

GEM Year-Over-Year Comparative Program Statistics

A comparative analysis of GEM's key program outcomes over the past three years.

PROGRAM YEAR-OVER-YEAR STATISTICS

	Mentees	GEMinars	GEM Enrichments	GEM Scholarships	GEM Internships	GEM Lab Reports and Collaborations
2020-21	120	5	5	13	10	5
2019-20	78	5	13	12	4	3
2018-19	60	5	2	7	3	1
2017-18	53	5	8	-*	2	-*

*This Program Pillar was not provided during the 2017-18 Cohort.

PROGRAM GOALS

#1. Improved Academic Opportunities

	Have trouble with their high school classes	Are concerned they won't get into post-secondary school	Know the direction they want to take after high school
2020-21	20% (Decreased by 14% throughout the program)	15% (Decreased by 39% throughout the program)	95% (Increased by 14% throughout the program)
2019-20	15% (Decreased by 22% throughout the program)	20% (Decreased by 43% throughout the program)	95% (Increased by 15% throughout the program)
2018-19	18% (Decreased by 6% throughout the program)	14% (Decreased by 46% throughout the program)	94% (Increased by 16% throughout the program)

#2. Improved Career Guidance

	Have an adequately prepared resume	Feel confident in their interview skills	Have extensive knowledge of various industries
2020-21	95% (Increased by 28% throughout the program)	93% (Increased by 64% throughout the program)	93% (Increased by 63% throughout the program)
2019-20	88% (Increased by 22% throughout the program)	91% (Increased by 38% throughout the program)	89% (Increased by 58% throughout the program)
2018-19	86% (Increased by 24% throughout the program)	90% (Increased by 28% throughout the program)	-*

*This data is not available for the 2018-19 Cohort.

#3. Improved Self-Confidence

	Know how to stay motivated even when they have difficulty reaching their goals	Have a clear idea of what their personal strengths are	Feel confident in themselves and their abilities	Feel confident advocating for themselves
2020-21	<p>90% (Increased by 20% throughout the program)</p>	<p>95% (Increased by 13% throughout the program)</p>	<p>97% (Increased by 20% throughout the program)</p>	<p>96% (Increased by 29% throughout the program)</p>
2019-20	<p>98% (Increased by 35% throughout the program)</p>	<p>98% (Increased by 25% throughout the program)</p>	<p>95% (Increased by 28% throughout the program)</p>	<p>97% (Increased by 34% throughout the program)</p>
2018-19	<p>84% (Increased by 20% throughout the program)</p>	<p>96% (Increased by 36% throughout the program)</p>	<p>86%** (Increased by 18% throughout the program)</p>	<p>—*</p>

* This data is not available for the 2018-19 Cohort.

** The 2018-19 Cohort was asked if they “feel good about themselves.”

#4. Enriched Social Capital

The GEM program provides enriched social capital to all mentees through their one-on-one relationships with their mentors, as well as through the various professional networking opportunities sponsored by our generous program partners and funders each year. The GEM program also provides enriched social capital to program participants through events hosted by our active Mentor and Alumnae Networks.

#5. Reduced Systemic Barriers

Finally, the GEM program reduces systemic barriers by achieving the other four program goals. When Mentees report improved academic opportunities, improved career guidance, improved self-esteem, and enriched social capital, they are able to reach their potential and persevere through the systemic barriers they identify with.

PROGRAM IMPACT STATISTICS

High School Experience

	Have trouble with their high school classes	Feel overwhelmed by all they have to do
2020-21	20% (Decreased by 14% throughout the program)	69% (Decreased by 18% throughout the program)
2019-20	15% (Decreased by 22% throughout the program)	77% (Decreased by 15% throughout the program)
2018-19	18% (Decreased by 6% throughout the program)	66% (Decreased by 30% throughout the program)

Post-Secondary Planning

	Know the direction they want to take after high school	Are concerned they will not get into post-secondary school	Have difficulty concentrating on their future	Worry about their future
2020-21	95% (Increased by 14% throughout the program)	15% (Decreased by 39% throughout the program)	36% (Decreased by 12% throughout the program)	69% (Decreased by 22% throughout the program)
2019-20	95% (Increased by 15% throughout the program)	20% (Decreased by 43% throughout the program)	28% (Decreased by 15% throughout the program)	80% (Decreased by 15% throughout the program)
2018-19	94% (Increased by 16% throughout the program)	14% (Decreased by 46% throughout the program)	30% (Decreased by 22% throughout the program)	80% (Decreased by 14% throughout the program)

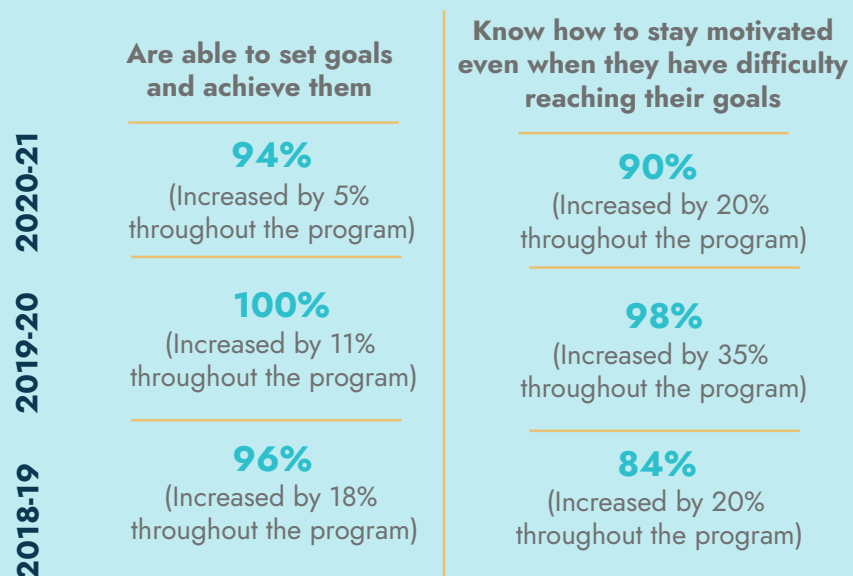
Job Readiness

	Have an adequately prepared resume	Know how to professionally present themselves for a job interview	Feel confident in their interview skills
2020-21	95% (Increased by 28% throughout the program)	97% (Increased by 25% throughout the program)	93% (Increased by 64% throughout the program)
2019-20	88% (Increased by 22% throughout the program)	97% (Increased by 32% throughout the program)	91% (Increased by 38% throughout the program)
2018-19	86% (Increased by 24% throughout the program)	96% (Increased by 28% throughout the program)	90% (Increased by 28% throughout the program)

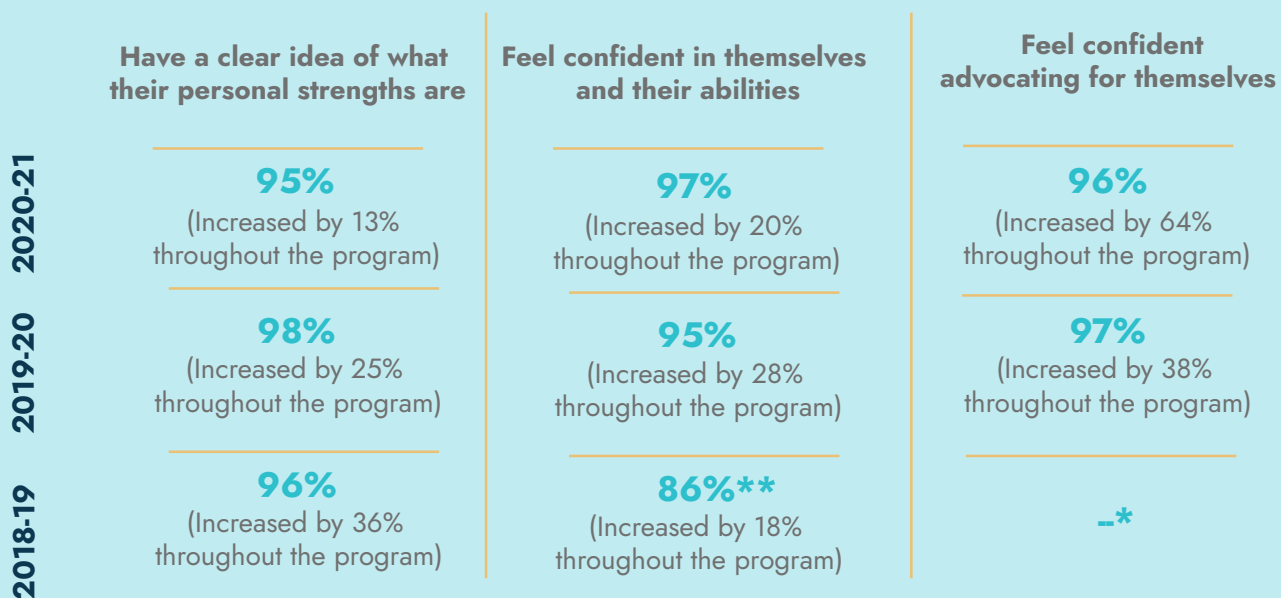
	Know how to professionally prepare an online profile	Feel confident communicating professionally via email	Feel confident communicating professionally in person
2020-21	<p>99% (Increased by 64% throughout the program)</p>	<p>100% (Increased by 12% throughout the program)</p>	<p>100% (Increased by 64% throughout the program)</p>
2019-20	<p>97% (Increased by 62% throughout the program)</p>	<p>100% (Increased by 17% throughout the program)</p>	<p>95% (Increased by 38% throughout the program)</p>
2018-19	<p>-*</p>	<p>-*</p>	<p>-*</p>
	Have extensive knowledge of various industries	Have a wide understanding of current career roles and opportunities	Worry they won't get a good job
2020-21	<p>93% (Increased by 63% throughout the program)</p>	<p>94% (Increased by 44% throughout the program)</p>	<p>41% (Decreased by 35% throughout the program)</p>
2019-20	<p>89% (Increased by 58% throughout the program)</p>	<p>91% (Increased by 48% throughout the program)</p>	<p>52% (Decreased by 31% throughout the program)</p>
2018-19	<p>-*</p>	<p>-*</p>	<p>64% (Decreased by 20% throughout the program)</p>

*This data is not available for the 2018-19 Cohort.

Goal-Setting



Self-Knowledge



*This data is not available for the 2018-19 Cohort.

**The 2018-19 Cohort was asked if they "feel good about themselves."

Professional Skill Development

	Understand and can apply self-direction and optimism	Understand and can apply professional communication	Understand and can apply resilience	Understand and can apply perseverance and grit	Understand and can apply collaboration, critical thinking, and creativity (3 C's)
2020-21	97% (Increased by 24% throughout the program)	99% (Increased by 17% throughout the program)	99% (Increased by 20% throughout the program)	98% (Increased by 10% throughout the program)	99% (Increased by 5% throughout the program)
2019-20	97% (Increased by 29% throughout the program)	100% (Increased by 29% throughout the program)	98% (Increased by 20% throughout the program)	100% (Increased by 12% throughout the program)	98% (Increased by 55% throughout the program)
2018-19	-*	-*	-*	-*	-*

* This data is not available for the 2018-19 Cohort.

Program Feedback

	Feel prepared for the next chapter in their life	Have a good sense of what they need to do to achieve their goals
2020-21	98% (Increased by 30% throughout the program)	98% (Increased by 13% throughout the program)
2019-20	95% (Increased by 34% throughout the program)	100% (Increased by 18% throughout the program)
2018-19	94% (Increased by 32% throughout the program)	98% (Increased by 18% throughout the program)