



Join the fastest growing

WORKPLACE MENTORING

program in the country

What makes this program unique?

- A one-to-one, face-to-face developmental mentoring program administered by Big Brothers Big Sisters designed to provide students with:
 - Workplace exposure
 - Career awareness
 - College prep
 - Preparing a post high school plan
- Students are transported once a month to the workplace of their mentors (as a group) during lunchtime; the meetings include activities and lunch is provided by Big Brothers Big Sisters.
- Over 500 students are currently matched to the same number of employees in over 40 companies. Those numbers are likely to grow to nearly 900 “matches” by the end of the current school year.
- The relationships and workplace exposure offered in the program have proven to not only improve youth attendance, grades, and behaviors, but data collected from school counselors also shows mentored students had better standardized test scores from the previous year. Based on teacher evaluations, as well as standardized test scores, the students mentored by JPMorgan Chase employees during the 2010-2011 school year met and surpassed program expectations:
 - 100% of students passed on to the next grade and recently completed their first year of middle school
 - Teachers reported that 96% improved their academic performance from the previous year
 - According to results from the 2011 Texas Assessment of Knowledge and Skills (TAKS), Texas’ standardized student test:
 - Every student improved their 2011 reading scores from their scores in 2010 (with the exception of 3 students whose previous year scores were unavailable)
 - 20 of the 24 students improved their 2011 TAKS math scores (3 additional did not have test scores available from the previous year)
 - 9 students received commendable ratings for their math performance.

The Steps to Workplace Mentoring:

1. Partner workplace says “yes!”
2. The target school is selected and students are referred to Big Brothers Big Sisters
3. Mentor recruitment, screening and training occurs at the workplace
4. A start date is selected by the company and the school
5. Bigs and Littles are paired together by Big Brothers Big Sisters
6. Monthly meetings facilitated by Big Brothers Big Sisters begin and continue once a month during the school year
7. Outcomes are measured

Workplace Partners

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| Big Brothers Big Sisters of South Texas | Padgett, Stratemann & Co. LLP |
| Capital Group | Palo Alto Community College |
| Central Library | QVC |
| Chase Bank | Rackspace Hosting |
| Citi | Rose Norton Fulbright LLP |
| City of San Antonio | San Antonio Area Foundation |
| City of San Antonio Municipal Court | San Antonio College |
| Coca Cola | San Antonio Education Partnership |
| Daymon Worldwide | Southwest Research Institute |
| Firstmark Credit Union | Spurs Sports & Entertainment |
| Hallmark College | St. Mary’s University |
| HNTB Corporation | Teach For America |
| IBC Bank | Tesoro |
| iheartmedia | Toyota Motor Manufacturing, Texas, Inc. |
| Judge Roger Lopez/Constable Mike Blount- Pct #4 | Trinity University |
| Lackland AFB | United Way of San Antonio and Bexar County |
| Lake I Flato | University of Texas Health Science Center |
| Linebarger Goggan Blair & Sampson, LLP | University of Texas San Antonio |
| Nustar Energy | Walton Signage |
| Our Lady of the Lake University | Whataburger |

FAQ's

What happens if a student moves? Volunteers can consider following that student to their new school site, or to transition to the community based program.

Do the students visit the same business every month? Yes, students are paired to the same mentor and will visit the same worksite each month. Occasionally, the Bigs and Littles will take additional field trips to university campuses or other college access centers.

How are the 3 BBBS mentoring programs different? The community based program allows for a mentor and youth to meet outside of a school or site setting, ie. Park outings, movies, sporting events. The workplace mentoring program is site based and allows a youth to visit their Big at the workplace once a month. The school based program allows mentors to visit their Little at the school only.

How are the kids identified for the program? Any child/guardian who wants a mentor is applicable. Generally, for the workplace program- we target the 'middle of the road' student, a child who is C average, fair to moderate attendance rates, and may/may not be a first generation graduate. Generally school counselors identify the students who participate.

What happens in the summer? Bigs and Littles are able to exchange basic contact information to phone call and letter write during the summer months. We encourage the matches to stay in touch, but do not have workplace mentoring sessions during that time.

Do you do background checks? Yes.

Do you have insurance? Yes.

Who chaperones the kids on the bus trips? A school representative, usually the school liaison or POC.

Are the kids matched with the same mentor every year? Yes, unless there is a life change, such as a move, with either party. We will rematch after all solutions have been explored.

What happens if a Big is unable to make it to a visit? We are a guilt free program. If a Big misses a visit, we simply encourage them to visit their Little at the school in lieu of that visit. Notifying their company liaison when they'll be out would also be helpful so that their Little receives clear communication. And their Little is not foisted on another Big in the program!