



2019 Mentorship Program

Cohort 1: May-April, 2019

Registrants

- 111 Mentees registered
- 81 Mentors registered
- 83 were matched (Jen and Kendell were added as Mentors)
- 5 Mentors had 2 Mentees



The UXPA International mentorship program promotes learning partnerships among professionals in the UX field as well as those getting started in the field. We aim to match (as best we can) UX professionals based on various criteria such as their career development goals and area of expertise.

The first cohort for this program is from March to May, 2019. To participate, mentors and mentees must submit their applications by February 20, 2019. Only one mentee will be paired with each mentor, per program term.

Completing this form does not guarantee that you will be matched. In the event that we do not have enough mentors or mentees, you may be added to a waitlist for the next cohort. Pairs are expected to have online meetings once a week: March 1 - May 31, 2019.

At the end of the first term, we'll ask for your feedback in an attempt to improve our program.

Requirements for mentors:

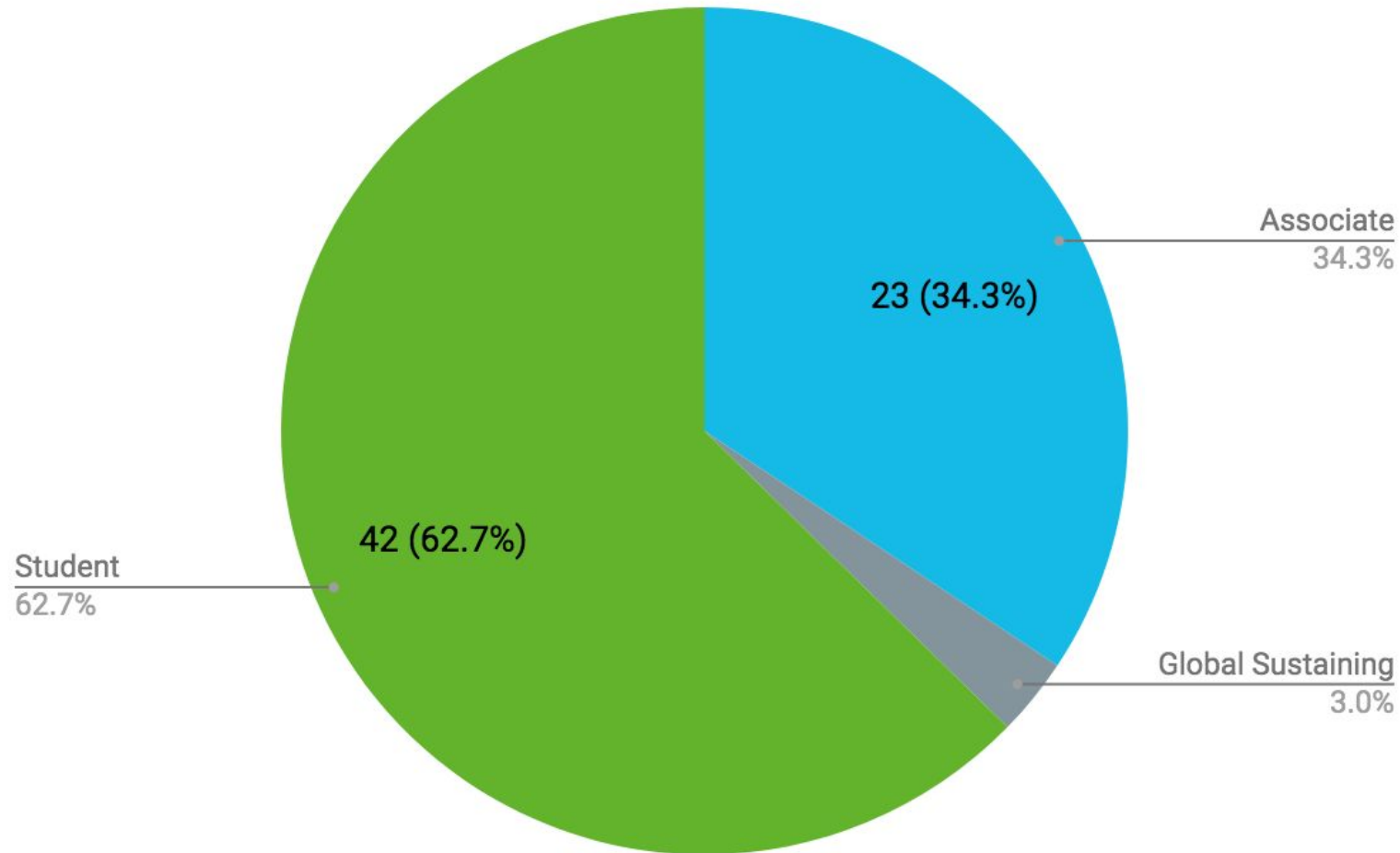
- Minimum of 5 years experience in the UX field
- Minimum availability of one hour per week (or 4 hours per month).

Mentees must be UXPA International members



Mentee Membership

Revenue:
\$3712



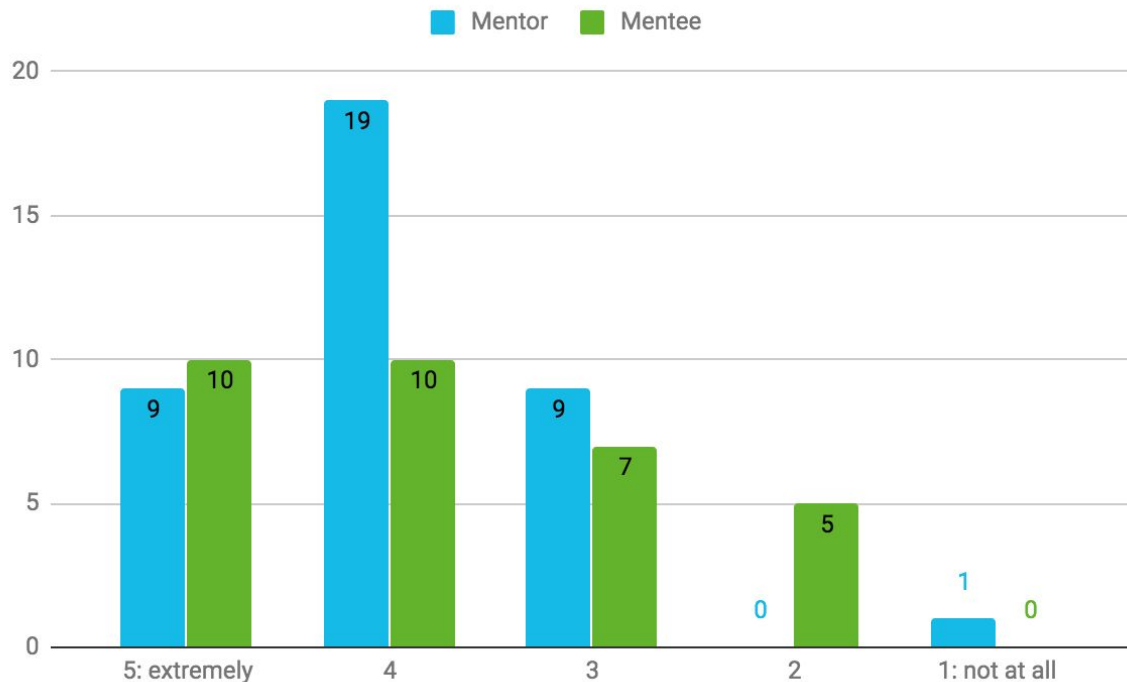
Measuring Success

- Survey 1 at end of first month
- Survey 2 at end of 3-month program
- Debrief in June with some
- Debrief with other orgs who have Mentorship programs

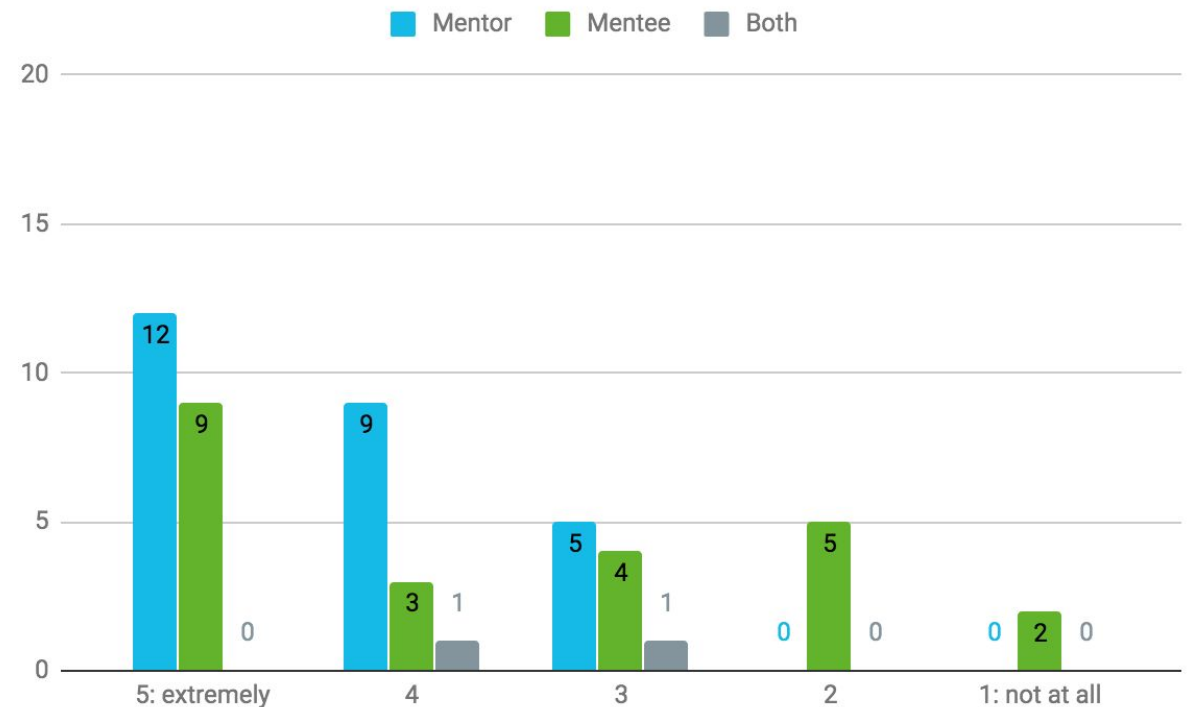


To what extent are/were you satisfied with the program?

Survey 1: end of first month
(overall mean=3.85; mentor: 3.9, mentee: 3.8)

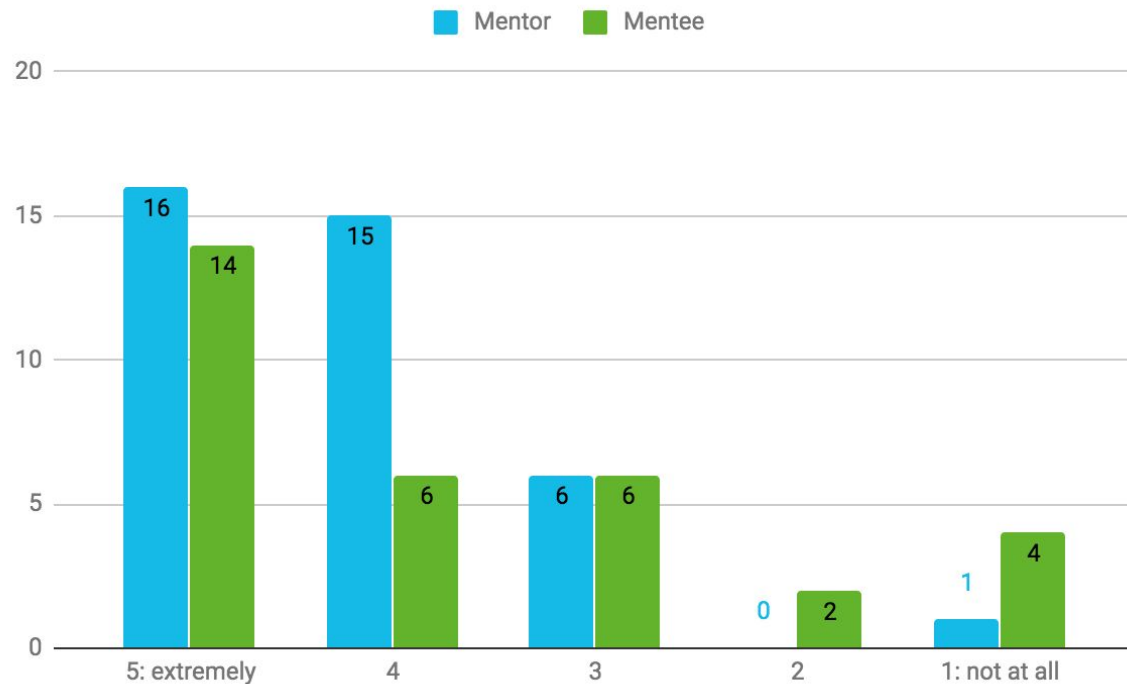


Survey 2: end of 3-month program
(overall mean=3.90; mentor: 4.3 > mentee: 3.5, $p < .05$)

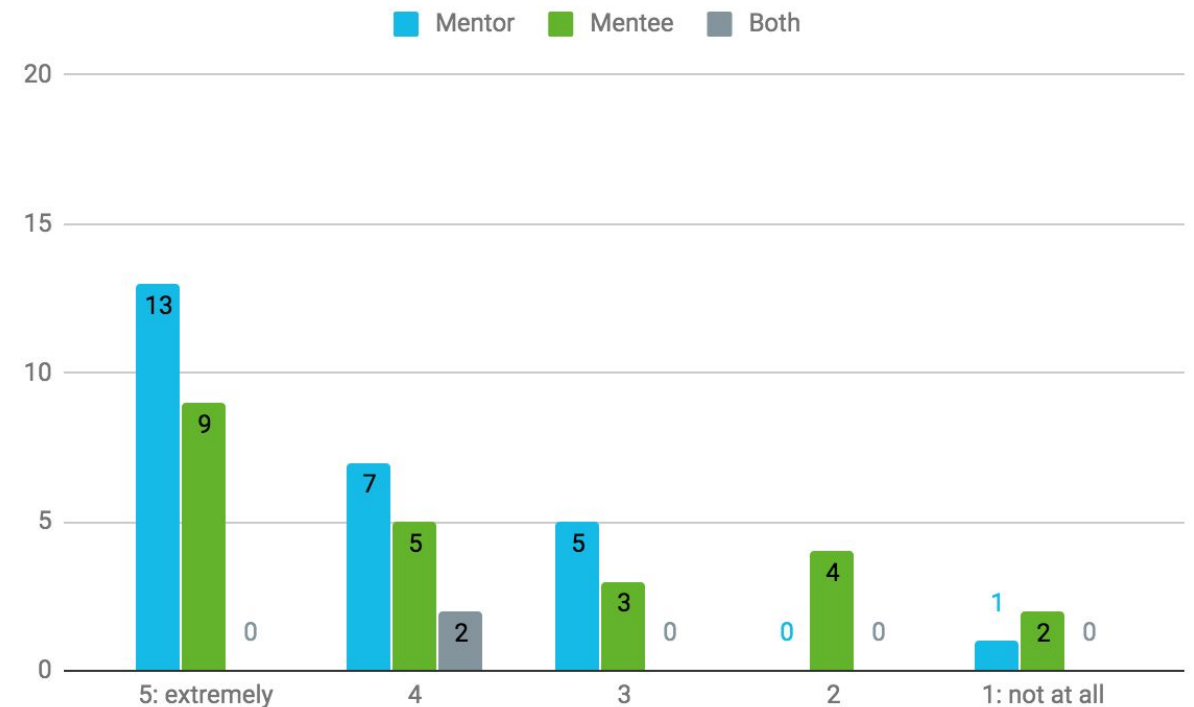


To what extent are/were you satisfied with your match?

Survey 1: end of first month
(overall mean=4; mentor: 4.2, mentee: 3.8)

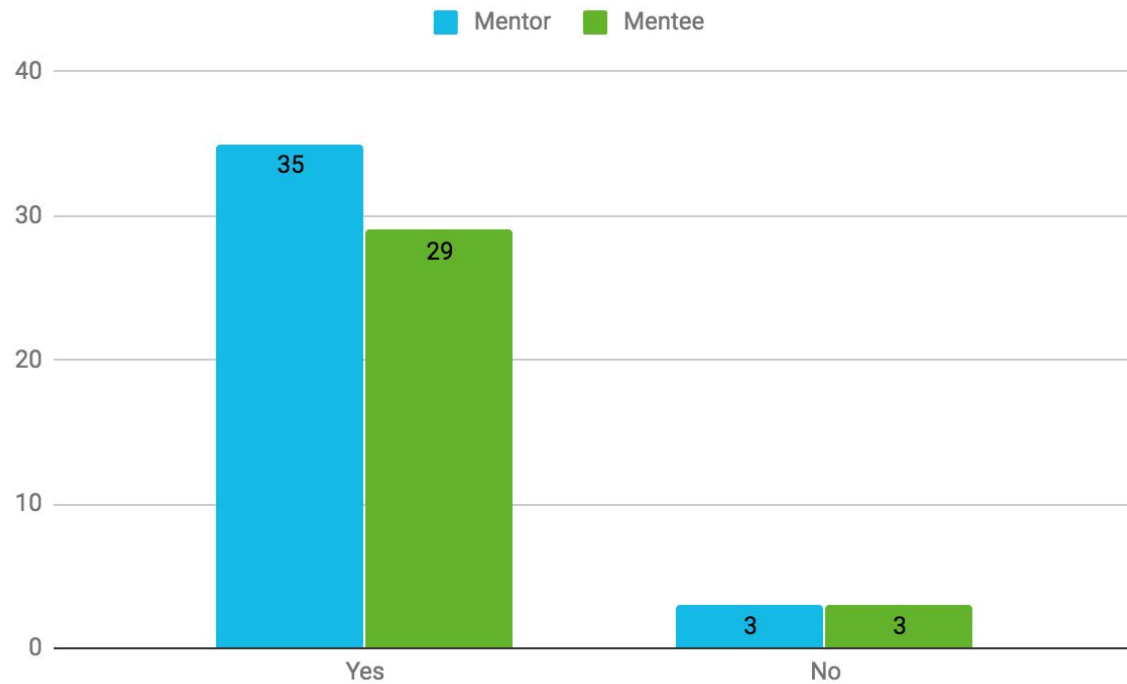


Survey 2: end of 3-month program
(overall mean=3.9; mentor: 4.2, mentee: 3.7)



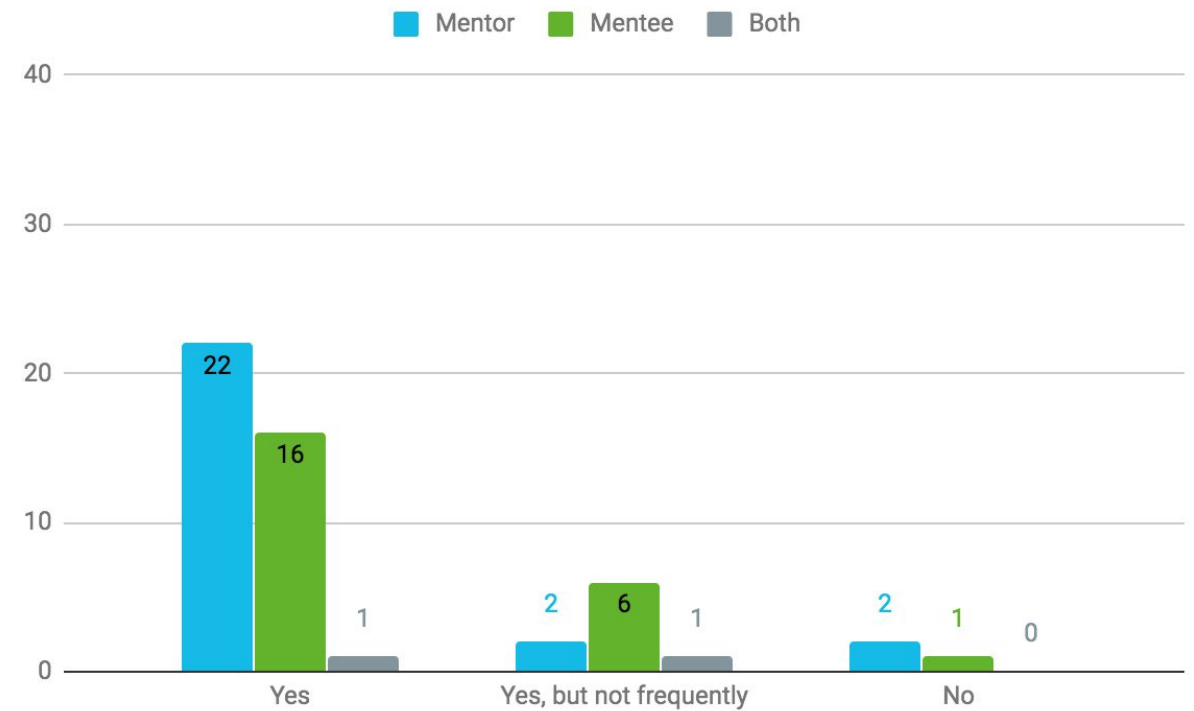
Were you able to connect with your match?

Survey 1: end of first month



- 3 Mentors never heard back from Mentees; Rematched
- 8 Mentees never heard back from Mentor; Rematched
- 1 Mentor was not available at start of program; Rematched later

Survey 2: end of 3-month program



What went well

Please explain why you were or were not satisfied with your match.

Satisfied with the mentor because I could get a fresh new perspective/approach about certain topics, esp from a different location, I live in the Bay Area and my mentor is in Chicago.

- Mentee, who responded “4”

I loved getting to help 2 people from very different backgrounds transition into the industry. It's taught me just as much as it taught them.

- Mentor, who responded “5”

She was great at coaching me through some tough situations at work.

- Mentee, who responded “5”

I felt like I had sufficient experience and skills in order to provide advice to my mentee

- Mentor, who responded “4”

My mentor was able to share his practical UX knowledge and demsterify many of UX-related confusions that I had. Now, I feed more confident, at least theoretically, to talk about the different UX-related techniques and methods.

- Mentee, who responded “5”

She was applying to UX jobs and we went through her CV and talk about getting ready with the interviews. She got a job of her dream.

- Mentor, who responded “5”

My match was great! We were able to connect frequently and she was flexible with timing as things changed with my schedule. She had concrete things she was looking for help with so we had really direct and focused conversations. The time zone (PST/EST) could've been a challenge but worked out fine (though we had a small window on weekdays that worked to talk).

- Mentor, who responded “5”



What did not go so well

Where you able to connect with your match?

No answer from anyone

- Mentee, who responded “No”

We chatted over the phone and email a few times, not more than four

- Mentee, who responded “Yes, but not frequently”

Generally, first mentor aligned didn't reply until 3 weeks later. Second mentor assigned was busy and I spoke to him a total of 3 times.

- Mentee, who responded “Yes, but not frequently”

Please explain why you were or were not satisfied with your match.

I was hoping there would be an opportunity to have conversation outside of email and I no longer heard from the mentor after the first month or so.

- Mentee, who responded “2”

Poor communication, clearly did not have the bandwidth to actually participate in this program.

- Mentee, who responded “1”

Didn't feel like she felt enthusiastic about being a mentor. We had some fruitful conversation but I think I was looking for more impactful advice or problem areas for me to strengthen

- Mentee, who responded “3”

My match and I didn't have the same interests and he became non-responsive.

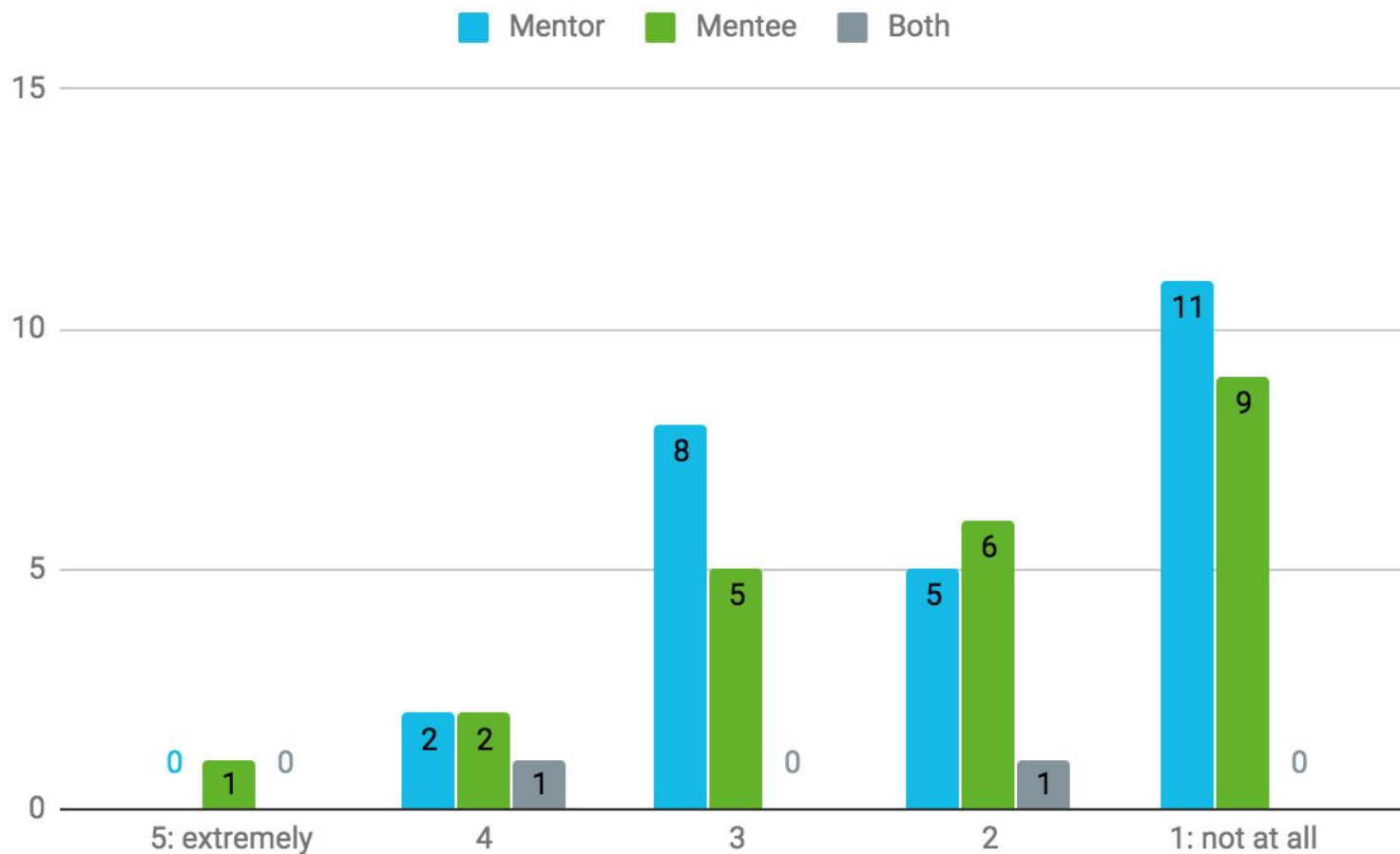
- Mentee, who responded “2”

She was very nice but did not have a good deal of experience in the field. I am grateful for the experience and enjoyed speaking with her, but I was hoping to connect with someone with a bit more depth of experience.

- Mentee, who responded “3”



To what extent were you satisfied with the Slack channel?



I honestly forgot about the Slack channel after a while, but that was my mistake. That said, perhaps semi-structured engagement prompts within the channel from time to time would help keep people active there while providing potentially useful information to UXPA as well.

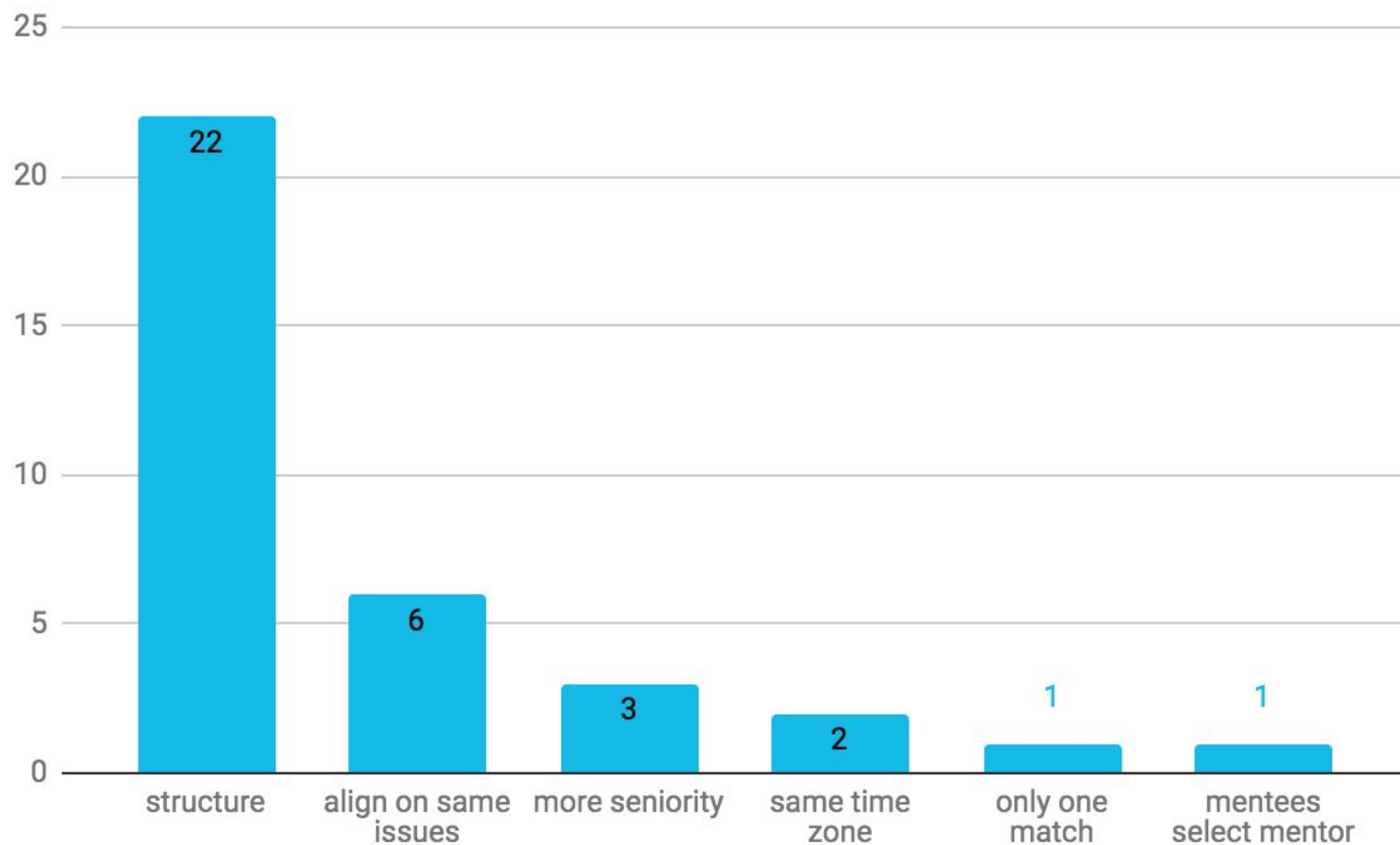
- Mentee

I don't think that the Slack channel community ever had too much activity (I checked a few times early on), but maybe there is a way to generate a little more community building there.

- Mentee



We would like to improve the next round of the mentorship program. What would make this program better for you?



Maybe a couple of ideas of possible topics to talk about in order to lay the ground for the meetings.

- Mentee

I sometimes had difficulty coming up with discussion topics for my mentorship calls. It would have been helpful to have a little more guidance in that area.

- Mentee

Some guidance on topics to discuss with mentee and mentor might be good. Other than that - nothing really.

- Mentor



Recommendations to improve the program

- 3 tiers
 - Mentorship (meet to discuss resume, interviews, etc.; most guidance)
 - Internship (hands-on experience; moderate guidance)
 - Apprenticeship (hands-on experience; little guidance)
- More structure
 - Example syllabus for Mentorship
 - Conversation starters in Slack
 - Group coaching sessions
- Vet the mentors to ensure high quality mentorship
- Give recognition to mentors, possibly:
 - Web page, with “UXPA Mentors” listed
 - Invite to conference panel
 - Connect them with chapters



Thanks!

Thanks so much for a really valuable program! It has helped me launch into my career transition. :)

- Mentee

Thank you for all your hard work! I'm so appreciative of all that you've done!

- Mentee

I would like to be part of next cohort of Mentor program and also if I could be part of shaping the mentor program.

- Mentor

Thank you for doing this!

- Mentee

Thank you again for making the mentorship program possible!

- Mentee

How can I get more involved? I was on the board for uxpa in Minneapolis. Let me know how I might support uxpa. I have a bunch of workshops and speakers I could help with!

- Mentor

Great to be able to help.

- Mentor

I am generally excited and very appreciative of this program. As a UX team of one in my first job out of school it's amazing to have the opportunity to connect with someone more experienced in the field on a regular basis.

- Mentee

The program is great!

- Mentor

For more info about the program, please visit
<http://uxpa.org/mentorship>

