

The logo for the Healthy Communities Initiative (HCI) features the letters 'HCI' in a white, sans-serif font inside a dark orange square. A white curved line sweeps across the top left corner of the square.

HEALTHY COMMUNITIES INITIATIVE

"Taking Care of Each Other"



Dedicated to engaging the community in building a network of individual and organizational support so that our youth develop into healthy, caring, and responsible adults

HCI/RTMSD/YMCA P.I.E. Mentoring Program

Be a piece of the P.I.E. Give youth a piece of the P.I.E.

Partners In Excellence!

Purpose of Mentoring:

To give our youth the opportunity to build a positive adult relationship outside the family with someone who sees their strengths, develops their potential and believes in who they are.

Mentoring Vision:

We are a work and school-based mentoring program that introduces 8th grade students to small business/organizations in their community where they are paired with employee mentors for an average of 2 hours a month throughout 4 years until they graduate from high school to obtain hands-on experience in the workplace and learn life skills.

What Mentoring will accomplish for our kids and our community:

Give students hands-on experience in the workplace.

Help them to develop life skills such as Confidence; teamwork; goal setting; time management.

Better communication and interpersonal skills as well as technical skills.

Help them to identify and then maximize their strengths.

Expose them to careers that need their strengths to set them up for success.

Why become a Mentor?

To have an opportunity to make a difference in a student's life by improving their educational and career opportunities.

To help prepare future workers and leaders who will be operating and running your businesses.

To develop leaders within your own organization.

To establish positive Adult/Youth relationships that will last a lifetime.

To raise awareness of your business/organization in the community.

What is a Mentor?

It is a relationship between a caring adult and a younger person. It is the opportunity for an adult and a student to share information and life experiences to gain a better understanding of each other and how the working world operates, plus develop life skills, solve problems and achieve mutually agreed upon goals.

Qualifications for becoming a Mentor?

Most important!!! A Mentor needs to have a sincere desire to help a student achieve personal and career goals and to establish a positive healthy relationship with the young person. This is done by having good communication skills, practical problem solving skills and an interest in the future of your neighborhood.

What kind of support is available?

HCI in partnership with RTMSD and the YMCA will provide training for all participants, including Mentors and Students. That training will include clarifying expectations and goals of the Mentor/Student relationship as well as values to operate by. There will also be education on what the 40 Developmental Assets are and what ones are affected specifically through this mentoring program.

Additional activities that could be connected to this Mentoring Program to build intergenerational relationships in our community are...

To have a Symposium where students and parents can attend to hear how the region's most successful entrepreneurs made their dreams come true

Tickets to Sporting and Cultural Events

Workshops, Field Trips and Tours where students learn specific business related skills and have Mentors attend as well. Based on the student's interests, they will have opportunities to go with their mentor on organized trips to small businesses in the Greater Philadelphia and Delaware County area

Community Service Project where the students and their Mentors participate in an annual service project

This Mentoring Program will also have a financial commitment and investment in a student who has demonstrated a desire to work hard in order to succeed, has academic potential and has an interest in and intention of going to college or some sort of post-secondary education.

Partners create scholarships for their students by making a predetermined contribution each year for four years beginning with eighth grade to a Scholarship Fund. The level of financial commitment can be as follows:

Ruby Partner – Mentoring Time

Red Partner - \$250.00/yr for 4 yrs.

Gold Partner - \$500/yr for 4 yrs.

Spartan Partner - \$1,000/yr for 4 yrs.

Lion Partner - \$1,500/yr for 4 yrs.

Platinum Partner – Mentoring Time and any of the above levels of financial contribution for 4 years.

The way that this would work is ideally those that contributed financially would also participate in the Mentoring. However, if they do not have the financial acumen to give money, they can still participate by being a mentor or vice versa, if they have the financial means but not the time. Either way it would provide the Businesses and Organizations in our Community the opportunity to invest in the quality of their future workforce and the students will benefit emotionally, technically and financially as well.

The 40 Developmental Assets that this will grow are:

Asset #3 – Other Adult Relationships – Young person receives support from three or more non-parent adults.

Asset #7 – Community Values Youth – Young person perceives that adults in the community value youth.

Asset #8 – Youth as resources – Young people are given useful roles in the community.

Asset #9 – Service to Others – Young person serves in the community one hour or more per week.

Asset #14 – Adult Role Models – Parents and other adults model responsible adult behavior.

Asset #30 – Responsibility – Young person accepts and takes personal responsibility.

Asset #40 – Positive View of Personal Future – Young person is optimistic about her or his personal future.

These Assets are in addition to all the Social Competencies Assets that would be enhanced.

HCI's involvement:

1. Solicit and secure Mentors and Partners for this program.
2. Facilitate the training of participants (students and Mentors).
3. Establish assessments/evaluation tools to measure the growth of assets and the success of the program.
4. Work collaboratively with the School District and the YMCA to incorporate some of the other extracurricular activities mentioned above that would only enhance the impact of this Mentoring Program.

This HCI Mentoring Program Partnership is based on attributes of two different Mentoring Programs we had in our archives. One is called BeGIn, which stands for Business Education Goes Into the Neighborhood. The other is called Sponsor – A – Scholar Program developed and implemented by the Upper Darby School District and the Philadelphia Futures Organization.

For more information call: 610.891.6286 or go online: www.hci-rtm.org

Please note that all Mentors will go through a government security check to ensure the safety of our kids and give parents peace of mind.

What is the Mentor's Commitment?

1. Mentor Orientation – 2 hours in the evening learning about the program and expectations.
2. Mentor Training – 2 hours in the evening learning about the students they are mentoring, relationship building skills with adolescents and other safety precaution topics.
3. The M&M Mixer where they will meet the students being Mentored. This is a 90 minute weekday evening event.
4. Mentor meets with student for two hours a month, preferably at the workplace.

How are Students selected for P.I.E.?

Students are nominated by teachers or counselors during their eighth grade year. Nominations are based upon the following criteria:

- Academic potential
- Challenging home environment and/or finances
- Would benefit from a strong role model outside the home
- Could be at risk for delinquent behavior without proper supervision
- Desire to further education after high school.

Parents are then notified that their child has been selected and invited to a 90 minute orientation where they learn about the program and the benefits to their child and to them.

How is the Program funded?

P.I.E. is funded by grants from foundations, private and business donations and fundraisers. The funds received are distributed into the Scholarship fund for students as well as to pay for operational costs.