

The Promise of Flash Mentoring: Step Up's Digital Community

Case Study

Step Up Women's Network is a nonprofit organization that empowers girls in under-resourced communities to follow their chosen educational or career path through after-school programs, mentorship, and career guidance. The organization focuses on helping young women build confidence, develop leadership skills, and prepare for college and careers. Step Up connects these girls with professional women who serve as mentors and role models, fostering personal growth and success.

To increase the young women's accessibility to high social-capital mentors, Step Up collaborated with MentorPRO to create the Digital Community, which connects young women to caring adults working in the professional field for short-term advice and information sharing sessions, or "flash mentoring."

INITIAL RESULTS

- Over 250 young women mentees, and almost 200 mentors, from across the United States have participated in the Digital Community.
- Over 100 1:1 flash mentoring meetings have been held.
- Young women have set over 900 mentoring-, career-, or educational-related goals.
- Young women demonstrated excitement surrounding career coaching initiatives (i.e., 4-month long Career Coaching Programs, Celebrity Guest Mentoring Sessions).

FLASH MENTORING

Step Up's Digital Community is a new approach to cultivating young women's social capital that involves a) empowering young women to recruit mentors and b) providing access to a searchable, pre-selected network of high-social capital female professionals. By providing a digital space for young women to search for and connect with potential flash mentors, it can help to remove the geographic and other barriers, and boost accessibility.



"MentorPRO isn't just another mentoring software tool. It's a blueprint for how to do everything right—from best practices in mentoring, networking, matching, training, and supervising, to scientific data collecting and reporting."

Delores Druilhet Morton
CEO, Step Up



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