

BBBS Mentorship as Local Infrastructure

Workforce Development Pipeline Partnership

Albany County is full of potential, yet too many young people leave after high school, taking their talent, creativity, and promise with them. Big Brothers Big Sisters of the Capital Region offers a solution rooted in mentorship, partnership, and opportunity—uniting corporate partners, educators, and community organizations to help Albany County youth stay connected, prepared, and thriving. BBBS CR provides the infrastructure many programs lack: structured, long-term relationships supported by data, accountability, and measurable outcomes. **With County leadership, these results stay local**—creating a scalable model that attracts future investment and strengthens Albany County’s talent pipeline.

Unparalleled Accountability & Data Framework

- Rigorous, real-time data tracking using proprietary BBBS framework by University of Chicago & Harvard
- Individualized outcome plans with monthly progress monitoring and 24/7 support
- Quarterly reporting on key metrics (SEL, academic, behavioral, and career readiness)
- Full transparency and guaranteed outcomes — we measure what matters and adjust in real time
- Proven model that closes the **wealth gap by 2/3** for participating youth

Proven Outcomes

- **70% decrease** in depressive symptoms among student participants
- 100% of High School Leadership Program participants on track for graduation
- Significant improvements in attendance, behavior, bullying reduction (40%), and career awareness
- Strong track record of keeping talent local — ensuring County investments benefit Albany County employers and economy

Strategic Value to Albany County

- Addresses the current youth mentoring waitlist with priority for Albany County children
- Builds a prepared, diverse, locally-rooted talent pipeline for high-demand industries
- Delivers measurable ROI and demonstrable performance metrics for economic investment
- Positions **Albany County as the leader** in innovative, outcomes-driven youth workforce development

Program Design

- **Individualized one-to-one mentoring** with youth outcome plans, beginning in 3rd grade
- 10th & 11th graders matched with 3rd & 4th graders for **consistent near-peer support**
- Bi-weekly facilitated sessions: **school visits, post-secondary exposure, and workplace visits**
- **Clear progression pathway**: Foundations (Grades 3–4) → Growth & Transition (Grade 5) → Leadership (Grades 9–11) → Launch (College & Early Career)
- **Strong integration** with schools, colleges, and employers through JEDI Mentorship Consortium

With Additional Questions Please Contact

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