

Segue Career Mentors

Do you ever remember saying “If only I knew then what I know now.” Well, many students facing challenges with school and their future could really benefit hearing from their community members about “what they know now.”

It's well established that mentoring a youth can have a profound positive impact on their life, but few adults can commit the time. Segue's unique mentoring system reduces the time.

Volunteers, in all careers from a community's workforce, become career mentor speakers. They share with students the wisdom and lessons learned along their path to the workplace. In their hour-and-a-half on campus they speak for 20 minutes in three classes and have the opportunity to make a real difference in 75-100 students' lives.

When students see a 'possible self' in a speaker, see a career that *they* want, it's a game changer. Attaining that career becomes their goal. Behavior changes. They see relevance to school, become willing learners, work harder, and graduate. Many go on to attain a technical certificate, an AA, BA, or an advanced degree. The more “Possible Selves” students are exposed to, the more likely it is that this life-changing dynamic will occur.

Pathways to Prosperity (Ferguson et al, 2011, Harvard University)

The authors examined U.S. education to determine the causes of the crisis-level drop in educational attainment and to uncover possible solutions. Their top two recommendations are to greatly increase student: (1) exposures to quality career options, and (2) opportunities for linked-learning, internships, apprenticeships, and pathways to the workplace.

Possible Selves (Markus and Nurius, 1986, University of Michigan)

“Possible selves are important ... because they function as incentives for future behavior.... An individual is free to create any variety of possible selves, yet the pool of possible selves derives from the categories made salient by the individual's particular sociocultural and historical context and from the models, images, and symbols provided by the media and by the individual's immediate social experiences.”

Segue is an low cost turnkey program to greatly increase student exposures to career options and workplace internships.

Teacher Feedback

Student Feedback

Students learn key lessons from the career speakers about the road of life, and find good cause for hope about their future. They learn that "more effort now equals more options in their future."

Students learn about the actual lights at the end of the tunnel, the specific paths to get there, and the speakers' wisdom behind the saying "if only I knew then what I know now."

"Segue is so important to our students. They need to see that what they are doing here in school is important for their futures. The people in the community reach out and do their part to make the world a better place and this gives our students hope."

lives, show them a way forward, enjoy a satisfying experience, and do it all within a commitment of ninety minutes, one time.

The Segue curriculum is fresh each day because it is comprised of live career speakers' unique real-world stories of their path to the workplace, and a description of their current work.

"Speakers showed that you can overcome any obstacle to achieve what you want. Professions take time to get to. Do your best in school and you'll succeed if you stay at it -- you'll have your chances at bat."

For the college bound, Segue answers many questions and

helps solve the mystery about career options with real world content from those that have been there.

" [Segue] really motivated me because I had been a little rocky and now I got going. It helped me start planning earlier for my future. I didn't have a particular idea and now I'm a dental assistant. After this [hearing speakers], I got into ROP. Now I've got a career and I don't have to worry about it. I saw how I needed my high school diploma. I can make good money now because I wasn't lazy; kept going to get more education. The dentist I'm working for is paying so I can become a dental hygienist. Thought I'd get a little job one day; now have higher expectations that you can do more in your life."

"I love the variety of speakers that came and spoke to my students and what they have to share. The guest speakers are well prepared and don't just talk about their life and careers, but also give students advice on what it is important to focus on while in high school I would love to have more guest speakers."

"I love their passion, their engagement with students, the variety of the speakers and their career, and the crisp, brief time of their presentations."

"Many have jobs the students would NEVER think of on their own. Many have similar stories to my students (i.e., they also struggled in school)."

Segue is comprised of two components: (1) a "system of respect" in every aspect of the program: respect for the school environment, speakers' time, and teachers' time. And (2), an online self-scheduling system that in two minutes enables

career speakers to pick a time and date that fits *their* calendars.

"If you don't put time and effort into what you want to do, then you don't get to where you want to get. ... [Segue] helped me see if I want to do something then I can; if I work hard, I can get better grades. You begin with practicing and learning how you get up there

Measured Student Outcomes

- Harvard University's Achievement Gap Institute
- California Lutheran University

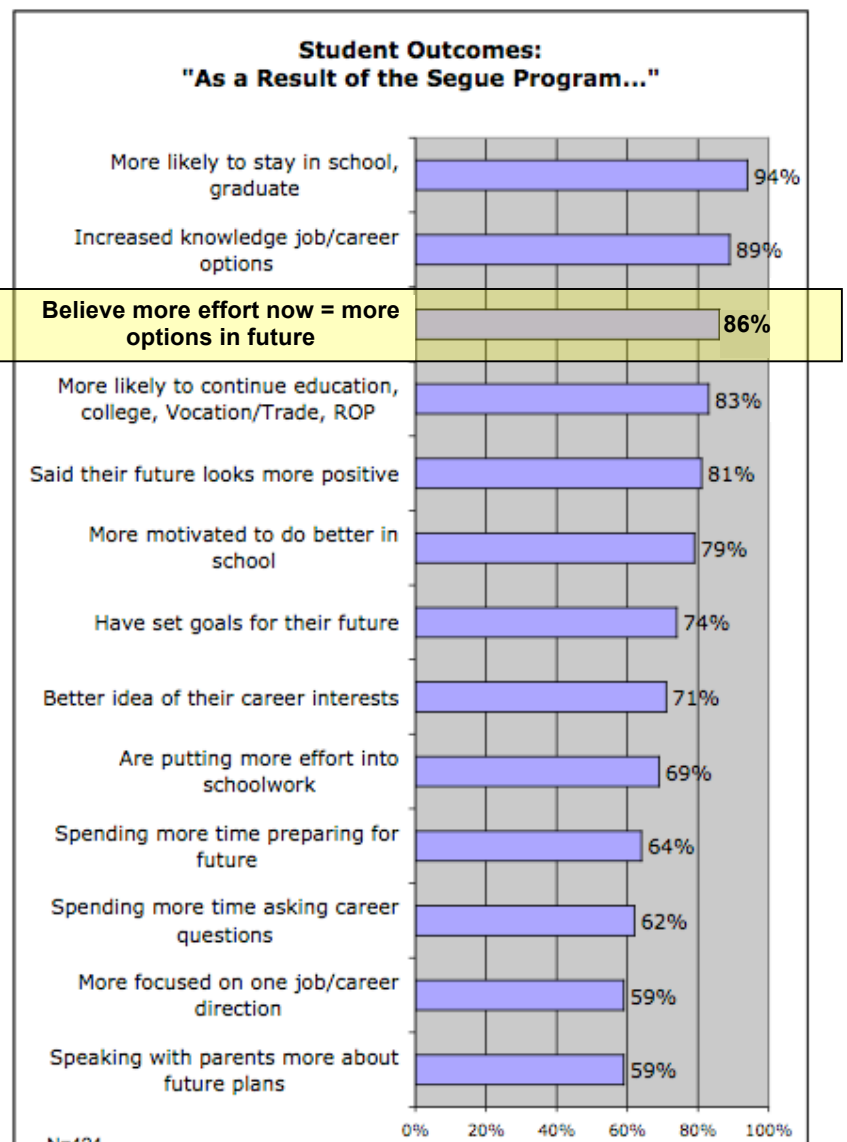
Harvard University's Achievement Gap Institute

Results from 2010 and 2011 studies of Segue by Harvard's Director of their Achievement Gap Institute, Dr. Ronald Ferguson demonstrated "statistically significant correlations" between the student career exposures that Segue produces and five behaviors (the first six at the 95% confidence level and the next two at the 90% confidence level):

1. When I grow up, I am likely to have a job that requires a college education.
2. When teachers give homework, I finish it.
3. I work very hard to learn as much as I can at school.
4. I talk with adults about my plans after high school.
5. I believe that more effort now will equal more options for my future.
6. Schoolwork makes me be a better thinker.
7. What works for me is making a decision to take a definite course of action.
8. I want to learn as much as I can in school.

California Lutheran University

The key benefits of the Segue program are demonstrated in the positive feedback from 424 participating students surveyed at random in June 2008 at Channel Islands High School in Oxnard. The CIHS student population is generally low socioeconomic status, 70%+ Hispanic, and 40% first generation high school. These results are based on a quantitative survey instrument that was produced with Dr. James Valadez, Director of the Educational Research and Leadership Institute at California Lutheran University. To demonstrate internal consistency and integrity of the instrument, each question was asked twice, once with a yes/no answer choice option, and once with a four point agree/disagree scale.



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Introductory video:
www.SegueProgram.org/video.html

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