

The background features abstract, overlapping shapes in yellow, purple, and light blue. The yellow shape is on the left, the purple shape is in the upper middle, and the light blue shape is on the right and bottom. The text is overlaid on these shapes.

ACE Mentor Program of America

**Transformative Partners Program
Mentor Orientation**

AGENDA



- ACE Overview
- ACE Transformative Partners Overview
- Program Overview
- Program Best Practices
- Building a Great ACE TPP Mentor
- Q&A

ACE: A MISSION BEYOND TEXTBOOKS

MISSION

To engage, excite, and enlighten high school students to pursue careers in architecture, engineering, and construction through mentoring and continued support for their advancement into the industry.

PRIMARY GOALS

- Assist the building of a large, diverse, and better-prepared workforce.
- Prioritize engaging students and communities traditionally underrepresented in the industry.
- Assist and guide students by providing scholarships, internships, and mentoring as they pursue career pathways into the industry.



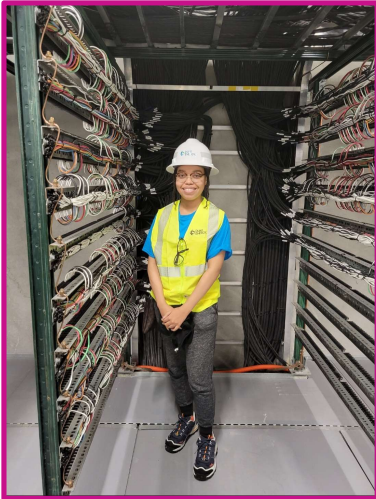
CORE VALUES

- Inclusion
- Collaboration
- Excellence



TRANSFORMATIVE PARTNER PROGRAM

Program Overview



Mission: to actively mentor, engage with, and support students through their post-secondary academic studies, following their initial engagement with ACE during high school.

Goal: to ensure ACE alumni successfully complete their studies and enter as a full-time employee of the construction industry.



TRANSFORMATIVE PARTNER PROGRAM

Student Overview



Student Commitment

- Keep in touch with mentors and meet monthly.
- ACE summer internship is recommended.
- Professional development webinars.
- Quarterly program surveys.

Student Requirements

- Participated in the ACE program in high school.
- High school graduate currently enrolled in a post-secondary education.
- Pursuing an A-C-E related major and career path.



TRANSFORMATIVE PARTNER PROGRAM

Outcomes for Students

- **Mentor support** throughout post-secondary studies.
- Assistance in finding yearly **paid summer internship** offer.
- Cultivate a desire for a **committed career** in A-E-C fields.
- Establish a **feeling of connection and belonging** to mentor and sponsor firms.
- Entrance into construction industry as a **full-time employee**.
- Develop **professional networks**.
- Connection to the broader **ACE Alumni Network**.



TRANSFORMATIVE PARTNER PROGRAM



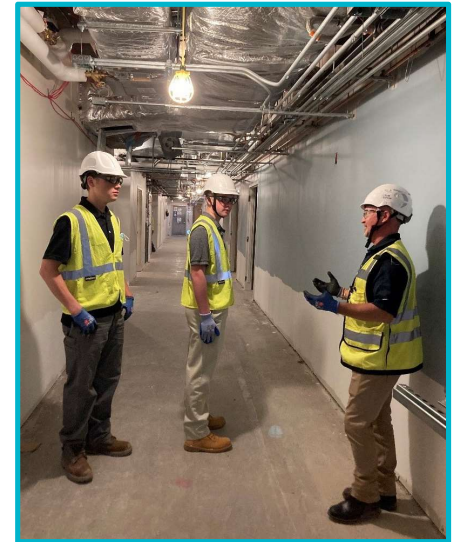
Mentor Overview

Mentor's Role

- Provide professional, academic, and personal advice and support to mentee.
- Serve as a positive role model.
- Assist mentee with summer internships and career goals.
- Support ACE-TPP mission and goals.

Mentor Expectations

- Regularly check in with your mentee.
- Submit quarterly program surveys.
- Communicate progress regularly with program staff.
- Adhere to all program best practices and recommendations.
- Availability for in person meetings if permissible.





TRANSFORMATIVE PARTNER PROGRAM

Matching and Support



High School Program

Mentors may get to know students in the high school program with whom they want to continue a relationship



Local ACE Affiliate

ACE Affiliates may identify students to participate in the program, and will find mentors within their affiliate to match



Externships

During summer externships, employees-mentors might meet students they want to mentor.



ACE National

ACE TPP keeps a list of interested mentors and students and matches based on set criteria



TRANSFORMATIVE PARTNER PROGRAM

Typical Interactions



Mentors engage with students 1-2 times a month, with a time commitment of 1-2 hours a month on average.

Usually it's text messages, emails and virtual meetings.



TEXT MESSAGE

"Good Luck on Finals!"
"How is the internship going?"
"What classes are you taking?"



EMAIL

"Read your resume - thanks for sending! It looks great. I do have some feedback, so check out the attached. Let's also set up a time to check in on things!"



MEETING

In person or virtual. Meet with your mentee to get to know each other, set and review goals and discuss how things are going



ACE MENTOR PROGRAM
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SUGGESTED MEETING STRUCTURE

ICE BREAKER

Prepare a short fun activity to get 'break the ice' and help you both get to know each other better.

CHECK IN

Check in on how things are going with school, personal and social life. Any issues or concerns? If you set goals at your last meeting, how is it going?

MEETING TOPIC

It is helpful to have a topic for each meeting – either setting a goal or working on one. For example, resume building could cover a series of meetings. Ideally, these topics will be generated by the student with guidance from the mentor

GOAL FOR NEXT MEETING

Discuss what you want to cover in between meetings and what you want to discuss for the next call.

ACE TPP MENTOR ROLE THROUGHOUT THE YEAR

AUGUST-SEPTEMBER

Talk about School transitions, living away from home for the first time, time management or getting along with a roommate.

OCTOBER-NOVEMBER

Mid terms are approaching, so it's a great time to discuss study skills or check in on classes. Now is also when you can encourage students to join clubs.

DECEMBER-JANUARY

Students are busy studying for finals- provide support and advice. Check in on final grades when students return to campus in January

FEBRUARY-MARCH

Start thinking about summer plans. Maybe assist with the internship or summer job search. Reviewing resumes and practicing interviewing skills is a great goal!

APRIL-MAY

Check in on course selection for next year and review how things went this year. Continue to provide support as students prepare for finals.

JUNE-JULY

Ideally your student has secured an internship at your firm. If they are local, set up times for in person meetings and networking opportunities

TRANSFORMATIVE PARTNER PROGRAM

Program Best Practices



A Mentor Will:

- Be responsive to mentee and attend meetings as arranged.
- Maintain a professional relationship with their mentee.
- Maintain an attitude of integrity, courtesy, and maturity.
- Use work email for communications.
- Report any safety issues or concerns.
- Notify ACE of a change in employment or location.
- Notify ACE if no contact with mentee after 4 weeks (without prior notice).

A Mentor will not:

- Meet behind closed doors or in private places with mentees.
- Drive in personal vehicles with mentees.
- Gift or receive money or individual gifts to/from mentee.

TRANSFORMATIVE PARTNER PROGRAM



QUESTIONS?





Building a Great ACE Transformative Partner Mentor





<https://www.strivedevelopment.co.uk/what-is-mentoring/>

A mentor is not...

DISCIPLINARIAN

AN ATM MACHINE

COUNSELOR

PARENT

SOCIAL WORKER

MANAGER



Qualities of a Great ACE TPP Mentor...



GOOD LISTENER
PREPARED
DEPENDABLE
ENTHUSIASTIC
KNOWLEDGEABLE
FLEXIBLE
PATIENT

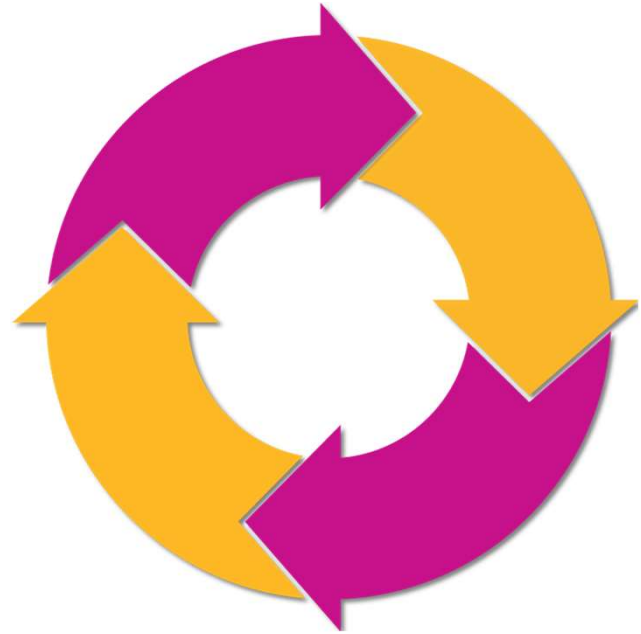
Stages of the Mentoring Relationship

1. CONTEMPLATION AND INTRODUCTORY STAGE

2. CHALLENGING & TESTING

3. GROWTH & MAINTENANCE PHASE

4. CLOSURE OR REDEFINITION PHASE



Tools for success



Building the relationship



- **BE A FRIEND**
- **HAVE FUN!**
- **MENTEE VOICE AND CHOICE**
- **BE POSITIVE**
- **RESPECT YOUR MENTEE**
- **HAVE PATIENCE**
- **TAKE THE RIGHT APPROACH**

<https://educationnorthwest.org/sites/default/files/effective-strategies-for-providing-quality-youth-mentoring-in-schools2.pdf>
<https://www.mentoring.org/resource/introduction-setting-the-stage/>

Manage Expectations

WHAT DO YOU HOPE TO GET OUT OF THE PROGRAM?

HAVE YOU HEARD OR SEEN OTHER'S EXPERIENCES IN THE PROGRAM THAT YOU HOPE TO REPLICATE?

WHY ARE YOU GETTING INVOLVED IN ACE?



Setting Boundaries

PHYSICAL BOUNDARIES

INTELLECTUAL BOUNDARIES

EMOTIONAL BOUNDARIES

MATERIAL BOUNDARIES

TIME BOUNDARIES



https://www.canr.msu.edu/news/mentoring_part_6_setting_boundaries

Become an Effective Communicator



<https://www.mentoring.org/wp-content/uploads/2022/01/BBM-Chapter-11.pdf>

<https://prodev.manhattan.edu/mod/page/view.php?id=360>

Develop Cultural Humility



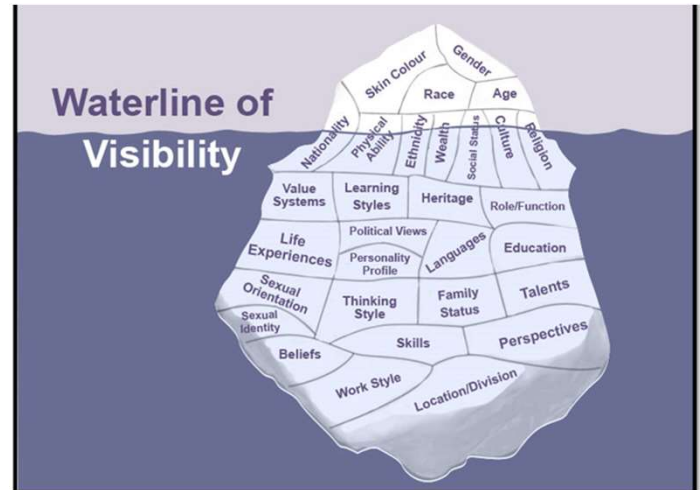
**RESEARCH SHOWS THAT WHEN MENTORS LEARN AND DEVELOP CULTURAL
AWARENESS, IT HELPS STRENGTHEN THE MENTORING RELATIONSHIP.**



<https://www.mentoring.org/resource/stem-mentoring-supplement-to-the-elements-of-effective-practice-for-mentoring/>

What is Cultural Humility

- "MENTORS WITH CULTURAL HUMILITY CONTINUOUSLY REFLECT ON THEIR OWN SOCIAL IDENTITY AND MAKE EFFORTS TO LEARN ABOUT THEIR MENTEE'S SOCIAL IDENTITY, EXPERIENCES, AND BACKGROUND."
- HUMILITY IMPLIES THE LEARNING IS NEVER DONE, WE ARE CONSTANTLY HUMBLED TO LEARN MORE



<https://programminglibrarian.org/blog/going-beneath-cultural-iceberg-communicate-your-community>
<https://www.mentoring.org/wp-content/uploads/2022/01/BBM-Chapter-2.pdf>
<https://www.betterup.com/blog/cultural-humility-vs-cultural-competence>



How Do we Develop Cultural Humility?

- PRACTICE SELF REFLECTION
- PUT YOURSELF IN A POSITION TO MEET AND ENGAGE WITH PEOPLE FROM CULTURES AND BACKGROUNDS THAT ARE DIFFERENT THAN YOUR OWN
- TAKE TIME THROUGHOUT THE YEAR TO LEARN ABOUT THE DIFFERENCES AND SIMILARITIES BETWEEN YOU AND YOUR MENTEE
- ENGAGE IN CONTINUOUS LEARNING

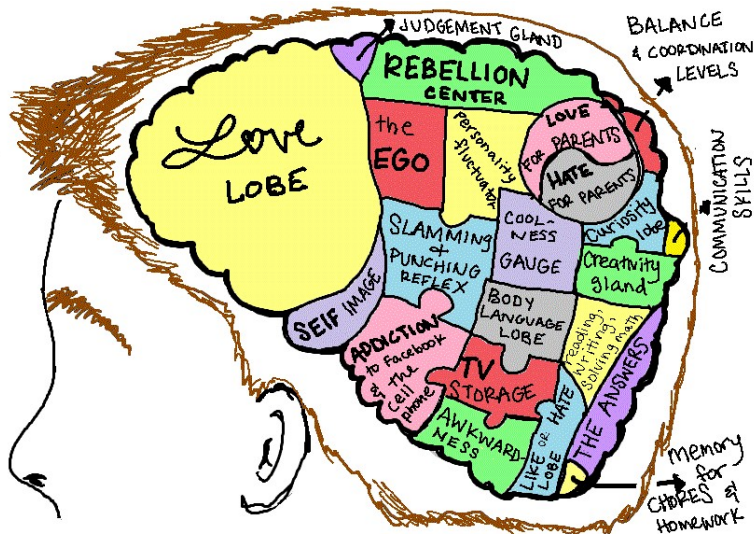
Acceptance and Belonging



DIVERSITY SEEKS TO HAVE A RANGE OF 'FACES' AND BACKGROUNDS IN AN ORGANIZATION. INCLUSION IS WHETHER MEMBERS FEEL A PART OF THE ORGANIZATIONS AND THAT THEIR OPINIONS AND VOICES MATTER.

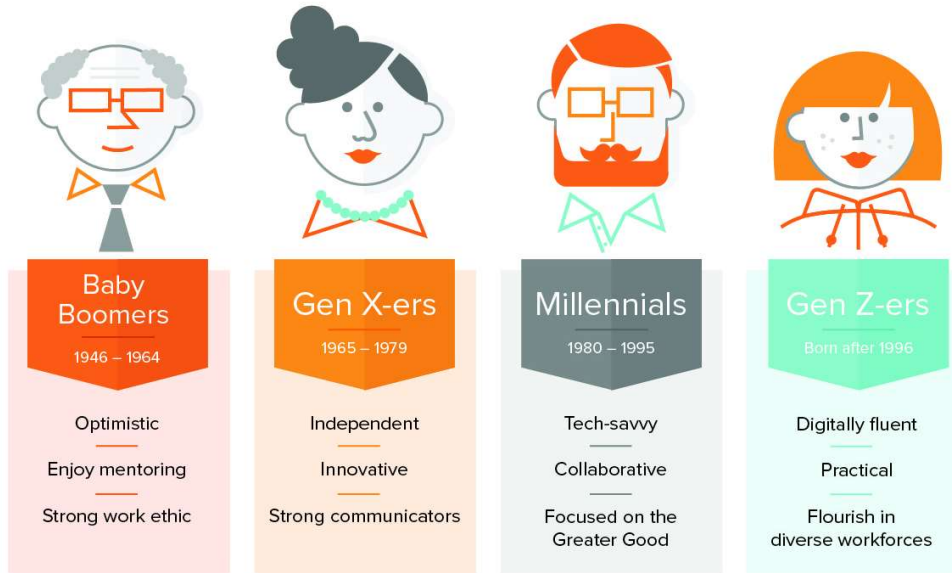
Remember Youth Development

THE AVERAGE TEENAGE BRAIN



<https://www.justonenorfolk.nhs.uk/digital-health-profiles/the-teenage-brain>

Respect Generational Differences



<https://www.lifehack.org/408068/how-to-master-the-multigenerational-workforce>



Most important
Take Away from
Today's Training...



ACE MENTOR PROGRAM
PROFECTIVE - CONTRACTOR - DIVERSITY





Next Steps...

- Connect with student
- Set up fall kick-off meeting
- Keep in touch with ACE

Any Questions?

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