

# **Improving Participation & Completion in Nontraditional CTE Programs**

## **Session 3: Role Models and Mentors**

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# Improving Participation & Completion in Nontraditional CTE Programs

- Micromessaging
- Resources
- **Role Models and Mentors**
- Supporting Males of Color
- Best Practices for Career Exploration
- Parent Engagement

# Session Goals

- Mentoring and student benefit
- Types of mentoring relationships
- Models and Practices

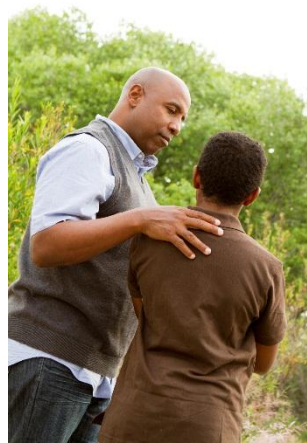


# Perspectives of Mentoring

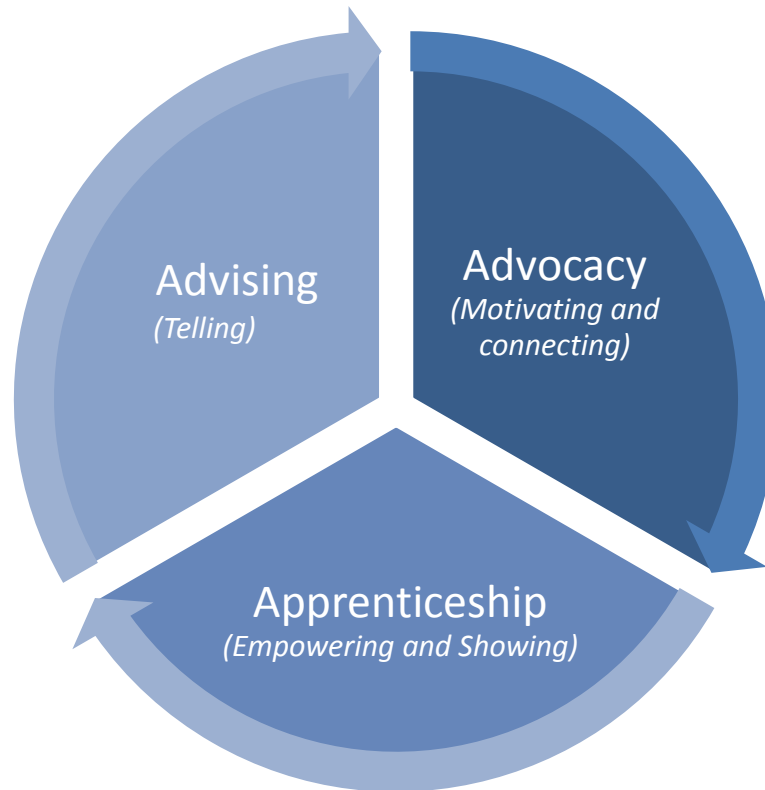
- Involvement and academic success
- Social and cultural integration
- Supportive networks
- Social and cognitive development

# Traditional Functions of Mentoring

- Academic
- One-on-One
- Networking



# Cycles of Mentoring



# Ensuring Equitable Relationships



- “Show n’ tell” vs. brochures and pamphlets
- Awareness of own social/cultural biases
- Knowledge that mentees contribute
- Safe and supportive environment rather than isolation
- Seek out social capital to benefit students
- Ensure that mentees have consistent opportunities

# The Hidden Curriculum

Transitions

Academic



Relationships

Connections



# League for Innovation in Community Colleges

- Mentoring goes beyond advising – helping students to find ways and means to achieve their goals
- Strengths-based support
- Skill building and demonstration
- Self-examination and goal setting

# Other Tips and Strategies



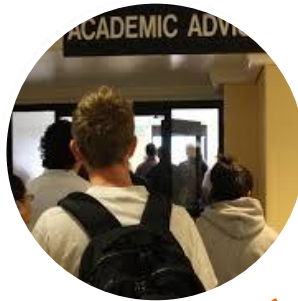
- **Exposure!** Provide opportunities for diverse interactions
- Become aware of support services, to help students gain access without marginalizing or assuming all students **understand the various systems and practices**
- Offer information or opportunities that might be of particular interest for retention or **engagement**
- Build confidence through **skills** development
- Networking for information and informing others about students



# Mentoring as a Cyclical Process



Advising



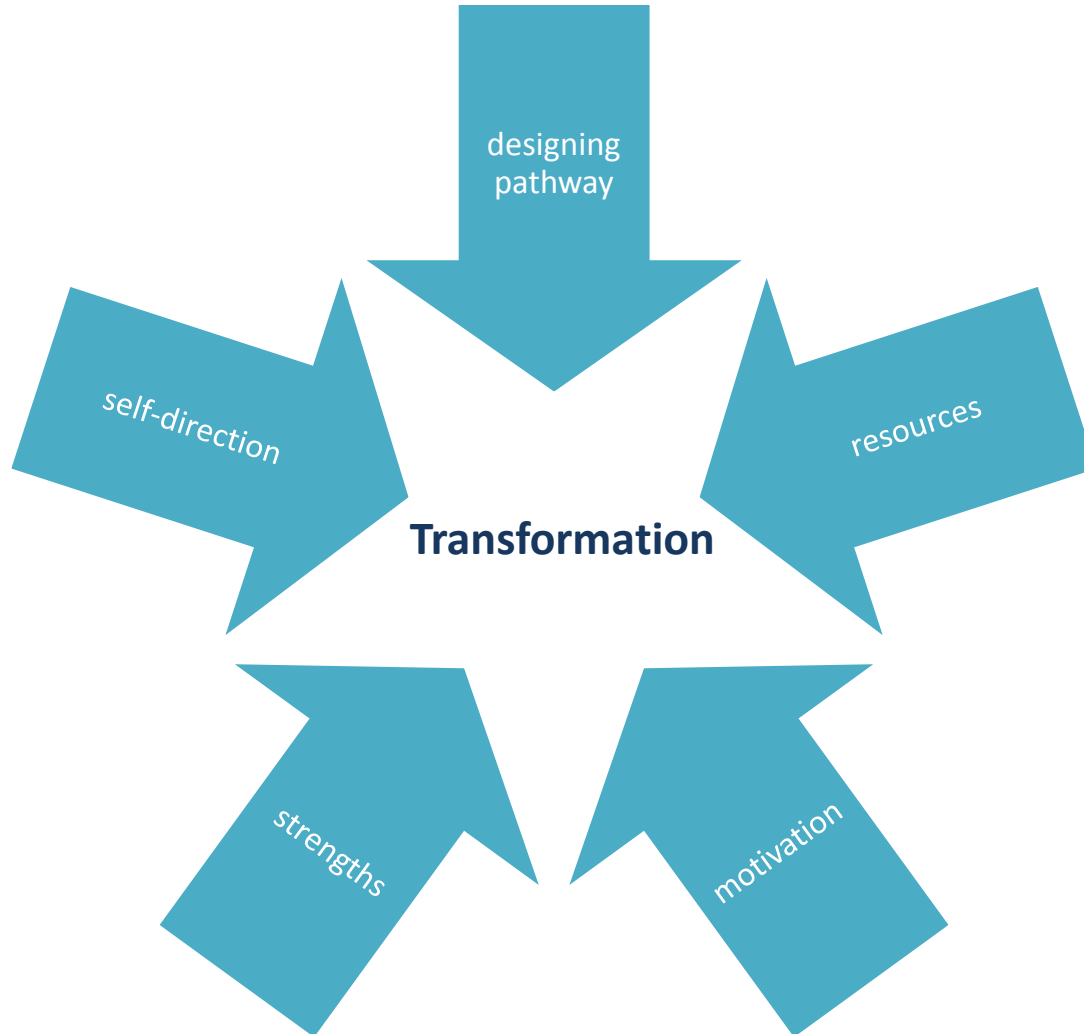
Apprenticeship



Advocacy



# Mentoring Roles



GLOBAL  
COMPETITIVENESS  
SUCCESS  
LEADING CHANGE  
COLLEGE & CAREER  
READINESS  
ECONOMIC DEVELOPMENT  
TECHNICAL KNOWLEDGE  
ECONOMIC VITALITY  
LEADERSHIP  
TRANSFORMING EXPECTATIONS  
HIGH-DEMAND  
LEARNING  
SKILLS  
SUSTAINABLE  
WORKFORCE  
READY  
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COMPETITIVE  
ENTREPRENEURIAL  
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RATES  
STUDENT  
SUCCESS  
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WORLD CLASS  
LEARNING  
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LEADERSHIP  
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REINVESTING  
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DIFFERENT  
COLLEGE & CAREER  
READINESS  
HIGH-DEMAND  
OPPORTUNITY  
STUDENT  
SUCCESS  
ENTREPRENEURIAL  
ECONOMIC  
TRANSFORMING  
EXPERIENCE

# Resources



Smith, Ph.D., Buffy. (2013) ***Mentoring At-Risk Students through the Hidden Curriculum of Higher Education.*** Lexington Books.

Eugenia Paulus. ***Student Mentoring in Community Colleges,*** League of Innovations in Community Colleges. Occasional Paper, April 2015.

Beegle, E.D., Donna. **Poverty Institute.** Communication Across Barriers. <http://www.combarriers.com>

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# Contact Us!

What do you need to improve **recruitment** for nontraditional CTE programs? **Retention?**



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