

## Tool Six: Mentor Together

**DIFFICULTY:** ●●●●●

**FOR:** ORGANIZATIONS

**“It was this mentor who kept encouraging me to say, I think you can do more with your leadership, and it’s probably your value to your community, which is an idea I had never considered. Because I respected him and what he was doing, I said, okay, I’ll give it a try. And then that just opened up the world for me.”** - Arundhuti Gupta

Mentor Together is a non-profit organization that focuses on youth mentoring and aims to empower young people, create a brighter future for them, and break cycles of inequity through mentorship programs. In India, this means crossing gender, class, and caste lines to give young people new perspectives. They work with university students to provide them with guidance, support, and mentorship to help them have choices for their future before they complete their education.

### **BASICS:**

**When:** When college students are preparing to enter the workforce.

**Time Needed:** 6 to 8 months, with meetings between 2 to 3 times a month happening virtually via the Mentor To Go app.

**Materials:** To help mentors and mentees in their journey to build an empowered relationship and practice work-readiness skills, Mentor Together have created mentoring activities that help develop life skills and work skills. Adapting from the [UNICEF classification of skills](#), they’ve uniquely applied

these skills to a mentorship context. Mentors and mentees practice them throughout the relationship.

**Objective:** The core objectives include **boosting self-confidence, promoting positive career decision-making, strengthening career networks, fostering meaningful mentor-mentee relationships, supporting career entry, and intergenerational engagement.**

### **STEPS:**

#### **1. Program Introduction:**

Establish collaborations with departments of Higher Education and Universities.

Host college town hall sessions to introduce the Mentor To Go program to potential mentees.

Interested students sign up, complete a background survey, and engage in self-learning sessions.

Eligible mentees discuss their mentorship needs with a Mentor To Go team member. An algorithm matches mentees with trained mentors based on preferences.

#### **2. Corporate and Mentor Onboarding:**

Corporate funders and outreach partners join to extend the program to employees.

Mentors sign up, submit academic and career backgrounds, and undergo a 4-module mandatory training.

Mentors speak to program staff, get approved, and reaffirm their commitment.

### **3. Matching Process:**

Approved mentors are shown mentee requests on the app.

Mentors choose mentees for matches, initiating mentorship.

### **4. Mentorship Initiation:**

Mentors and mentees use the Mentor To Go app for work readiness activities and discussions.

After one mentoring cycle, mentors can start new mentorships.

### **5. Continuous Improvement:**

Collect feedback from mentors and mentees for program enhancement.

Identify opportunities for scaling the Mentor Together Project to reach more individuals and institutions.

### **THINGS TO CONSIDER:**

Identify places to recruit mentors, target companies (as Mentor to Go has), or find retirement communities and local community centers.

These steps could be adapted to a more analog setup using in-person or Zoom meetings.

Invite applications from those interested in being mentors. If the basic criteria are met, mentors can be invited to submit a second form that captures more details of their exact mentoring skills and interests.

Conduct one-on-one interviews with the mentor applicants as part of the selection process.

If necessary, do one or two reference checks on a mentor by speaking to individuals who know the applicant personally or professionally.

Mentor Together mentors undertake between eight hours (in-person programs) to four hours (remote mentoring) of compulsory mentor training before they start the program. The induction training covers the roles of a mentor, the background of the youth, communication and facilitation styles, boundary setting, and handling difficult situations.

**[Source: Mentor Together](#)**