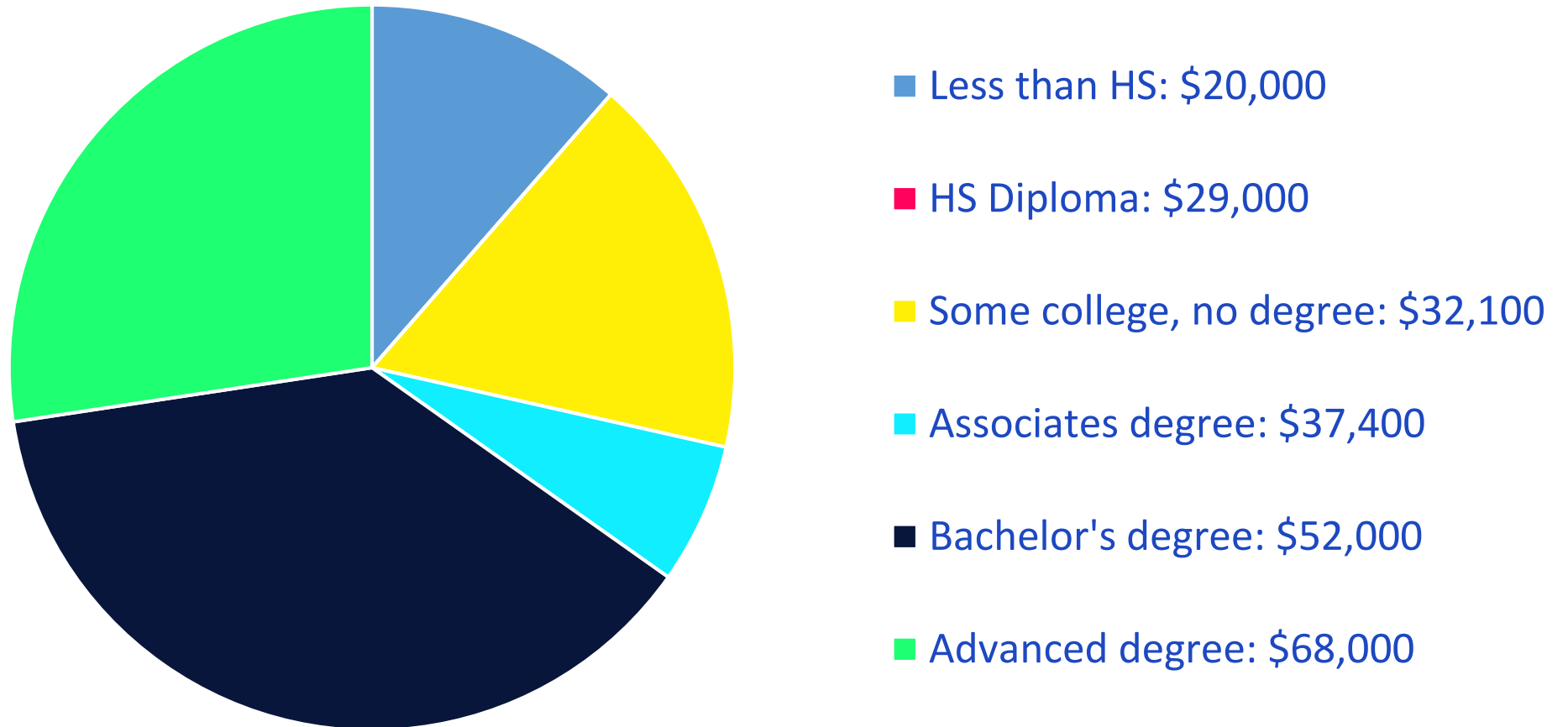
02

# More Boston Public Schools grads are going to college

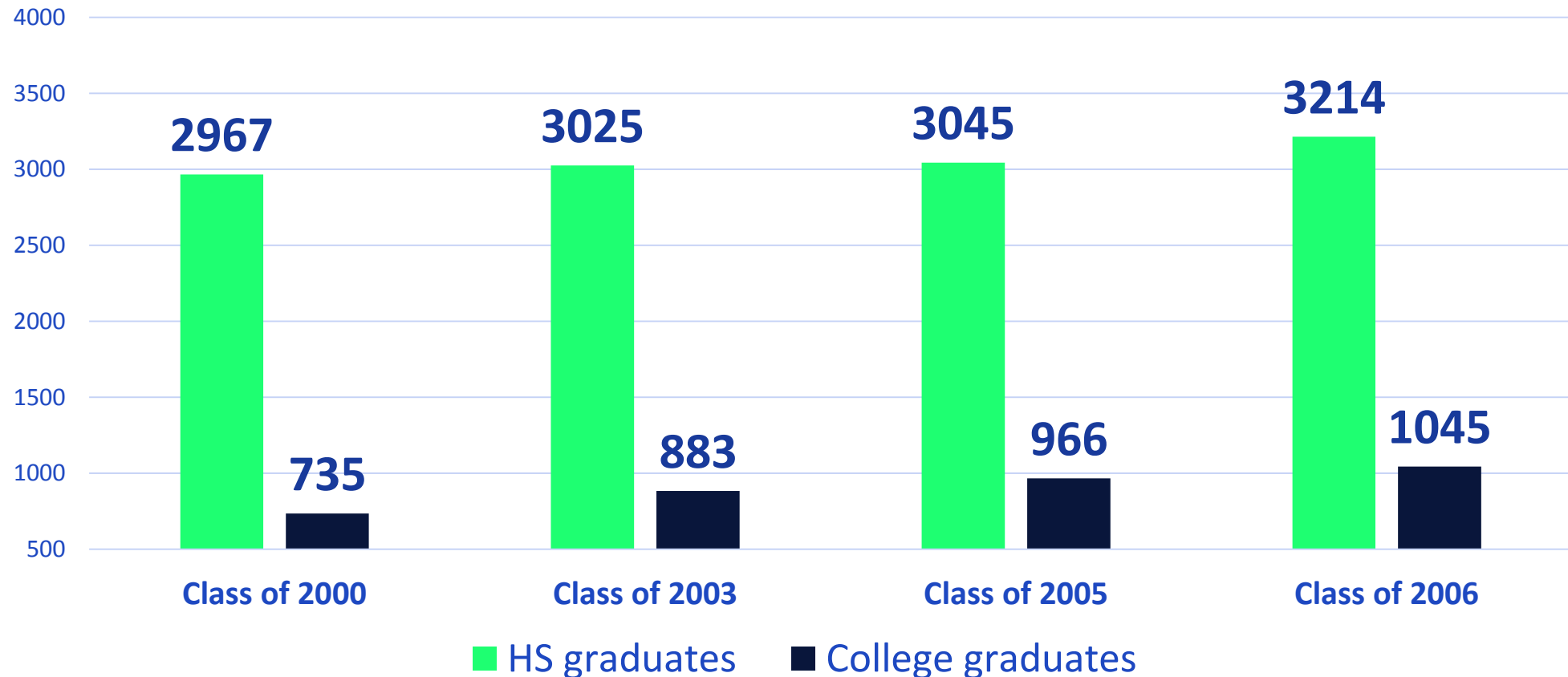


# Graduates have access to better jobs and more income potential

Average income by educational attainment among Boston residents in Suffolk County



# But 2 out of 3 Boston public school grads drop out before earning a degree



# Going deep

**HOPES**  
A FOUR-YEAR DEGREE WAS SUPPOSED TO BE THE GOLDEN TICKET FOR LOW-INCOME STUDENTS.

**DREAMS**  
BUT FOR TOO MANY, THE NUMBERS JUST DON'T ADD UP ANYMORE. BY NEIL SWIDEY

**DEBT**



PHOTOGRAPH BY STEVE BRONSTEIN FOR THE GLOBE

22 THE BOSTON GLOBE MAGAZINE

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Aravinda (left),  
Shreya (middle), and  
Carmen (right).  
Aravinda, Shreya, and  
Carmen are all  
students at a private  
college. They  
should have been  
going to college  
with "big loans," but  
they're not. They're  
clinging to a dream of  
a better life.

PROSE AND POETRY FROM BOSTON'S HOMELESS // WHY WE'RE STARTING TO TALK LIKE TRUMP // HAPPY BIRTHDAY, MR. EMERSON

# Globe Magazine

THE BOSTON GLOBE / MAY 22, 2016

**Work hard.  
Go to college.  
Get ahead.**

... and other **bad advice** we're giving low-income students.  
By Neil Swidey



# 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.

## INTERACTIVE

Explore the data

## INTERACTIVE

Meet the students

## IMAGES

Photos and videos

## 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.

## FAST READ

Eight takeaways

## TELL US YOUR STORY

Your Boston public school experience

## PART 5

### HOPEFUL TO HOMELESS

## COMMENTS

Join the discussion

# Mentor Full Cycle

How Can Mentoring Help?

Paying It Forward

03



## 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**



## The psychological toll

“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**

## Mentors impact students; students become mentors

- 1 Mentoring program is personalized, comprehensive and complements the financial support
- 2 Sticks with students, as long as students stick with Alray, for as long as it takes
- 3 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



## Pay It Forward

Many Alray graduates  
serve as mentors or play  
other volunteer roles with  
the organization

**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.**

# ASA Supports Mentors

# 04

Boys & Girls Clubs of Boston

Red Sox Scholars

# Boys & Girls Clubs of Boston

- 1 Create position of Director of Workforce Development to serve youth of Boston and Chelsea
- 2 BGCB served over 17,000 young people and nearly 8,400 members
- 3 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
- 2 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
- 3 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

05

How Can Mentors Be Most Impactful?



# Challenge Your Assumptions

- 1 How do you define success? How do you define postsecondary education? What's your view on Career Technical Education (CTE?)
- 2 **Widen options** (No social penalties for high-schoolers who don't choose the 4-year option right away)
- 3 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

06



## Expand Base Knowledge

You don't need to be an expert, but you can become familiar with the language of financing postsecondary education

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

# 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

# Building Your Network

- 1 Middle and high school counselors (average ratio is 482 students to every 1 counselor)
- 2 Admissions and financial aid counselors – particularly those familiar with challenges of first-gen students
- 3 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**





Success!

**GRADUATED WITH MASTERS!**

*-Johnny Charles*

**Position: Associate Director of Admissions at**

***Brandeis University***

***Heller School of Social Policy and Management***



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