# Finding the perfect match: a tech driven solution to pair mentors with students

# Background

Year Up is a non-profit organization that uplifts young people with non-traditional educational backgrounds to achieve corporate careers. By providing young adults with hands-on training, real-world corporate access, a six-month internship, and unparalleled support, Year Up helps young people launch successful futures.

#### Problem

An influential part of Year Up's programming is pairing students with an experienced mentor. With YearUp servicing almost 4,500 students per year, program coordinators were burdened with manually matching more than 4,500 mentors. They needed a time-efficient, and accurate way to pair students with mentors in order to ensure that students received the professional guidance they needed to succeed.

# Our solution

We partnered with the CIO of Year Up, Sarah Angel Johnson, to implement a software solution

- Created a scalable solution for 100% automated mentor matching processes. This includes exportability compatible with YearUp's data infrastructure.
- Built a platform that serves the mentor program end-to-end, including not only the matching capability feature but also communication channels between mentors, students, and program coordinators.

## Results

The platform will be rolled out at the YearUp Bay Area in partnership with Facebook pairing ~50 students to ~50 mentors. In 2021, our solution will be introduced at the national level, pairing ~4,500 students to ~4,500 mentors.

## Our first cohort

female-identifying students

1000%

of whom are Black, Latinx, or Asian, or immigrants or first-generation college students

We were really impressed by what was built in such a short period of time. The team listened and took in all of our crazy suggestions, and then very diplomatically scoped what was actually possible.

And in the end built something that was beyond expectations. We are really excited to pilot this and we hope that it could make the whole mentor matching process a significantly lighter lift for our staff.

ADELE BURNS, SENIOR DIRECTOR OF OPS AND STRATEGIC PLANNING, YEAR UP BAY AREA