



# MENTORSHIP PROGRAM

## Earn to Learn Mentorship Program Prospective Mentee FAQs

### **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 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.

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

For Full-Year program participants, students must participate at least 1 hour each month September-May. 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.

For participants in the condensed Spring Semester program, students are expected to participate a minimum of 2 hours a month each month, January-May.

All students 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? Do you have to pay extra to participate?**

The mentorship program is a complimentary program offered to Earn to Learn savers exclusively. Participants will be compensated with a participation stipend upon successful completion of the Full Year or Spring Semester program.

### **What kind of people are mentors in the mentorship program?**

Prospective mentors must complete an application and a background check before being accepted into the program. These applications are then reviewed and vetted by Earn to Learn's

Workforce Development team to ensure a safe and quality experience for our students. All mentors come from diverse life and career backgrounds.

Mentors fall into two categories:

1. Employees of large companies with whom Earn to Learn partners, which currently include: Arizona Public Service (APS), Banner Health, Caterpillar, Desert Financial Credit Union, Raytheon, Roche, Tucson Electric Power (TEP), Tucson Young Professionals and State Farm.
2. Business and community leaders who are interested in providing guidance but do not work for one of the companies listed above.

**What additional requirements are there for the mentorship program? Any minimum qualifications? Is this available to all majors?**

All students interested in the mentorship program must complete an application during the recruitment period. This typically happens June-July for the Full-Year program and November-December for the condensed Spring Semester program.

No additional requirements other than being an active Earn to Learn Saver.

There is no specific GPA requirement to participate in the mentorship program.

We encourage all majors to apply and do our best to accommodate future career goals when pairing students with volunteer mentors. While we cannot guarantee that every student will receive a mentor who is in their specific and preferred future career, all students are paired with professionals who can provide 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.

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

We understand that life happens and want to be as flexible as possible to accommodate things that may arise. This is why communication is key, with the mentorship program coordinator and the mentor assigned to you. Meetings can be rescheduled, and extensions can be given, when necessary, up to the discretion of ETL staff.

Although, there are no negative consequences from exiting the program, we would like to highlight that we encourage students to participate for the entirety of the program to really gain valuable skills and an overall enriching experience that will better prepare students to enter the workforce.

Students who do not continue in the program will not be eligible to receive the \$250 stipend. Please note that the ETL scholarship will not be affected by discontinuation in the mentorship program.

**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.

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We encourage everyone to apply as soon as they can.

**Do students choose their mentors based on background/experience/identity or the company/organizational partner they work with?**

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 they have requested. For returning students, they can indicate on the application that they wish to be paired with their mentor 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 students required to meet in person or are there virtual options?**

While most of our students and mentors are based in Arizona, many are located elsewhere. Students and mentors can indicate their preference on the application for meeting in person or virtually, and we do our best to honor those wishes.

**Do we always work with the same company/organizational partners?**

Our list of workforce development partners is constantly evolving and subject to change. As Earn to Learn continues to expand, we will update our list of existing workforce development partners.

**Who are our current mentoring partners?**

We are currently partnered with Arizona Public Service (APS), Caterpillar, Desert Financial Credit Union, Raytheon, Roche, Tucson Electric Power (TEP), Tucson Young Professionals and State Farm for our mentoring needs. However, this is subject to change and any future materials will include those changes. We also recruit mentors from various community partners and volunteer agencies to provide our students with a diverse range of professional backgrounds.

**Can the student be a freshman, or can only graduating seniors participate?**

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

**Any other questions?**

Students can contact our mentorship program staff at [Mentorship@earntolearn.org](mailto:Mentorship@earntolearn.org)