Shadow & Mentor Program
Matching Students with Industry Professionals
Presenters

- Mae Torlakson, Corporate Partnerships Liaison, MESA- UC Office of the President
- Jessica Graham, Community & Government Relations, Cisco
- Dr. Nilgun Ozer, MESA Engineering Program Director, San Francisco State University
Workshop Objectives

• Provide highlights of a successful three-year mentoring program

• Provide information on how to prepare students for opportunities of engagement and mentoring with industry professionals

• Learn how to reach MESA students/centers

• Learn how to engage Cisco volunteers

• Obtain information needed to replicate a shadow and mentoring program
Group Activity

• What are your beliefs about mentoring?

• Why might it be important?

• Have you ever been a mentor or have been mentored?

• What has your experience been?

• 5 minutes!
Program Concept

It all started at a SF Giants Game...
What is MESA?

- Mathematics, Engineering, Science Achievement
- Academic achievement – in and out of school
- 28,000 students (7,000 undergraduates)
- 97% MESA CC students transfer to STEM majors
- 13 university sites serving 3,000+ students
- Pioneer in driving diversity in STEM
- Presidential Award for Excellence in Science, Mathematics, Engineering Mentoring (PAESMEM)
Why is Cisco interested in education or mentoring?

• Good for the communities where Cisco employees live, work, learn, and play.

• Good for business!
  
  • 90% of employees are more likely to join or stay with a company that supports charitable initiatives (Cornell University, 2012)

  • 61% of millennials...consider a company’s commitment to the community when making a job decision (Deloitte, 2011)
Components & Commitments

Program Components
• Mentor/Mentee Recruitment & Orientation
• Shadow Day/Kickoff/Matching Pairs
• Mentoring Topics of Discussion - Monthly
• Check-Ins – support calls
• Professional Development Day
• Closing Ceremony

Company Commitments
• Company Staff – Public Sector, Community Relations, HR/University Relations, EROs
• Facilities & Event Support
• Support for MESA with matching gift funds & other resources
Program Model

• Cisco Mentoring Program on Year 3
• Sophomore & Junior STEM Majors – University and Community College
• 114 Mentor-Mentee Pairs to Date
• At Least Once a Month for a Year

MESA
Mathematics Engineering Science Achievement

Cisco
# Program Benefits

## Benefits to MESA Mentees

- Access to a support system during critical stages of academic and career development
- Develop successful strategies for career decisions and goal setting
- Receive an insider’s perspective on navigating STEM career
- Direct access to resources within desired profession and identification of skill gaps
- Visit Cisco, hear from executives, and tour facilities (e.g., Executive Experience Center)
- Exposure to technology industry trends
- Increase student retention
- A lasting career network

## Benefits to Company & Mentors

- Exposure to an emerging talent pool
- Workforce diversity
- Ongoing attention to employee’s career development
- Enhancement of coaching, leadership, management and recruiting skills
- Exposure to diverse thoughts, styles, personalities and cultures
- Gain multiple perspective on common work related issues and obstacles
- Give back to others in our community and professions
- Increase employee retention
- A lasting career network
Matching Mentor Pairs
Shadow Day & Kick Off
Shadow Day & Kick Off
Mentoring
Professional Development Day
Networking and Shadowing
Mentor / Mentee Testimonials

Mentors:
• “I have a great deal of respect for my mentee. He went to community college and is now a CS major in UC Santa Cruz. He goes to school, pays for it himself and gives money to his family.”
• “I was a MESA student and now, I have a chance to give back.”
• “I’m a returning mentor and would be happy to take two mentees.”

Mentees:
• “A relationship with an experienced engineer”
• “Guidance during critical stages of my career development”
• “Motivation to work more towards my degree”
• “My experience changed my life forever”
Matching Students with Industry Professionals / Return on Investment

- 10 Organizational Partnerships
- 9 Full-Time & Internship Offers
- 30% Hire Rate
- 1327 Reported volunteering Hours
- 114 Mentor Pairs
- 12 MESA campuses
- 81 Cisco & MESA Volunteers

“Coming together is a beginning, staying together is progress, and working together is success.”

~ Henry Ford
Preparing Your Students

Middle School Students

High School Students

College Students
SFSU Summer Engineering Institute

- Lectures, hands-on projects, demonstrations on the major fields of engineering (CE, Comp, EE, ME)
- Workshops on the nature of engineering education, and skills/resources for success
SFSU Summer Engineering Institute

- Group activities, social events, and company tours with faculty, engineers and graduate students
- Mornings are focused on lecture sessions, group activities and hands-on workshops
Supporting your Students Through Mentoring

Selected MESA students are introduced to the program via email. They are encouraged to apply by the MESA Director.

Eligibility Requirement: Engineering and Computer Science students, GPA ≥ 3.0

Students apply to the program. Screening process takes place to choose program participants.
Benefits for Students

• Professional development
• Career preparation
• Workplace ethics
• Networking tips
• Job opportunities
  • At Cisco or other companies
SFSU / Cisco Mentee comments

“The Cisco mentorship program gave me the guidance I needed to understand how to successfully make the transition from student to a working professional.”

“I can honestly say I’m grateful to have this one-on-one experience and I would recommend this program to anyone interested in engineering. Thanks Cisco!”
Group Activity

• In your current work, what forms of engagement do you have with industry/students?

• Would a mentor program be a good model to start at your school/organization/company?

• If so, are you encouraged to start a mentor program?

• 5 minutes!
Best practices in engaging industry professionals

- Partner with MESA and Mae.
- Lead with logistics! Where, when, what time? 90% of the time this, *more than mission* will dictate if the person is likely to engage in your program.
- Leverage the brand of well-known schools and nonprofit organizations.
- Leverage your personal contacts
- Connect to industry trends and timing
- Ask and listen: what makes this person excited? Why do they want to take time away from their corporate gig to engage with MESA?
Best practices of engaging with MESA students

Contact mesa@ucop.edu

Contact a MESA center near you

Middle School / High School
• MESA Day Academies
• MESA Day Competition – judges
• Company tours

Community College and University Students
• Speaker Series
• Company Tours
• Job Shadow
• Mock Interview
• Workshops at Statewide conferences
• 1:1 Mentor Program
Where to find MESA Students?

• MESA Center Locations

• Website: [www.mesa.ucop.edu](http://www.mesa.ucop.edu)
Questions?
Thank you!

Mae Torlakson
mae.torlakson@ucop.edu
mesa.ucop.edu Twitter: @MESASTEM

Jessica Graham
jgrah@cisco.com
www.cisco.com Twitter: @CiscoCSR

Nilgun Ozer, PhD
mnozer@sfsu.edu
www.sfsu.edu/~mep/
Program Timeline Details

- **Training**
  - Designed to guide mentors/mentees on the objectives and expectations of the mentoring program, success factors in becoming a successful mentor and best practices.
  - Mentors and mentees will be notified of the date of the mentor/mentee training at the same time when they are notified of their selection to participate in the mentoring program.
  - **March 2015**

- **1:1 Mentoring (One year commitment: March, 2015 to March 2016)**
  - Mentoring program kickoff is on March 27, 2015. This is an inaugural event for mentors and mentees to meet and organize their mentoring meetings for the upcoming year.
  - **March 27, 2015**

- **Supporting Sessions (Once every other month for a one year commitment: March 27, 2015 to March 2016)**

- **Professional Development**
  - Designed to provide mentees the opportunity to network with Cisco employees and potentially apply for internships and job opportunities.
  - Mentors are encouraged to prepare their mentees for resume critiquing and interviewing skills.
  - **September 2015**

- **Closing Ceremony**
  - Mentees and mentors celebrate a year of learning and success.
  - Mentors and mentees share stories of the adventures and lessons learned from their mentoring experience.
  - Mentees receive certificates of completion.
  - **March 2016**
Sample Monthly Mentoring Topic

April 2015: Goal setting

Discuss with your mentor:

How do you set goals? Do you have an informal or formal process? What is your strategy? How do you remain accountable when you are setting and committing to goals?
Best Practices

• Prior to concluding your mentoring session ensure that you have confirmed your next meeting (time, date, and place).

• Discuss the topic for discussion for your next meeting.

• Identify and be clear of your next steps.
Cisco and MESA Mentor Program: Matching Students with Industry Professionals

Click here to see a video from the presentation:
https://www.amazon.com/clouddrive/share/uFG0sb3Opc7JNriAlofe6FNNrtgSJUjutr4flyJvz4v?_encoding=UTF8&mgh=1&ref_=cd_ph_share_link_copy