



# Ladies of Resilience<sup>TM</sup> Career Mentoring

A Program of Ladies Learning to Lead



## Perfect Pairings!

Girls are paired with Career Mentors and College Advisers  
for on-the-job experience and college prep



Contracted Client Services through



P: 850.445.3144  
[www.l3ladies.org](http://www.l3ladies.org)  
[info@l3ladies.org](mailto:info@l3ladies.org)



## L3 Career Mentoring Program for Girls

### Outcomes

- 100% of girls say they have never had a career mentor.
- 90% of girls say the program gave them more opportunities to prepare for a career after high school.
- 90% of girls say the program helped them avoid getting involved with drugs and alcohol.
- 93% of girls say the program helped them avoid promiscuous (sexual and bad) activity.
- 100% of girls say after participating in the program they feel they have what it takes to be successful.

# WE CONGRATULATE ANNETTE SWATTS

### For completing the Career Mentoring Program through Ladies Learning to Lead

Annette Swatts was paired with Career Mentor Venise Toussaint who is an anchor for local Tallahassee news station WCTV. Venise and Annette covered the curriculum provided by Ladies Learning to Lead where Annette learned how to write a resume, how to interview for a job, how to properly network, communicate, and more. Annette shadowed Venise on the job and met her colleagues. Annette is still in contact with her Career Mentor who recently helped her complete her application to college.



#### LADIES LEARNING TO LEAD

PO Box 2091  
Tallahassee, FL 32316

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[www.L3Ladies.org](http://www.L3Ladies.org)





## Description

The L3 Ladies of Resilience Career Mentoring Program works with young ladies in at-risk environments that are in middle school, high school, or in an Independent Living Program up to age 23. Girls are paired with professional career women who will expose them to various career fields. Girls are also paired with a College Mentor to experience college for a weekend to learn the importance of education. Girls are taught 2-3 hours a month by mentors through L3 curriculum, and take part in job-shadowing with their career mentor every other month. This is a hybrid program partially completed online. When girls complete the program, they are more job-ready, college-ready, and prepared for future success!

- General
  - Program runs from January 2022 – June 2022
  - Orientation conducted for Mentors, College Mentors, Mentees and Parents
  - All mentors are background screened before they can serve
  - Mentees are in a Child Welfare program, such as, but not limited to: in and out of home care, foster children or Independent Living programs or another at-risk environment
  - Program is statewide
- Mentors and Mentees:
  - Are paired based on career field and interest
  - Are all female-to-female pairings
  - Meet for a minimum of 3 hours a month with weekly check-ins
  - Meet every other month for job shadowing – for a minimum of 3 hours
  - Are provided curriculum ahead of time for all 10 sessions
  - Are assigned College Mentors who meet with mentees 1 hour a month
- Meetings:
  - Can occur at the mentee's school during lunch (with proper school clearance)
  - Can occur at the mentee's house (with parent/guardian approval AND presence)
  - Can occur at a library after school or on weekend (with parent/guardian approval)
  - Can occur at any other meeting place (with parent/guardian approval)
  - Job shadowing, will occur at workplace of the mentor (with supervisor approval)
  - Virtual Meetings are acceptable



- At-Risk Environments:
  - Mentees are in a **Child Welfare program**, such as, but not limited to: in and out of home care, foster children or Independent Living programs
  - or other **at-risk environments** such as: homelessness, victims of crime, economically disadvantaged persons, persons with poor mental or physical health, developmentally or physically disabled persons, drug users (in health services), drug offenders (in criminal justice), formerly incarcerated persons

## Next Steps

Agency Referral of Parent/Guardian to Program via **Community Partner Mentee Referral Form**

- <https://form.jotform.com/ladieslearningtolead/ALCP-referral-form>

Agency Referral of Parent/Guardian to Program via **Parent Interest Meeting**

Register in advance for this meeting. After registering, you will receive a confirmation email containing information about joining the meeting.

Held **Wed Dec 15th @6p** via zoom Meeting ID: 858 6589 0948 Password: L3ladies

- <https://us02web.zoom.us/meeting/register/tZEIcgygpzsjHtx8QTdLTkpaM8UGAL2eQZ0J>

or **Thu Dec 16th @12p** via Zoom Meeting ID: 892 1372 0039 Password: L3ladies

- <https://us02web.zoom.us/meeting/register/tZ0vduqvrDsqGd2jOZnpM0IoYHxf5w0OBJEV>

Direct Signup to Program via **Mentee Intake Form**

- <https://form.jotform.com/ladieslearningtolead/mentee-intake-form>



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Career Mentoring**

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*Professional Career Women Mentoring Middle School and High School Girls*

What can I expect from this program as a parent/guardian?

- My child will be taught in the career of her interest or a career that is attainable if she is undecided.
- My child will be paired with a professional female mentor who will have her best interest at heart.
- My child will be paired with a professional female mentor who has been through a background check and will keep my child safe.
- My child will learn the basics of preparing for a career, such as social etiquette, business etiquette, how to prepare a resume and more.
- My child will be advised by a female college student who will help her prepare for college or provide her tips on education and life skills if my child is not interested in attending college.
- My child will be picked up from home or school by her mentor or college adviser at my approval.
- My child will be in the program for 8-10 months depending on the start date, and she will graduate from the program if she fully participates.
- My child will be presented with materials and opportunities for her to succeed in finding a career, or learning the career field of her choice.
- The program staff, mentor, and college adviser will keep me informed on the progress of my child.



*Professional Career Women Mentoring Middle School and High School Girls*

What is expected of me in the program as a mentee?

- To be available at least 2 hours a month to meet with your mentor.
- To be available at least 1 hour a month to meet with your college adviser.
- To be able to shadow your mentee on the job every other month.
- To be able to spend at Least 2 hours a month covering curriculum material and journal writing.
- To take notes each month while meeting with your mentor.
- To not expect anything more from your mentor or college adviser than what is required.
- To be successful in finishing out the program with a great attitude and willingness to learn.
- To graduate and receive recognition for my hard work.

What can I expect from this program as a mentee?

- For your mentor to have your best interest in mind.
- For your mentor to follow the guidebook to train you each month.
- For your mentor to take you on her job every other month.
- For the college advisers to teach you about college life and the importance of going to college.
- For the program staff to check in with you every few months to make sure you have all you need to succeed in the program.
- For the mentor, college adviser, and program staff to support you at graduation.