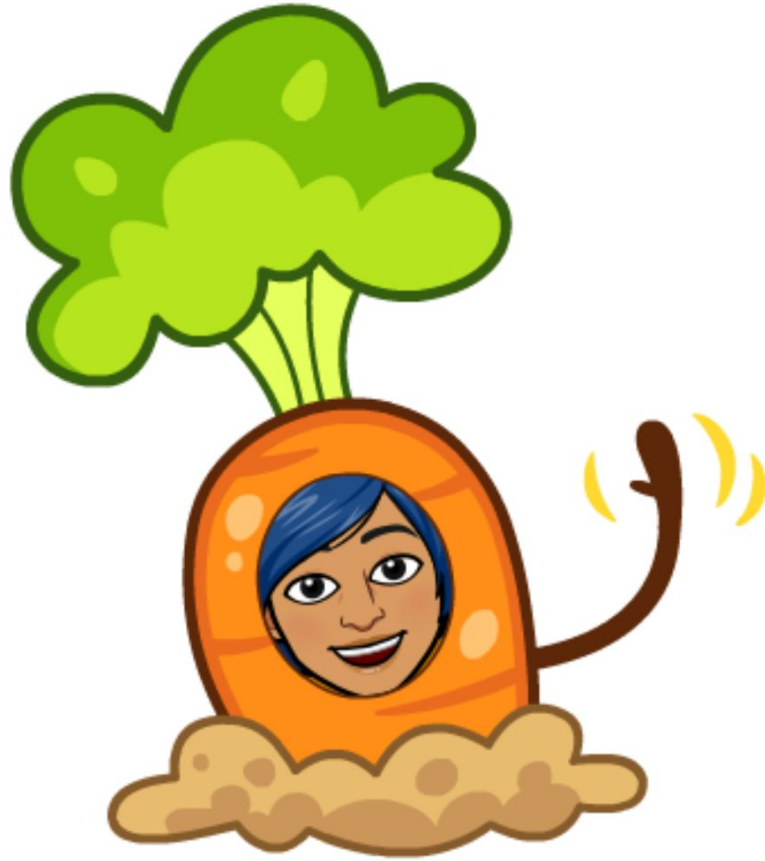# Mentorship

By Trial and Error

Monica Raj

Overview

- Sparks - Girls aged 5 + 6

- YWCA High School Mentorship Program - grade 11 & 12

- VSB High School Work Experience Program - grade 11 & 12

- UBC Trimentorship Program - Computer Science undergrads

Sparks

Being a Spark

Being Healthy

Being Me

Brownies and Beyond

Exploring and Experimenting

Going Camping

Going Outside

In My Community

The World Around Me

Cookies Rising 1

Cookies Rising 2

Sparks - Lesson 1

X Burning candles and removing oxygen source

X Separating out component inks in markers using filter paper and water

X Mixing oil, water and dye to make lava lamps

✓ Guessing game

✓ Sink or Float

✓ Bridge Building

✓ DIY Feelings Chart

○

Sparks - Lesson 2

- Relays are AMAZING!!
  - Loops
  - Sorting
  - Conditionals

- Human Robot

YWCA High School Mentorship Program

- Matched with one grade 11 or 12 student (16-18 yrs) who is interested in your profession
- Meet once every 1-3 months over the course of 1 school year

Vancouver School Board High School Work Experience

- A grade 11-12 student (16-18 yrs) who is interested in your field is placed with your company
- Instead of school they come to work everyday for a full work day for 1-2 weeks.
- This is an unpaid placement
- VSB provides WCB coverage for the student while they are on site
- NDA can be signed by the student if needed

Sample Work Experience SCHEDULE

- 1 Main Coding Project
  - Ideally should have well documented step by step instructions
  - Ideally divided into many parts that iteratively add functionality
    - Demos how breaking down and tackle a big project
    - Easy to change scope to match student aptitude and interest
  - Online courses are too theory heavy. A project with instructions is better
  - Usually not part of company source code
- Daily check-ins
  - beginning and/or end of day. Gauge progress and fine tune project as needed
- Most valuable activity of all!

Speed Mentoring ACTIVITY

Format

- 1:1 sessions 15-30 min each
- Round table with all participants

Who

- Co-op Students
- New graduate hires
- Devs & QA
- People Managers
- Product Managers
- Project Managers
- Sales & Marketing
- HR & Recruiters
- Executives, Finance

Goals

- See many different roles and jobs
- See the diversity of skills required in different positions
- See how many different educational backgrounds there are
- Get a feel of how a career might progress over 3, 5, 10, 20 years
- See how many people have made major career transitions
- See the business side of software

Speed Mentoring - Topics

Everyone

- What is your role?
- What is your educational and work background?
- How did you come to be doing the work you are doing now?
- What is the most enjoyable thing about your job?
- What is the most challenging thing about your job?
- How do you keep your skills up-to-date in this industry?
- What is the value of different educational credentials: Diplomas, Bachelor's Degree, Masters Degrees, MBA, PhD.
- Does the brand of the university matter (Ivy league vs lesser known)?

Co-op Students or New Grads

- University applications
- College vs university vs trade school
- Selecting a major
- Co-op program benefits, experiences

HR / Recruiters

- What do you look for when hiring?
- Resume coaching
- How to look for jobs
- Interview skills
- Do I need to do personal projects outside of school or work?

Work Experience: Logistics & Tips

- On getting buy-in from your company
  - Mitigate cost of hosting a student
- Communicate: give your team a run down of the program ahead of time.
  - Go to every standup, send a wide email
- Finding a project takes time. Set expectations with the teacher.
- Spread the word, spread the positive feedback so this program has a good rep

UBC Trimentorship - Computer science Dept

- Computer Science Department Tri-mentorship Program
- Double decker mentorship - a 1st or 2nd year CS student with a senior CS student and a industry mentor
- Meet a minimum of once per semester over the course of 1 year
- Can meet with any subset of the mentorship trio
- Meeting options:
  - Coffee and chat
  - Mock interviews
  - Office tour
  - Invite to speed mentorship
  - Go to a meetup together
  - Collaborate on a pet project

IN BETWEEN THE LINES OF QUESTIONS

- Pet projects
  - – How important are they? How do I pick? I dont already have one – should I quit my program?
- How do I pick a masters topic?
- What courses do I need to take to get a job?

Links

- https://www.girlguides.ca/web/
- http://www.vancouversun.com/news/mathmatters/entire-series.html (I think this was the series, but I'm not sure)
- https://ywcavan.org/programs/mentorship/high-school-mentorship
- http://go.vsb.bc.ca/schools/careerprograms/employers/Pages/WORK%20EXPERIENCE.aspx
- https://www.cs.ubc.ca/students/undergrad/careers/tri-mentoring-program

Since my work experience with you, I've had a much clearer idea of what my future might look like, and how to achieve that. I learned so much about not only coding and computer science, but the world of software development and the people in that world. I hope other students can get opportunities like this one, it really was so memorable and helpful.

I have gained so much confidence in myself,

"Sh*t umbrella", and I still socialize/network with people who aren't in my department like you suggested a while back. One of the best things I learned this year is that changing jobs throughout my career is normal and a good thing, and being a programm is not my only option after graduation.

day etc. are really helpful. They all gave me a new perspective that I never had. I believe they would help for the transition from school to work. ☺

FIN

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DISCARDS

Outline: remove this slide from final deck

Go through each of the 4 programs:
Sparks, YWCA High School Mentorship Program, UBC Trimentorship, VSB High School Work Experience Program

- Age group
- Format of program
- Typical meeting activities
- What didnt work and why
- What did work and why
- What are the typical questions I get over and over from that group
- What did I learn/gain from being a mentor in this program?

Sparks

- Girls aged 5 and 6 (kindergarten and grade 1)
- Meetings once a week - 1.5 hours
  - 10-15 girls
  - 2 female leaders, 1 female junior leader (aged 15-17)
- Typical meeting format
  - Gathering activity: coloring or story time
  - Opening song
  - Sharing circle
  - Physical game Eg: tag, museum
  - Main activity: Usually craft based
  - Closing song