

IMPACT OF TECHNOVATION ON MENTORS IN 2017

Richard Jung and Tara Chklovski, 2017



We analyzed the impact of Technovation on mentors after the 2017 season. There were 3551 mentors who participated in the 100-hr program in 2017, 12% of whom completed our surveys. We did a special analysis for Adobe and Google mentors since these corporations were major partners for the 2017 Technovation season, supporting girls in the US and globally.

Summary

- Mentors were most interested in increasing their knowledge of technology, learning how to develop apps and learning how to apply technology to solve real -world problems.
- Mentors brought proficiency in the following areas to their teams (in decreasing order) - Team building, Project Management, Ideation, Business development, Mentoring and Coding.
- 56% of Mentors gained knowledge in app development, 51% in their knowledge of technology, 47% gained leadership skills and confidence building a team, 34% increased job satisfaction and 32% gained an appreciation for working in their professional field.
- Mentors, most likely recruited by workplace colleagues, generally help in recruiting new mentors, although most mentors report the current season as their first season.
- Mentors thought highly of the curriculum, the training and Community Manager support.

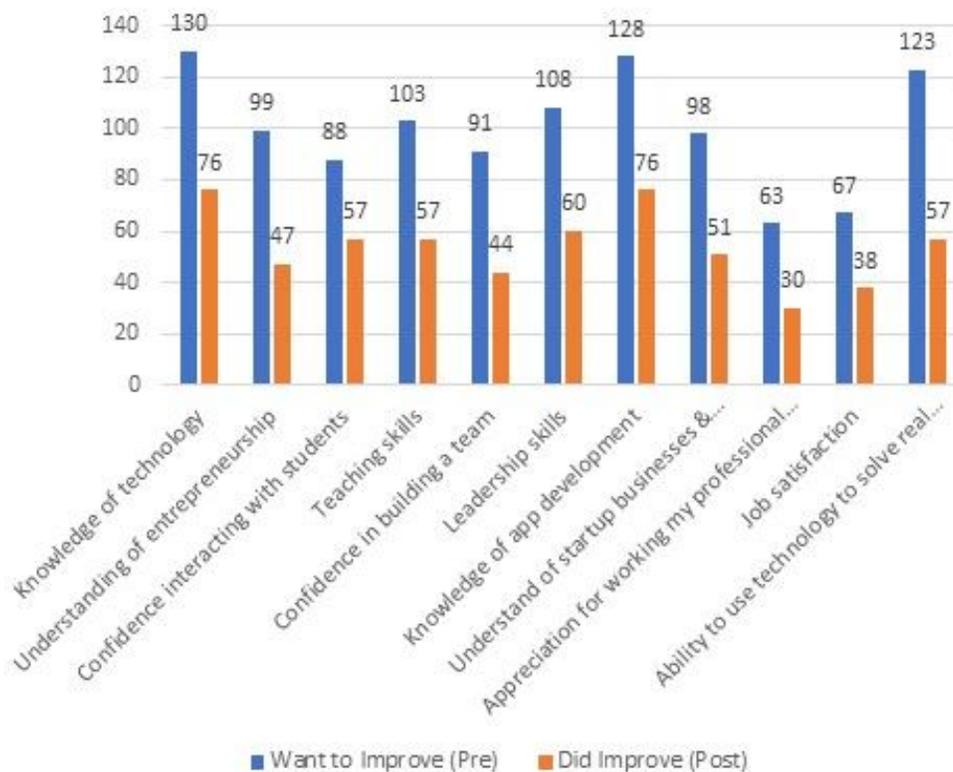
Method of analysis

- Only responses from mentors who completed both pre- and post-surveys were used.
- Survey questions were examined:
 - For All Respondents – those mentors who completed both pre- and post-surveys.
 - Adobe and Google Respondents compared to All Other Respondents, for those mentors who completed both pre- and post- surveys.
- The number of Mentor Respondents in each group were as follows:
 - All Respondents = 436
 - Google, Adobe Respondents = 25

Key findings

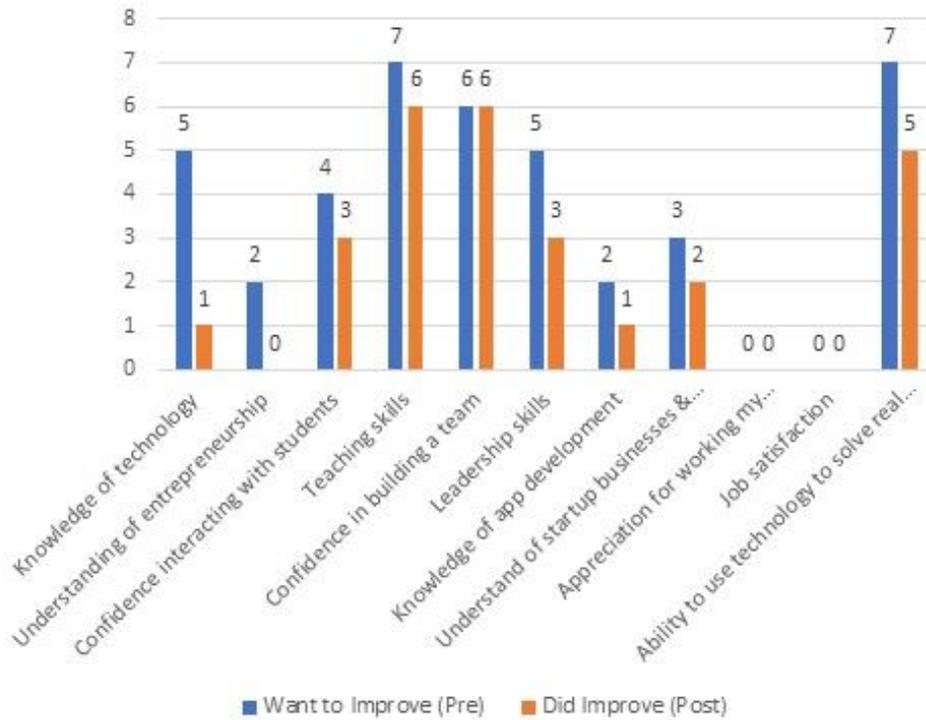
Which of the following do you hope to improve as a direct result of your participation in Technovation?

All Other Mentors



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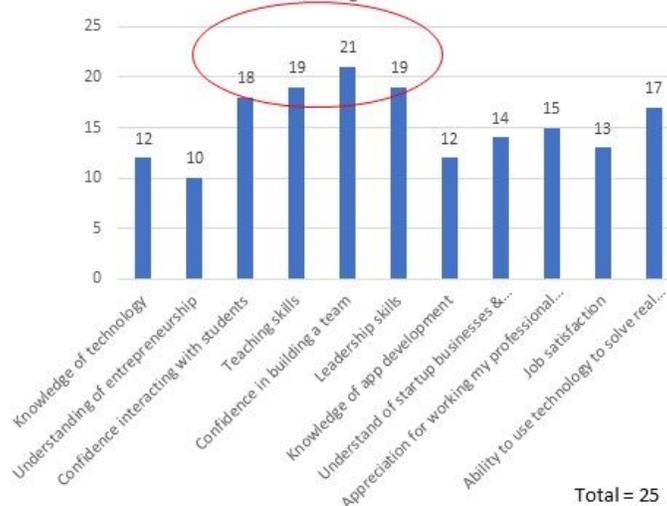
Adobe, Google Mentors



- For those mentors who selected specific skills in the pre-survey they wanted to improve through the program, about half reported improvements in the post-survey. Adobe and Google mentors reported substantial benefits in relationship building.

What skills improved as a direct result of your participation in Technovation?

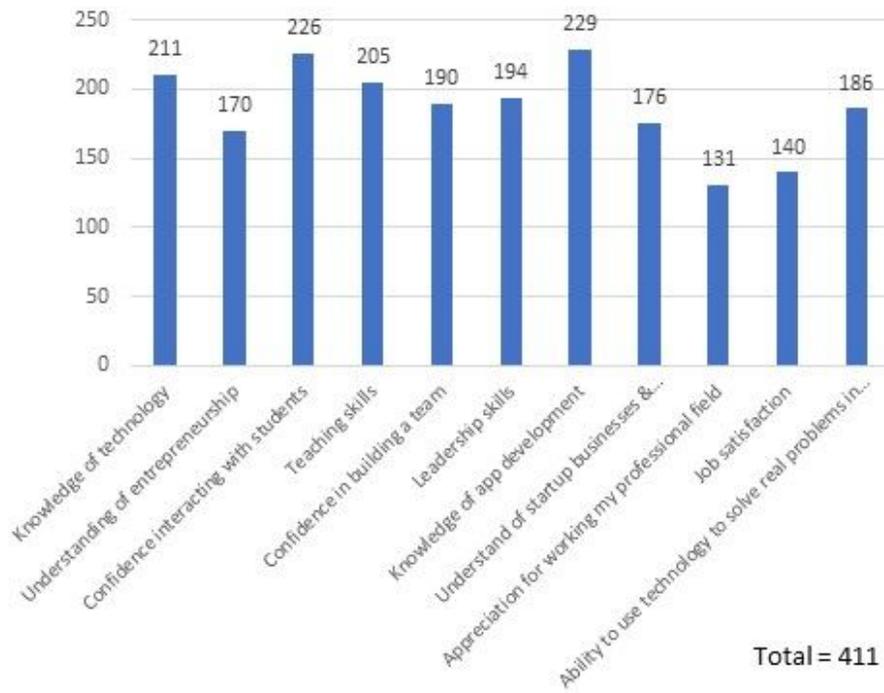
Adobe, Google Mentors



- Over half of the mentors learned skills in student relationship building and app development.

What skills improved as a direct result of your participation in Technovation?

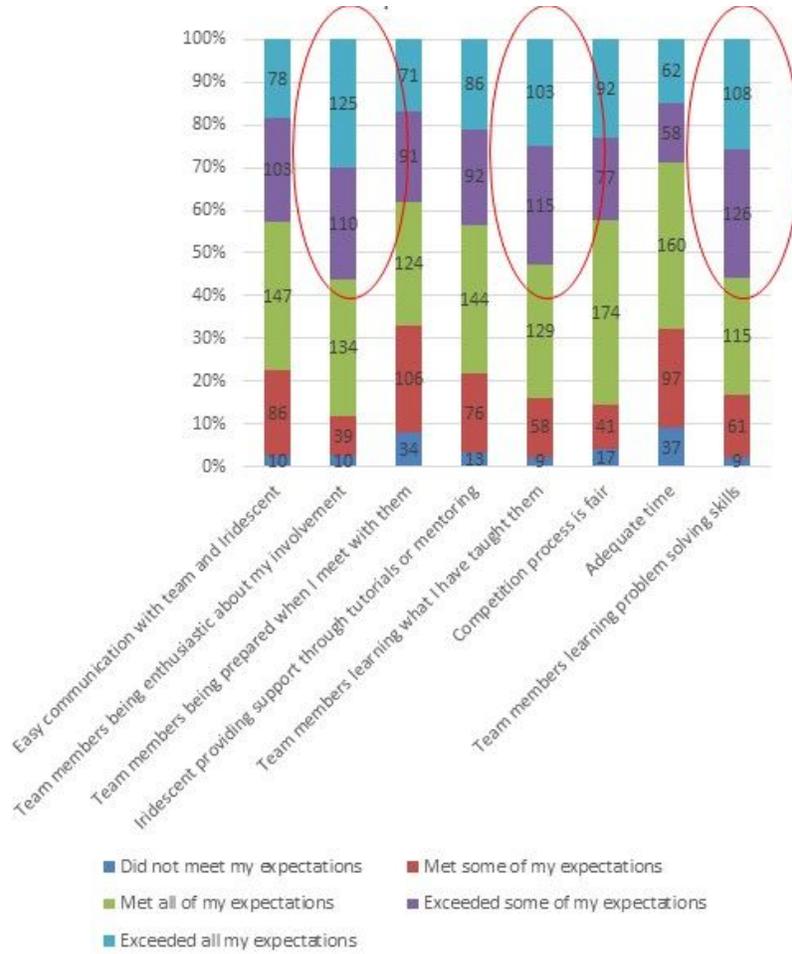
All Other Mentors



- Mentors were satisfied with their experience if they were able to share their skills in problem solving to team members who were receptive and engaged.

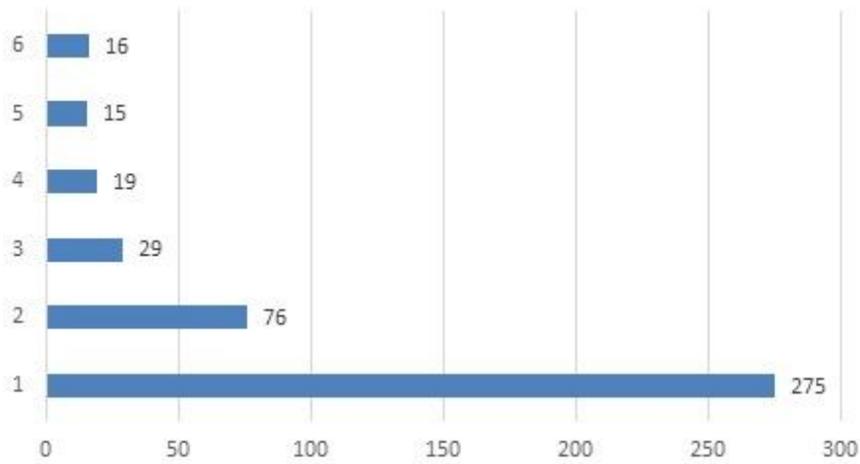
How would you rate your experiences as a Technovation mentor?

All Respondents

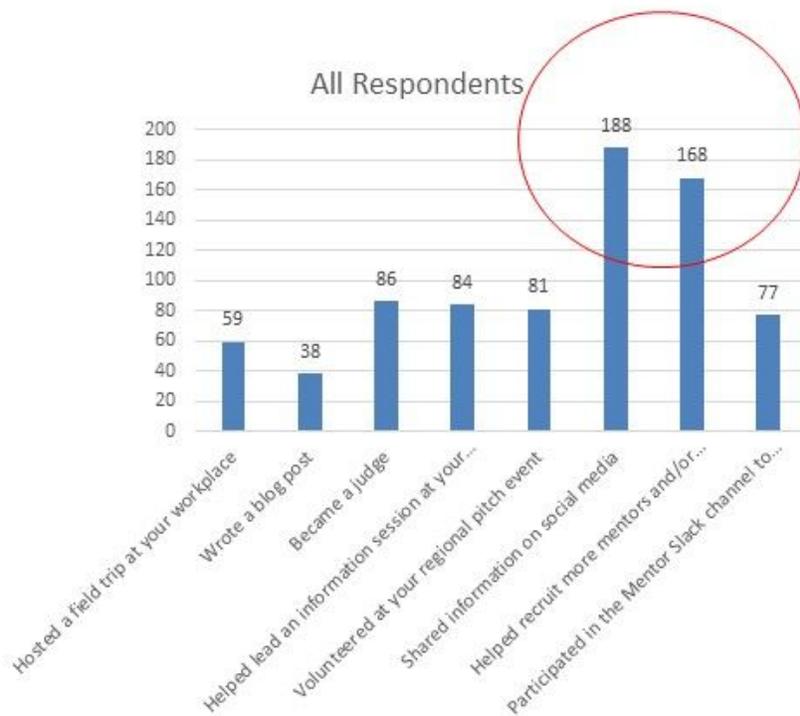


- Most mentors worked with one team. Of the 31 mentors with 5 or 6 teams, five were from Minnesota.

All Respondents: Number of Teams Mentored

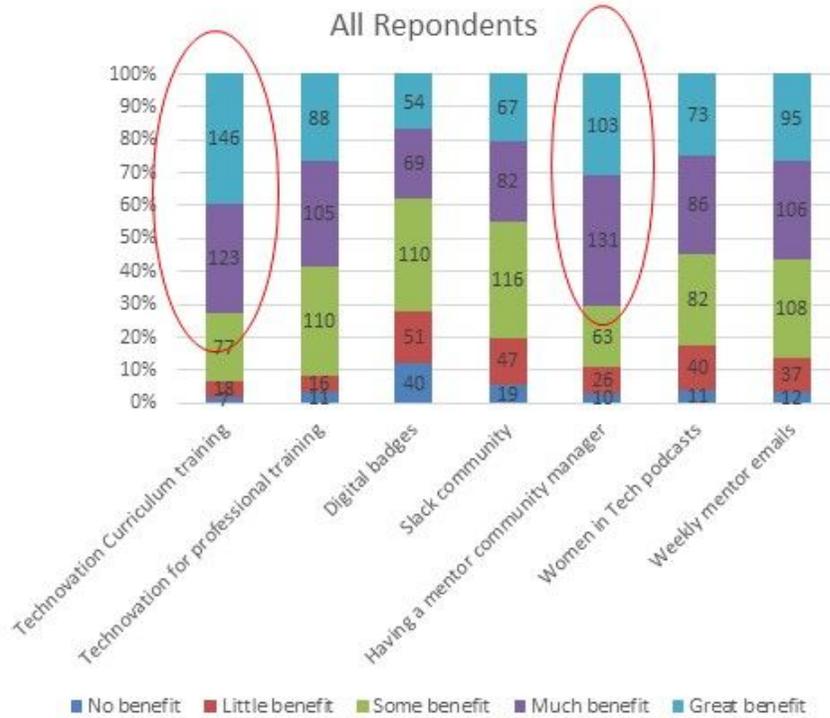


- Mentors improved Technovation impact in other ways by raising visibility and in recruitment.



- Mentors were pleased with Curriculum Training and support from a Community Manager.

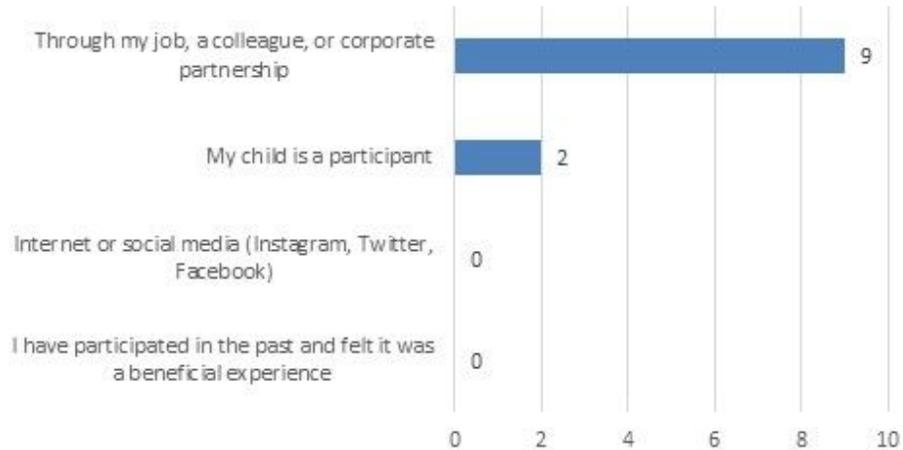
How would you rate the following features which support the Technovation mentor community?



- Most mentors hear about Technovation through their workplace.

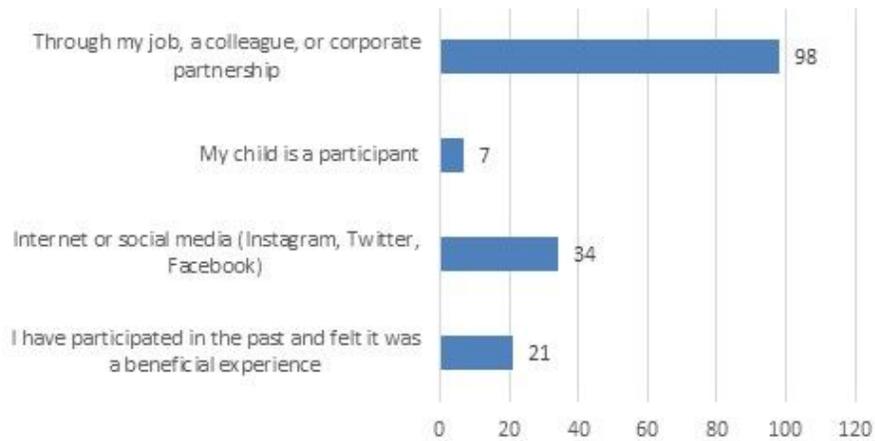
How did you hear about Technovation?

Adobe, Google Mentors



How did you hear about Technovation?

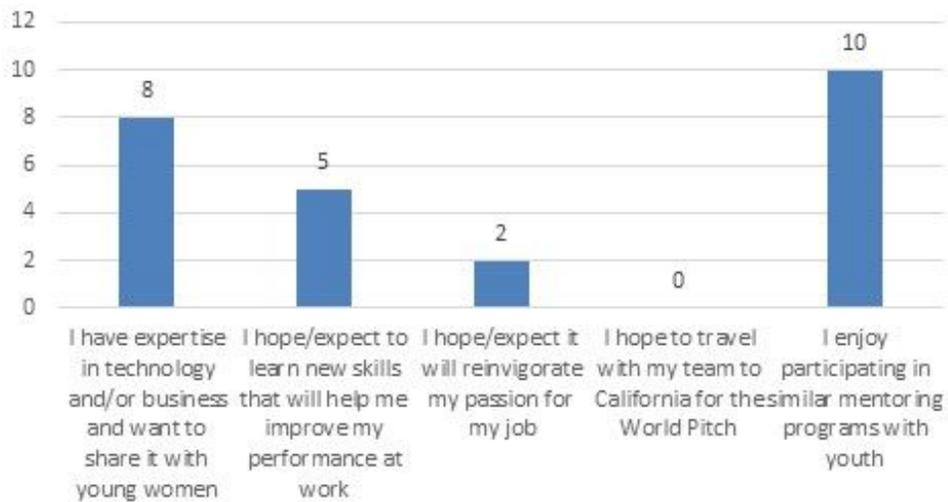
All Other Mentors



- Technovation Mentors tend to be individuals who want to work with youth and share experiences and expertise while working in unfamiliar areas to develop new work skills.

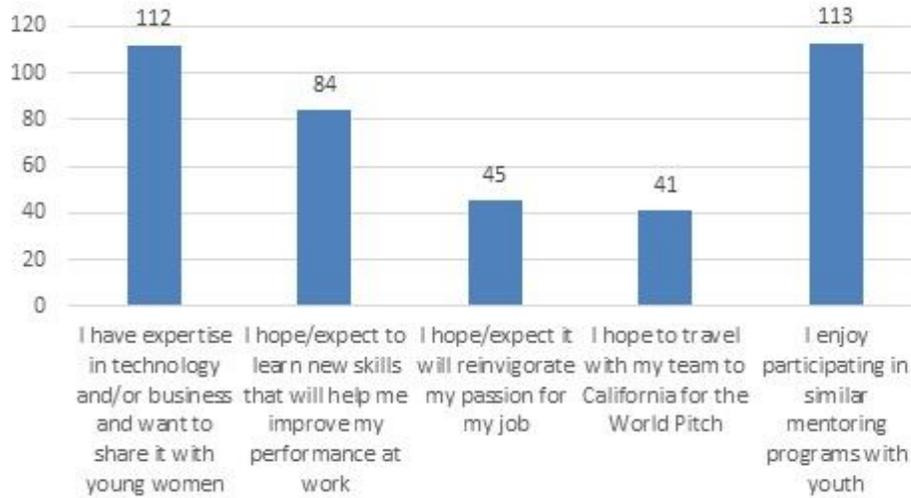
Why did you decide to become a Technovation mentor?

Adobe, Google Mentors



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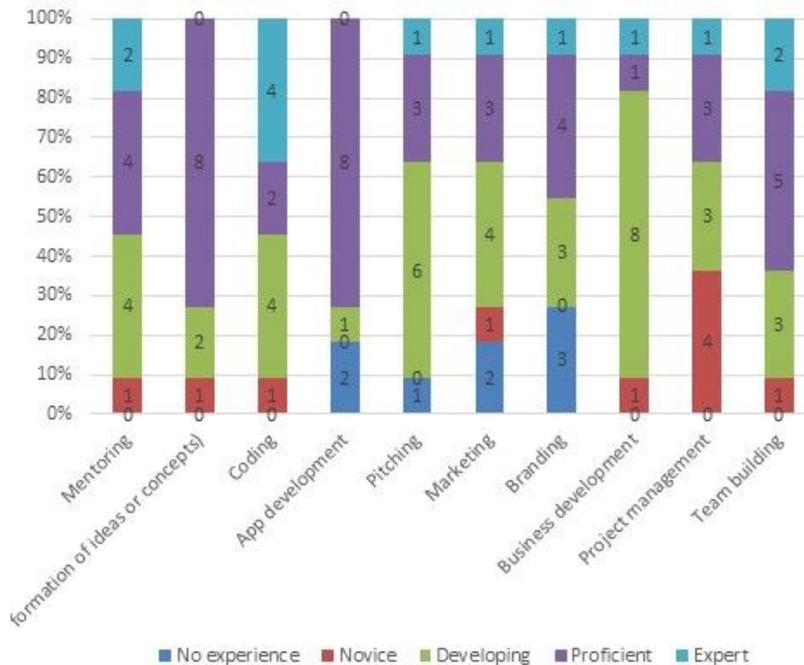
All Other Mentors



- Mentors bring fundamental workplace skills to their teams.

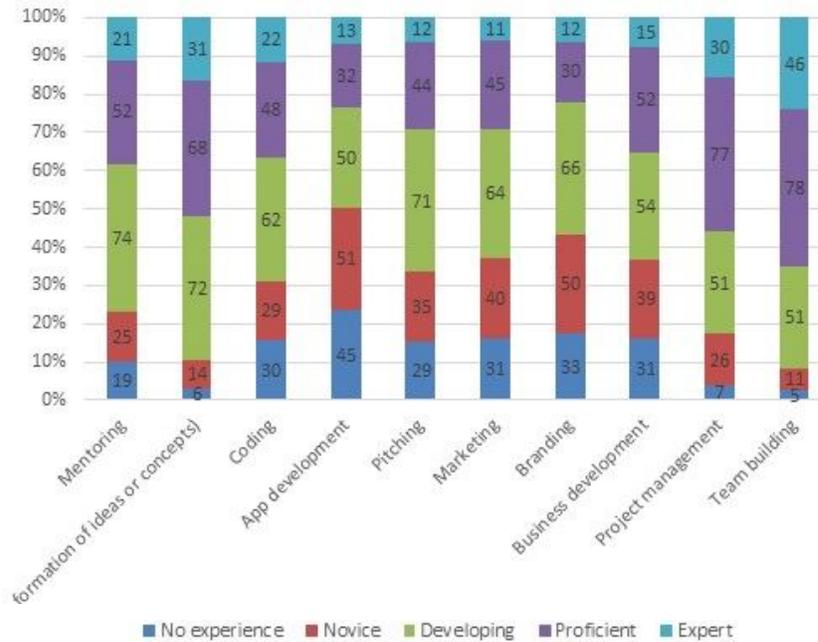
What is your level of experience in the following fields?

Adobe, Google Mentors



What is your level of experience in the following fields?

All Other Mentors



What is Your Primary Field of Expertise?



n=202

- Mentors expect their teams to be receptive, engaged, and enthusiastic as they learn problem-solving skills.

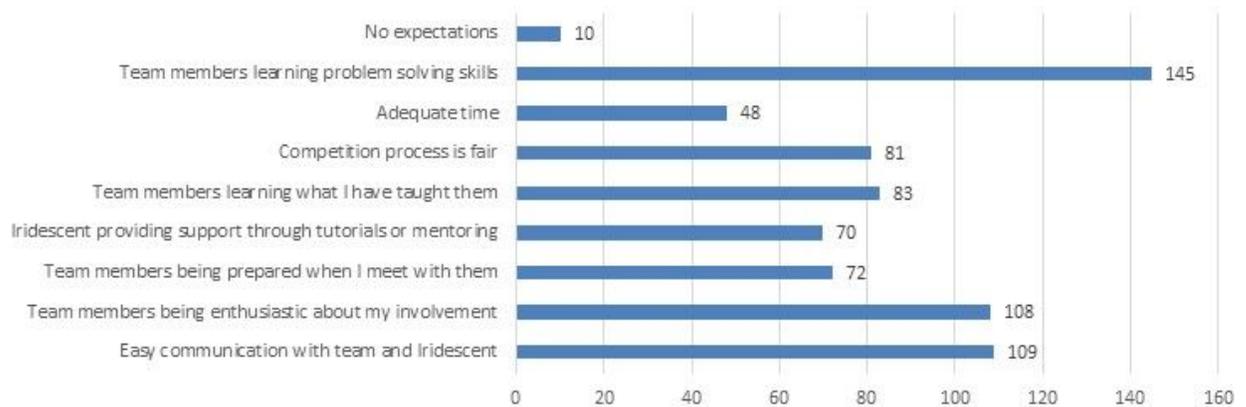
What are your expectations of being a Technovation mentor?

Adobe, Google Mentors



What are your expectations of being a Technovation mentor?

All Other Mentors



Further Exploration

We engage mentors from 1600+ corporations, but have had challenges in motivating mentors to fill out the pre- and post- surveys. An area for further work is to build in program structures and “pull” mechanisms that encourage mentors to share their learning goals, progress, and areas for improvement with us.

We also want to explore the long-term impact of Technovation on mentors’ own engagement at work, professional growth, creativity, and leadership.

Finally, we want to track the impact of training and in-season support on year-to-year retention of mentors.