



*Connecting students to careers
through mentorship*

Global Mentorship Initiative

globalmentorship.org

About Global Mentorship Initiative

*Helping underserved college
students find opportunities through
mentorship.*



**GLOBAL
IMPACT
SOURCING
COALITION**

Nonprofit 501(c)(3) organization



*GMI mentoring programs match students
with business mentors to provide guidance
and business skills to prepare for a job after
graduation.*



Why Mentoring is so Important

*Having a college degree alone
doesn't mean a student is
prepared for their first
professional job.*



45% of university graduates in Africa are *jobless one year after graduation*. In the US, two thirds of graduating students struggle to launch their careers.



Many schools worldwide do not incorporate curriculum to teach the *skills students need to be successful* in their first few years of work.



GMI's mentorship program helps *bridge the gap* by providing students with experienced mentors who coach them on these vital business skills.

The GMI Mentorship Model



Student Mentees

- ✓ GMI partners with universities to identify hard-working students who are eager to start their careers.
- ✓ Students are categorized by degree so they can be matched with a mentor in their field when possible.



Business Sponsors

- ✓ GMI partners with companies to find experienced business professionals who are eager to share their knowledge.
- ✓ Mentors are categorized by their profession to find the best match for students.



Mentors

- ✓ Prospective mentors are screened and interviewed to ensure the match will be a good fit.
- ✓ Mentors receive training on the GMI mentorship program curriculum, so they know exactly how to help their students.



Mentorship Program

- ✓ Mentors guide their students through the mentorship program via remote teleconference.
- ✓ The mentor and the student meet on a regular schedule for 14 sessions.



Job Placement

- ✓ Students are more competitive job candidates because of GMI training.
- ✓ Students are interviewed by local companies for jobs.
- ✓ Mentors may also introduce students to job opportunities.

Student



Employee

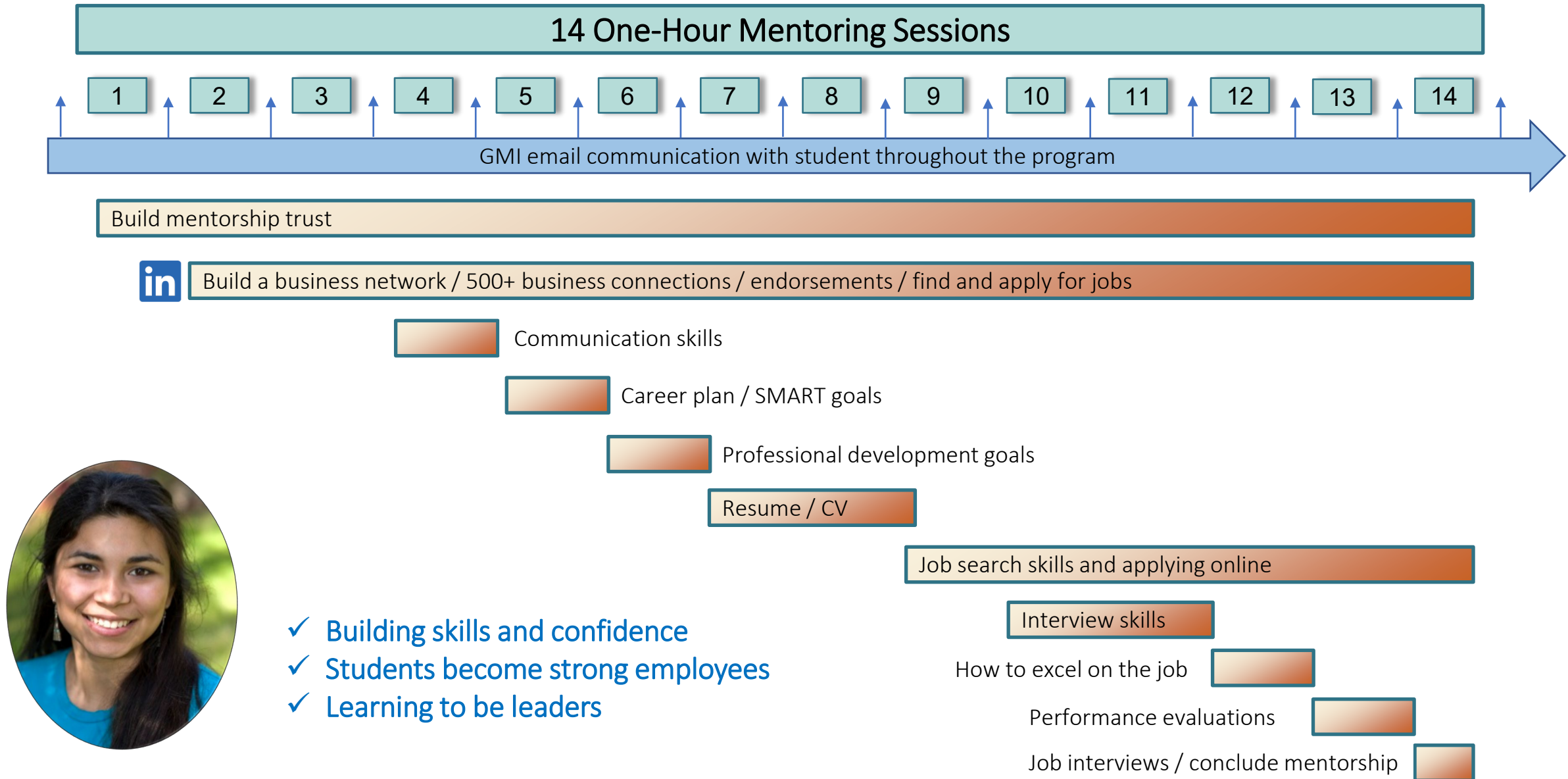
What Mentored Students Learn

Mentors follow a specific program to ensure students receive the full benefit of mentorship.

GMI mentorship prepares students for a career

- ✓ Establishing a professional business network using LinkedIn
- ✓ Developing specific soft skills to excel in business
- ✓ Communication strategy for a global business environment
- ✓ Creating a career plan and setting measurable goals
- ✓ Creating a resume/CV that gets noticed using keywords
- ✓ Templates and guides for conducting a job search
- ✓ Mastering the job interview process –answering tough questions
- ✓ How companies evaluate their employees and how to distinguish yourself on the job

GMI Mentorship Path



Who are GMI Students?

Graduating Students in Underserved Communities

- ✓ United States: first-generation college students or on financial assistance.
- ✓ Students living in Soweto/Johannesburg, South Africa attending school by scholarship.
- ✓ African exchange students attending college in the United States.
- ✓ Underserved students in Sri Lanka and Jamaica.
- ✓ Students living in refugee camps in Africa and Lebanon.

United States:
8 Colleges

Jamaica

Refugee Camps
Lebanon
Kenya
Rwanda
Malawi

Sri Lanka

South Africa



GMI Student Feedback

“This mentorship has been instrumental for me to create a solid foundation for when I start my job search.”

“I would definitely recommend it to anyone who wants to start or progress their professional career.”

“I didn’t know it was so important to build a LinkedIn business network before looking for a job.”

“My mentor has changed my outlook on how I approach my job search and how to present to prospective employers.”

“My mentor has incredible career experience that she has been willing to share with me.”

GMI College Partners



Mentor a Graduating Refugee to Help Them Find Work

In 2020, GMI began a special partnership with Southern New Hampshire University to provide mentors for students living in refugee camps across Africa and Lebanon.

GMI mentorships prepare students for jobs in the camps and the surrounding cities and can be the first step to a better life for their families.

- Lebanon: Bekaa Valley and Saida Camps
- Kenya: Kakuma and Nairobi Camps
- Rwanda: Kiziba Camp
- Malawi: Dzaleka Camp

Southern New Hampshire University



GMI Makes it Easy to be a Great Mentor

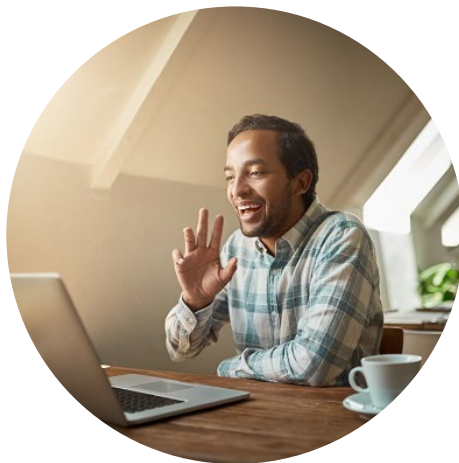
Join us, you can do this!



- ✓ 14 one-hour sessions by video conference.
- ✓ GMI provides everything you need to guide your student.
- ✓ Email templates for communicating with your student every week – reducing your prep time.
- ✓ You don't need to be an expert, just follow the Mentor Guide, and add your own personal experience.

Who are GMI Mentors? – Example Companies

Accenture	CBRE	Experian	Kaiser Permanente	Starbucks
Amazon	CDC	Facebook	Kloudspot	State Farm
American Airlines	Clarivate	Farmers Insurance	LinkedIn	Sykes
Avanade	Colliers	Ford	Lumen Technologies	Sysco
Bank of America	CUNY	GE	Microsoft	Tech Mahindra
Bayer	Daimler	General Dynamics	Michigan State Univ	TTEC
Best Buy	Delta Airlines	Genpact	NTT Data	Uber
Bioventus	Dell	Gilead Sciences	Officium Labs	UPS
Blue Cross	Dept of Defense	Goodyear	Oracle	US Army
Boeing	Disney	Google	Puget Sound Energy	Visa
Booz Allen Hamilton	Duke Health	Hilton	Salesforce	Virtusa
BNSF Railway	Ericsson	HP	Shell	VXI Global
Bristol Myers Squibb	Ernst & Young	Intuit	Sitel	Wipro
Broadcom	Expedia	JP Morgan Chase	Spiceworks	Whirlpool



Mentor Requirements

GMI mentors are business professionals just like you

What it Takes to be a Mentor

- 1 The desire to share knowledge and experience with a student in the United States, South Africa, or Sri Lanka.
- 2 Participate in a 60-minute online mentor training course before your first mentoring session.
- 3 Meet with student by teleconference for one hour, for 14 sessions once a week.

Mentor Screening Process

- 1 Complete online application and attend an orientation meeting.
- 2 Mentor candidates should be at least 25 years old and have a BA/BS degree in their chosen field.
- 3 Complete a criminal background check independently conducted through Sterling Volunteers.



Sponsors Hire Mentored Students

*Business partners interview
and hire GMI mentees*

Business Partners in the US and South Africa

- ✓ Business network established to support graduating students
- ✓ Cross-industry reach to provide job opportunities for many business majors
- ✓ Business partners to interview/hire students
- ✓ GMI adding more college partners worldwide to provide students for mentorship



Benefits to Sponsoring Companies

Graduates with pre-employment training ready to work

- 1 Provides cost-effective, prequalified candidates for employment.
- 2 Early access to mentored students before they graduate.
- 3 Shortens the time to full productivity for newly hired employees.
- 4 Promotes diversity in the organization.
- 5 Increased employee purpose and skills development for mentors.
- 6 Contributes to social responsibility commitments (UN SDGs 4,5,8).



How GMI is Funded



- ✓ There is no cost to students, colleges, or mentors to participate in GMI programs.
- ✓ GMI is funded by corporate sponsorships and individual donations.
- ✓ \$250 will fund one GMI mentorship for a student in the US or internationally.

How GMI Success is Measured

Empowering students with life-long professional skills and a career path



Mentee/Student Success

- ✓ Successful completion of the program
- ✓ Career/business plan developed
- ✓ Professional business network established with at least 200 professional business contacts
- ✓ Resume and job interviewing skills
- ✓ At least five job interviews scheduled (if graduating)
- ✓ Post-mentorship follow-up at 6, 12, and 24 months (Employment success, financial stability, additional training)

GMI Program Success

- ✓ Successful matching process:
 - Completion rate for the mentorship program track
 - Mentorship meetings occur on schedule, and cover all topics in the program track
- ✓ Mentee job placement rate
- ✓ Mentor/Mentee survey results
- ✓ Program growth to annual targets

The GMI Team



Jon Browning is a former Microsoft director who founded GMI as CEO. Jon co-created the Global Impact Sourcing Coalition in partnership with the Rockefeller Foundation and BSR to encourage the hiring of youth in underserved communities and promote job creation.



Jocelyn Azada is the Supplier Diversity and Supply Chain Sustainability Director at Nielsen and Board Secretary for GMI. She was a member of the advisory group that created the ISO Standard for Sustainable Procurement, ISO 20400, and is a founding member of the Global Impact Sourcing Coalition.



Jan Clausen is a technologist at Puget Sound Energy who created the non-profit organization Digital Humanity to help companies provide a safe online customer experience. As a former Microsoft leader for online safety, she led efforts to create safety standards to address the child exploitation on the internet.



Chad Fuller serves as GMI Chief Operating Officer, leading mentorship programs and partner relationships. As a former HP leader for customer advocacy, he directed efforts to build partnerships for Global Impact Sourcing to create job opportunities for underserved youth.

GMI Coordinators and Volunteers



Tom McGuire
GMI Advisory Board Chair
VP Digital & Analytics
Genpact
GMI Mentor



Synethia Mathews
Student Coordinator
Delta State University
Former GMI Mentee



Nkulumo Dlamini
Program Manager
GMI South Africa
Former GMI Mentee

GMI Advisory Board



Michelle Bozeman
Sr. Practice Manager
Amazon
GMI Mentor



Subhojit Roye
VP, Business Process
Services
Tech Mahindra
GMI Mentor



Debi Hamill
CEO, IAOP
Publisher, Pulse
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Winnie Roberts
Head of Incentives and
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Kurt Friedman
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Mentored Pathways



Rene Yoakum
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Remitly



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Analyst Relations
HGS



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GMI Mentor



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Enterprise Forum
GMI Mentor



Justin Thenutai
General Manager
Microsoft
GMI Mentor

Connect with GMI

*We appreciate your involvement to help
students reach their full potential!*

*Apply to be a mentor at:
globalmentorship.org*

GMI is a nonprofit 501 (c)(3) organization
Federal Tax ID Number: 84-1892894

Contact us to learn how your company can
participate:

- ✓ Providing mentors to help students
- ✓ Hiring students who complete the program
- ✓ Corporate sponsorship
- ✓ Be a volunteer with GMI

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