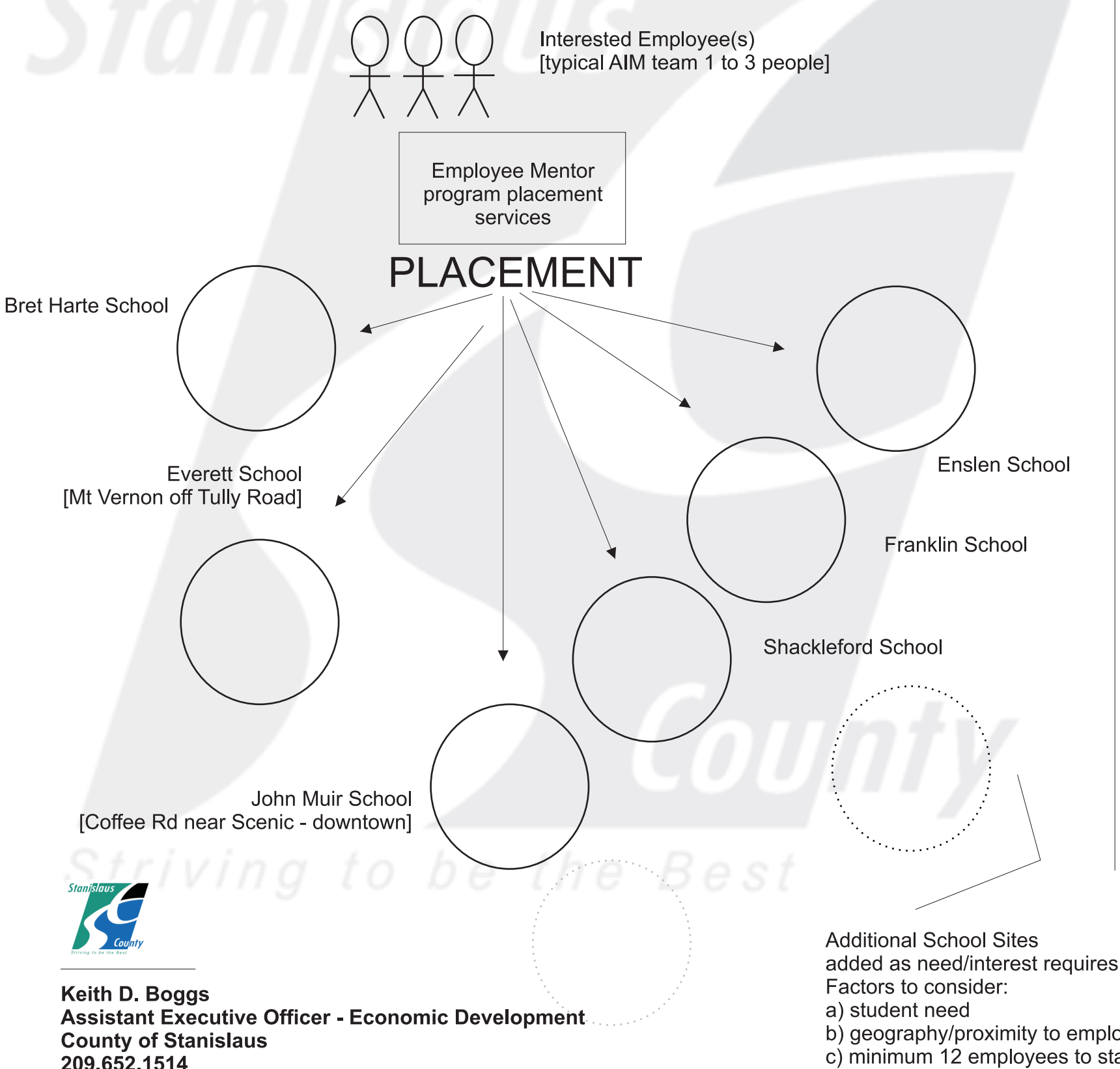


Employee Mentor Program  
Team based - Academic Intervention Model  
AIM 2014-2015



PROCESS: PROGRAM LEVEL

- Employee(s) self identify - via outreach/marketing/awareness drive
- AIM team developed [1-3 individuals]
- Employee Placement - Coordination
  - placement options
  - orientation procedures
  - fingerprinting & site specific requirements
- All time tracked at school site via sign in sheet
- Date collected and maintained monthly via contract
- Annual celebration of participant teams
- Participant driven awards
- Student improvements tracked/celebrated

PROCESS: ACTIVITY LEVEL

- Employee(s) calendar by rotation - entire school year
- Employees rotate :45 minute lunch time reading/mentor activity
- At the end of each session - employee enters daily activity in activity logbook [logbook kept at school site]
- Each student session begins with quick reference to previous logbook entries
- In large organizations - a representative from each major department or division should be identified as a site coordinator to ensure seamless program communications
- Annual celebration of participant teams
- Participant driven awards
- Student improvements tracked/celebrated

**INDIVIDUALS WITH MENTORS ARE...**

**46% less likely to start using drugs**

**33% less likely to hit someone**

**80% less likely to commit a crime**

**52% less likely to skip a day of school**

**27% less likely to start drinking**

# Why?

Mentoring programs in Stanislaus County share a common goal - to help create the best possible environment for children, youth and families.

The partnership between the County of Stanislaus, its employees, and other public and private sector champions has rapidly become a valuable avenue of opportunity to the youth and families of our community.

Caring, dedicated adults, willing to spend quality time with troubled, neglected or at risk kids has proven to be a powerful and exciting resource!

Won't you join our team?

- 1.The Stanislaus Employee Mentor program was established as a pilot in September of 1998.
- 2.Became program in January 1999. Turned **15 years young in January 2014 – kicking off our 16<sup>th</sup> year of employee mentoring in 2014!!!!** AMAZING LONGEVITY!
- 3.Started team based mentor project (project AIM: Academic Intervention through Mentoring) in September 2002.
- 4.Over 500 County Employees have participated since program inception. Average 80+ during any given mentor cycle.
- 5.Through calendar 2013 - County employees - have recorded 23,000 hours of mentoring at lunch, after working hours, and on weekends. On track to record 1,120 hours in calendar year 2014 and to close in on the 25,000 hour mark by end of school year in June 2014!
- 6.Significant return on investment to young students at risk.
  - Attendance! [Kids are going to school]
  - Reading and comprehension levels are improved
  - Interactive/social skills improved
- 7.Partnering with multiple school sites including Franklin, Everette, John Muir, Enslin, Shackelford, and Bret Harte Schools. NOTE: We added our 6<sup>th</sup> School site in 2013!
- 8.County departments are represented by a site coordinator - an individual who meets with fellow site coordinators quarterly to discuss program, updates, pass through information about program, AND to act as liaison to departments - promoting the program to fellow department staff/colleagues.
- 9.Stanislaus County Office of Education has adopted our model beginning in October 2007. Private sector participants have included: The Macerich Group (Vintage Fair Mall 2007), Modesto 500 Lions Club (2008) and Faith-based organizations (2012).
- 10.January is National Mentor Awareness Month – recognized by the State of California and locally by Stanislaus County Board of Supervisors.

The Employee Mentor Program is easy.  
The process requires nominal time commitment and delivers huge social and academic dividend to the student protégés that we serve.

*The mission of the Stanislaus County Employee Mentor Program is to role model, advise, teach, and inspire at-risk youth and young adults in our communities. Through this vehicle, all of us can identify, perpetuate and celebrate those special strengths that we possess.*

# Success!

## OUR TEAM is making a difference!



*Most of us had a mentor at some point in our lives. They were older individuals who set examples for us, inspired us to try harder or to create more ambitious goals.*

*They opened doors to new opportunities and guided us into those new areas with commitment and understanding.*

*The investment in mentoring has proven to be a successful, cost-effective means of helping today's at risk children become productive adults.*

*A recent study found that a mentor's influence reduces the initiation of drug use by 46% and makes a 27% reduction in the initiation of alcohol use.*

*We believe these numbers can increase, but we need your help to continue this success story.*

*Through our fifteenth year - the Stanislaus County Mentor Program has provided over 23,000 hours of mentor time to children and young people in our communities!*

*Won't you join us?*



## Stanislaus County Employee Mentor Program

**Call: 525.4375**  
**[www.employementors.com](http://www.employementors.com)**