



SKILLS THAT SHINE

MENTORSHIP MATTERS.

The Skills that Shine (StS) program leverages industry mentorship to enhance Opportunity Scholars' career readiness skills and network, ensuring a smoother transition from college to career.

The Washington State Opportunity Scholarship (WSOS) partners passionate professionals with the next generation of STEM and health care leaders. Mentors are volunteers at any stage of their career who are willing to share advice about their own STEM or health care industry experience and career journey. Mentees are third-year Scholars pursuing baccalaureate STEM or health care degrees who are eager to learn from a caring professional.

The lift is light—just six to eight hours—but the impact is tremendous in the lives of our Scholars.

81%

of Scholars agree StS connected them to career opportunities they wouldn't have otherwise had

6,000

Scholars will be mentored by 2025, 600 Scholars have been mentored to date

90%

of Scholars feel StS increased their confidence and better prepared them for work in their field

INDUSTRY MENTORS LAUNCH SCHOLARS INTO HIGH-DEMAND FIELDS.

Our Scholars are book-smart and motivated to make a strong contribution to their future employers, but they often lack the coaching or connections needed to be competitive in our highly skilled job market. That's where mentors come in!

Research shows that the most important factor in successful mentorship is empathy. WSOS designed the StS curriculum to focus on building a sense of trust and belonging between mentor and mentee.

Why this works:

- Mentor pairs use an easy-to-access online curriculum to complete two required milestones, but otherwise choose the other areas to focus their personal growth.
- StS is flexible; mentors and mentees can connect in person, over the phone or online.
- WSOS provides mentors with helpful resources, training and support to jumpstart the relationship.
- Washington employers get access to a pipeline of our state's best and brightest talent.

How it works:

- Mentors sign up via our unique, WSOS matching platform and receive a mentor toolkit.
- Scholars select their mentor based on shared attributes.
- During the academic year, mentorship pairs work through the online curriculum (six to eight hours).
- Pairs celebrate their experience at a culminating networking event hosted by WSOS in the spring.

Can't spare six to eight hours to mentor? Help us spread the word by introducing WSOS to a colleague—or better yet, your HR team! You can also invest in future Washington talent by supporting our work financially.

Reach out for more information.



MENTORSHIP IN ACTION

Agustin Castro, a civil engineering student at the University of Washington, took full advantage of the opportunities to gain insight into his career path when he joined StS. As the first in his family to go to college, Agustin knew he needed the help of WSOS to make connections into his chosen industry where he had none.

StS introduced him to HNTB, a national civil engineering and construction management firm. A fruitful six months of regular meetings and discussion with his mentor helped Agustin land an internship at the company.

"I had the pleasure of being Agustin's mentor, I am humbled and inspired by his efforts to become a civil engineer. It's been my pleasure to help Agustin tell his story and provide an opportunity to turn his ambitions into reality," said Justin Anderson, Project Engineer at HNTB and StS mentor.

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