



# MENTORSHIP PROGRAM

## 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 depositing \$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.

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 participate in a Full-Year program from September to May or opt for a more condensed Spring Semester program from January to May.

### What kind of time commitment is a mentorship?

For both Full-Year & Spring Semester program participants, 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.

### What topics get covered in the mentorship program?

The mentorship program covers a variety of workforce related topics, such topics are resume building, mock interview, networking, work/life balance, workplace expectations, goal setting, and life after college. Topics are subject to change year to year based on feedback but will always be related to workforce readiness.

### Is the mentorship program a paid program?

The mentorship program is **not** a paid program for mentors. Mentors are volunteers with Earn to Learn, who give their time and expertise to our program participants. As for mentees, **they**



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*are* compensated for their participation, with a \$250 stipend upon successful completion of the program. Meaning they meet with their mentor monthly and submit all necessary forms. Both full year and spring term participants are eligible for the stipend.

## **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, Maricopa County Community College District, Northern Arizona University, Pima Community College, and the University of Arizona, Ferrum College, University of Tulsa, Front Range Community College and Western Colorado University. The list of educational institutions is subject to change year after year, as Earn to Learn expands across the country. 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.

Those interested in participating must complete an application before 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 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?**

There is no limited amount of space in the program, all are encouraged to participate. Our goal is to match every student with a mentor. In the case that someone is not matched for the full year term, they will be put on a priority list to be matched for the spring term. We encourage everyone to apply as soon as they can.

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

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

The students can indicate their preference in companies that they wish to work with, and which companies they don't want to work with, and we do our best to honor those wishes. However, we cannot guarantee that a student will be paired with a company/organization that



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they have requested. For returning mentors, they can indicate on the application that they wish to be paired with their mentee from the previous year.

Applications from students and mentors are reviewed meticulously to ensure quality pairings. We offer applicants the 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.

## **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.

## **What happens if I start participating in the program but cannot continue?**

We understand that life happens, and want to accommodate and be as flexible as possible. We encourage everyone communicate when they are experiencing hardship so that we can attend to the matter as soon as possible. If a mentor were to no longer be available, we would like to be notified promptly so that we may assign a new mentor to the student previously assigned to them.

**Any other questions?** Prospective mentors can contact Kim Flores, Mentorship Program Coordinator, at [Kim@earntolearn.org](mailto:Kim@earntolearn.org).