

IMPACT REPORT ON MENTORSHIP PROGRAM

1 NO
POVERTY



4 QUALITY
EDUCATION



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



17 PARTNERSHIPS
FOR THE GOALS



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PURPOSE OF IMPACT REPORT

The purpose of this impact report is to showcase the achievements and outcomes of Elevate Development Foundation's mentorship program over the past 10 months, highlighting the positive impact on mentees' personal and professional development. The report engages stakeholders and provides valuable insights for future mentorship initiatives.

The primary objectives of this impact report are to comprehensively evaluate and communicate the outcomes of Elevate Development Foundation's mentorship program conducted over the past 10 months. The report also seeks to quantitatively and qualitatively measure the program's impact on mentees, and provide valuable insights for stakeholders, donors, and future program initiatives.

Specifically, this impact report expounds on the following objectives:



Quantify Program Impact: Utilizes quantitative data to assess the program's impact on mentees' personal and professional development. This includes measuring improvements in mentees' skills, educational attainment, career readiness, and overall well-being over the course of the mentorship program.



Share Compelling Success Stories: Showcases compelling success stories, and testimonials from mentees and mentors to illustrate the tangible outcomes and transformative experiences resulting from the mentorship program. These narratives will highlight individual achievements, challenges overcome, and personal growth attained through mentorship.



Identify Key Lessons Learned: Reflects on challenges, best practices, and lessons learned during the program implementation. By analyzing feedback from participants, mentors, and program coordinators, this report identifies factors contributing to program success and areas for improvement in the future.



Provide Actionable Recommendations: Offer practical suggestions for improving the program's effectiveness and ensuring its long-term success based on feedback and evaluation results. These recommendations will guide future decisions and support the program's alignment with organizational goals.



Engage Stakeholders: Seeks to engage stakeholders by presenting clear and compelling evidence of the program's effectiveness. The impact report will serve as a communication tool to ensure transparency, build trust, and inspire continued support for Elevate Development Foundation's mission and initiatives.

MENTORSHIP PROGRAM

The mentorship program was designed to provide guidance in skills enhancement, and behavior modelling to enrolled Project A.C.E mentees as they plan, develop, grow, and manage their careers and/or education.

The mentorship was scheduled to run for 6 months but stretched into 10 months. The sessions were held on a weekly basis virtually.

Participants (mentees) involved in the mentorship program are youths from the underserved community of Makoko, typically facing socio-economic challenges. They come from diverse backgrounds and have varying levels of educational attainment. The focus of this program is on providing them with guidance, support, and opportunities for personal and professional development.

The mentors are volunteers from the Elevate Development Foundation core team. They bring their expertise, experience, and passion for making a positive impact on the lives of the beneficiaries (mentees). These mentors may have backgrounds in various industries, such as Education, Business, Technology, Social work etc., and they are committed to sharing their knowledge and skills to empower the mentees and help them succeed.



Key pillars of the program:



Behavior modelling:
Encourage mentees to cultivate the right attitude toward life.



Guidance: Provide guidance and encouragement to beneficiaries as they plan, develop, grow, and manage their career and education.



**Skills enhancement/
knowledge transfer:** Share the skills and knowledge of mentors to pass their experience on to mentees who need to acquire specific skills.

Outcomes aimed to achieve from the Mentorship Program



For Mentees:

- Improved job readiness and employability skills.
- Increased confidence and self-esteem.
- Enhanced communication and leadership skills.
- Clearer career goals and pathways for growth and development.
- Greater resilience and ability to navigate challenges.
- Setting and achieving SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals related to career, education, or personal development.
- Greater self-awareness and understanding of strengths, weaknesses, and areas for improvement.



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PROGRAM STRUCTURE



Participant numbers: The program engaged a total number of **43 beneficiaries (mentees) and 20 volunteers (mentors)** over the course of the program.



Duration: The program kicked off in **May 2023** and came to an end in **April 2024**.



Mentoring Sessions: Sessions were held weekly, at a convenient time set by each mentor-mentee pair. Sessions were held virtually most times in a group setting, depending on the number of mentees assigned to each mentor.



Mentor-Mentee Pairing: Pairing mentors and mentees involved a thoughtful process of matching individuals based on their backgrounds, and expertise. E.g. A mentor that has skills in web design was paired with a mentee aspiring to be a web designer. Effective pairing ensured that mentees receive guidance and support aligned with their specific needs, maximizing the impact of the mentorship relationship.



Support Resources: A curriculum was created. It included topics to be mentored on, guidelines for effective mentoring, templates progress tracking, and relevant learning materials or tools.



Evaluation and Feedback: A monitoring and evaluation framework to track the achievement of outcomes was established. The program's effectiveness was monitored by collecting feedback from participants, and a biweekly mentor's report form. Additionally, there were regular check-ins with the mentors and mentees to assess progress, identify challenges, and gather suggestions for improvement.





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Qualitative Analysis of Mentorship Program Feedback: Uncovering Insights and Experiences

As part of the evaluation process, we conducted a detailed qualitative analysis of feedback provided by mentees. This analysis focused on capturing the nuanced experiences, perceptions, and insights shared by participants to gain a deeper understanding of the program's impact. By examining open-ended responses and highlighting key quotes or excerpts, we aimed to uncover valuable insights that can inform future program enhancements and showcase the program's effectiveness.

1. Reviewing Feedback Forms:

We began by collecting and reviewing digital feedback forms via a random selection of 35% of mentees.

Those with no access to the digital forms were interviewed virtually, and their answers were documented. These forms/interviews included open-ended questions soliciting feedback on various aspects of the program, such as overall experience, skills development, mentorship relationships, challenges faced, and suggestions for improvement.

2. Categories:

These replies were categorized to reflected mentees' experiences, sentiments, and observations.

- **Understanding and Support;** All mentees highlighted being understood and supported by their mentors. This helped boost the communication and confidence during communication with mentors.
- **Communication Between Mentor and Mentee:** Feedback reveals disparities in communication frequency among mentees. While a decent selection of mentees reported regular interactions, others faced communication challenges due to:
 - **School Commitments:** Academic responsibilities consumed mentees' time, limiting availability for mentorship communication.
 - **Geographical Distance:** Long distances between mentees and mentors posed logistical hurdles, hindering face-to-face interactions.
 - **Work-Life Balance:** Both mentees and mentors struggled to juggle professional commitments alongside personal responsibilities, impacting communication consistency.

- **Skills Development:** Mentees emphasized that they developed communication and adaptability skills through the program, citing significant impacts on their career prospects and academic performance.

One mentee noted that she learned to effectively communicate her needs and desires both at home and in school, showcasing practical application of acquired skills.

- **Career and Academic Impact:** The development of communication and adaptability skills positively influenced mentees' ability to navigate professional environments and academic settings.

Participants expressed increased confidence in expressing themselves and addressing challenges, attributing these skills to enhanced career readiness and academic success.

- **Personal Growth and Self-awareness:** Mentees expressed notable personal growth in essential areas, including communication skills, leadership abilities, and self-awareness. Participants highlighted the program's role in cultivating these skills, enhancing their overall competence and readiness.
- **Confidence and Goal Setting:** A mentee shared her experience of gaining confidence to pursue her aspirations and achieve success. Incorporating SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals as a practical strategy helped facilitate goal attainment and personal empowerment.
- **Transformative Learning:** The program fostered a transformative learning environment where mentees acquired self-assurance and effective goal-setting techniques. Mentees' testimonials underscored the program's impact on fostering self-awareness and empowering individuals to strive for excellence.

- **Skill Acquisition:** Mentees acquired practical skills and knowledge relevant to their career fields through workshops and mentorship sessions.

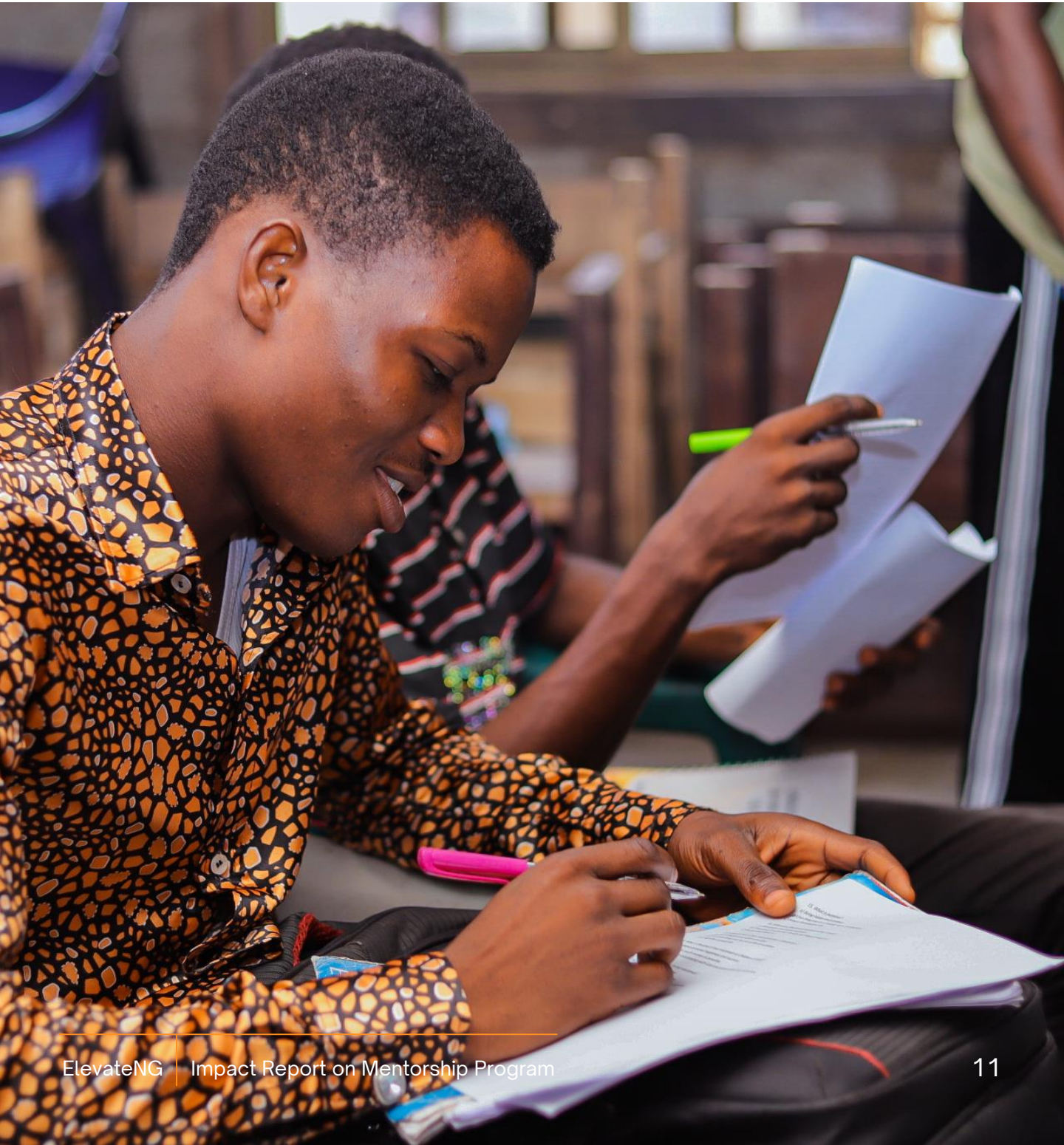
One mentee stated “The program on career equipped me with essential knowledge that helped me choose a technology skill”

- **Mentorship Impact:** Mentorship relationships had a profound impact on mentees' professional development and decision-making.
- **Confidence Building:** Mentees reported increased self-confidence and assertiveness as a result of participating in the program.



Summary

In summary, the analysis shows that the mentorship program successfully develops skills, model good behavior towards life, provides guidance and builds strong mentor-mentee relationships. These findings will help improve and expand the program to provide valuable experiences for future participants.



QUANTITATIVE ANALYSIS OF MENTORSHIP FEEDBACK

51% of the mentees were sampled for this quantitative analysis.

The purpose of this analysis was to:

- Ascertain if the objectives and outcomes of the mentorship program were achieved.
- To identify strengths, weaknesses, and areas of improvement within the program.
- To evaluate the impact of mentorship activities on participants' communication skills and self-confidence.

Data from Mentee Feedback.

An open and closed ended form was created and sent to the mentees. Those with no access to the form were called and spoken to virtually.

Data from the survey was put in spreadsheets and explained below.



	Result (Percentage)
Communication	Frequent40.9% Not Frequent55.4%
Mentees who got support/understanding from the mentors.	100%
Challenges in communication	School commitments22.7% Work life balance18.1% Lack of internet access27.2% None31.8%
Program’s effectiveness (scale of 1-5)	518.1% 436.3% 345.4%
Mentees who gained confidence and upskilled	95%
Mentees who had postitive benefits	100%
Mentees who made advancements in career	68.1%
Mentees who improved their inter-personal skills.	95%

Data From Post Assessment Questions

A section in the form created had questions extracted from the curriculum. The aim of this is to determine their understanding of what they were taught and its application in their lives.

	Result (Percentage)
Number of mentees that show understanding of the topics taught in the curriculum.	100%
Number of mentees that successfully implemented all they were taught in their lives and careers	68.1%
Number of mentees yet to implement.	27.2%

KEY POINTS

1. Skills Enhancement: 95% of the mentees upskilled during the course of the program.
2. Guidance and support; 100% of the mentees received adequate guidance and support from their mentors which helped them navigate life and career.
3. Curriculum: 100% of the mentees understood the topics in the curriculum
4. Lack of internet access was identified as the major challenge in communicating with their mentor.
5. Over 50% of mentees advanced in their careers.
6. 95% of mentees gained confidence and became self-aware
7. 68.1% mentees have successfully implemented the what they've learned during the course of the program in their lives and career.

CONCLUSION

- **High Level of Understanding:** Mentees demonstrated a strong understanding of key concepts taught in the curriculum.
- **Program's Effectiveness:** The good results seen in what mentees said show that the mentorship program has really helped them learn new things and develop important skills. This proves that the program is working well and is beneficial for the mentees.
- **Practical Skills Development:** Mentees' ability to use what they learned in real-life situations shows that the educational program is effective and helpful for their future careers. This demonstrates the program's practical value and relevance for professional growth.
- **Confirmation of Effective Teaching:** The way mentees understand what they learned matches what the program wanted them to learn. This shows that the teaching methods used were good and can be used as examples for future programs.
- **Areas for Improvement:** Some mentees struggled with specific topics, indicating a need for targeted support or additional resources.





Recommendations from Mentees

1. Inclusion of moral support
2. Offer regular encouragement and affirmations to boost mentees' confidence and motivation.
3. Inclusion of bootcamps and increased physical classes
4. Physical meetups with mentors.
5. Hosting talent shows where skills and talents are showcased.

General Recommendations

1. Time management workshops for mentor and mentee
2. Support mentees in building emotional intelligence, stress management techniques, and adaptive coping skills to navigate adversity





