



Earn to Learn Mentorship Program Prospective Mentor FAQs

What is Earn to Learn?

Earn to Learn is a revolutionary “savings to scholarship” program that empowers low- to moderate-income students in Arizona to successfully complete college through matched-savings scholarships, financial education, and success coaching. Eligible students complete personal finance training and establish a habit of savings by making a minimum of six consecutive deposits totaling \$500 in an Earn to Learn savings account. They then receive an 8:1 match on their savings, up to \$4,000 per year for tuition and related costs at Arizona universities and community colleges.

For more information, check out our [website](#).

What is the mentorship program?

Earn to Learn offers a mentorship program that connects students to working professionals in their future industries. These mentors provide advice, guidance, and assistance in helping students to prepare for their careers after graduation. Students and their mentors are sent monthly email directives with specific workforce development topics and resources that help direct their conversations.

Since 2017, Earn to Learn has partnered with companies to ensure that students are paired with mentors in fields that are relevant to their future careers. Since 2021, the program has been open to business and community leaders who independently apply to be mentors, which allows professionals not affiliated with large companies to participate.

Participants can either participate in a *Full-Year* program that runs from September to May, or they can opt for a more condensed *Spring Semester* program that runs from January to May.

What kind of time commitment is a mentorship?

For both Full-Year & Spring Semester program participants, students are expected to participate a minimum of 1 hour each month. However, many mentoring pairs opt for more frequent and/or longer mentoring sessions, and that is at the discretion of the students and their mentors.

All mentors who accept admittance in the program are expected to commit for the entirety of the program’s duration.

Is the mentorship program a paid program?

No. The mentorship program is not a paid program and mentees are not compensated for their participation, nor are mentors paid for their time and expertise.

What kind of students participate in the mentorship program?

Earn to Learn is offered to students at the following institutions of higher education: Arizona State University, Cochise College, Maricopa County Community College District, Northern Arizona University, Pima Community College, and the University of Arizona. Our students represent a variety of majors, and there is no merit/academic component to receiving the scholarship. However, Earn to Learn students are incredibly motivated individuals, and 63% are the first in their family to attend

college. Students can apply to the mentorship program regardless of where they are in their higher education journey.

Students are required to complete an application prior to being accepted into the mentorship program. These applications are then reviewed and vetted by Earn to Learn's Workforce Development team to ensure a safe and quality experience for all participants. While we cannot guarantee that every mentor will be paired with a student who is in their specific and preferred major, most professionals are paired with students who are the best fit to receive guidance and advice.

Is the mentorship program like an internship?

No, a mentorship is the pairing of a student and mentor for the purposes of advice and guidance. However, some of our mentors work for companies that offer internships and can help students navigate the application process. If you or your company are interested in offering an internship to your paired student, please connect with Earn to Learn's Workforce Development team.

Is there a limited amount of space?

For the Full-Year, we have historically had more mentors volunteer than students apply. Volunteers are selected based on their compatibility with the student applicants.

For the condensed Spring Semester program, there is a cap of thirty students.

Does the mentor get to choose the major or school of their student?

Can mentors and students be paired based on background/experience/identity?

Prospective mentors can indicate their preference in students' majors or schools, and we do our best to honor those wishes. However, we cannot guarantee that a mentor will be paired with a student of a specific major or school.

Applications from students and mentors are reviewed meticulously to ensure quality pairings. We offer applicants the optional opportunity to self-identify using federal guidelines, and we do our best to honor specific requests regarding expertise.

Are the mentoring pairs required to meet in person or are there virtual options?

All students are currently based in Arizona, but their specific campus location and residence may vary. Students and mentors can indicate their preference for meeting in person or virtually, and we do our best to honor those wishes.

We adhere to public health guidelines, so the ability to meet in person is subject to change.

Are the students mostly graduating seniors?

This program is offered to all students at our partner academic institutions. Each mentoring pair work together to ensure that the student's academic and professional needs and goals are addressed.

Any other questions? Prospective mentors can contact Kim Flores, Mentorship Program Coordinator, at Kim@earntolearn.org.