

South Dakota Workforce Development Council

TeamMates Mentoring

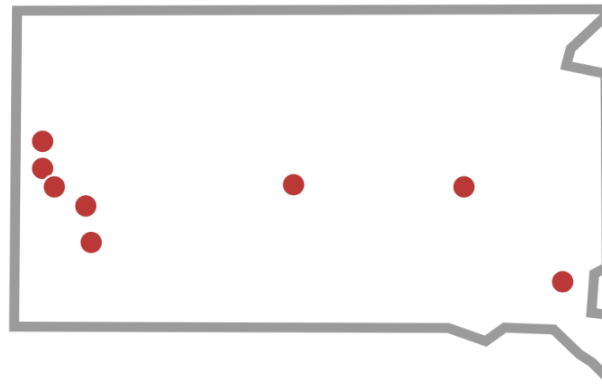
TeamMates Mentoring was founded in 1991 by Coach Tom Osborne and his wife Nancy, who believed that positive relationships could change lives.

Mission: To positively impact the world by inspiring students to reach their full potential through Mentoring.

Where We're Located

TeamMates serves students across 6 states. In SD, there are chapters in 8 communities, as well as a state-wide chapter.

- Belle Fourche
- Custer-Hermosa
- Huron
- Lead-Deadwood
- Pierre-Ft. Pierre
- Rapid City
- Sioux Falls
- Spearfish



TeamMates Mentoring

- 501(c)(3) nonprofit
- One-to-one school-based mentoring program
- Serve 3rd grade through post-secondary
- Matches meet once a week in school for 30-60 minutes



TeamMates Impact

TeamMates Data from South Dakota chapters in 2024-2025 showed the following:



61%

Academic Improvement



87%

Fewer Disciplinary Referrals



71%

Fewer Unexcused Absences



96%

High School Graduation Rate

85% of Mentors feel more engaged in their workplace or home

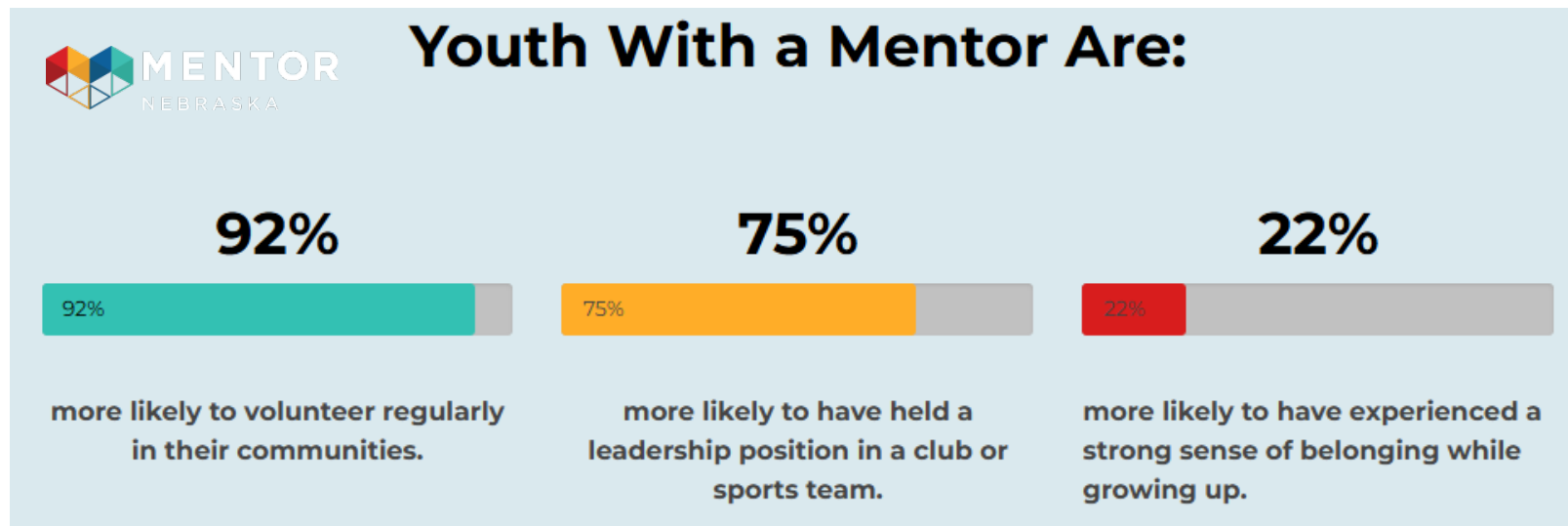
Over 6 million dollars in scholarships are awarded annually to Post Secondary mentees

Mentoring our Future Workforce

Mentoring as Workforce Prep

Mentors can prepare their mentees for professional careers and assist with their workplace skill development.

- Goal Setting and Taking Action
- Networking
- Exploring Opportunities
- Coaching in Skill Development



TEAMMATES
MENTORING

TeamMates Develop Strengths

Core Value

- **Strengths-Based:** We focus on the innate talent and unique contribution of each individual.

Clifton Strengths for High School Students

- Mentors and Mentees take the CliftonStrengths Assessment
- Mentors are provided with follow-up resources
- Mentors and Mentees further discuss their strengths

TeamMates Trainings & Assessments

- Mentee CliftonStrengths Assessments: **295 mentees have Top 5**
- Strengths-Based Mentoring Trainings: **302 mentors attended**

Portrait of Full Potential

Includes 5 elements that define our vision for mentee success.

- Mentors and Mentees have discussion about each element
- TeamMates provides resources for Mentors to use to support these discussions

TeamMates Portrait of Full Potential

- Element #1: Build Self Awareness – Who Am I?
- Element #2: Explore Career Options – What interests me and what options exist?
- Element #3: Make Real-World Connections – Why does what I’m learning matter?
- Element #4: Investigate Pathways Forward – What paths can help me reach my goals?
- Element #5: Take Purposeful Action – What steps can I take next?

Build a Culture of Mentoring

How to Support TeamMates

Goal: Serve more students in South Dakota

- Support current chapters by
 - Mentoring and encouraging mentoring in the workplace
 - Volunteering on local boards
 - Provide financial support through donations and grants
- Help introduce TeamMates to additional communities
- Consider how we can partner on workforce development initiatives

THANK YOU!

QUESTIONS?

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