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Hmong Student Mentorship: Increasing IS Student Success

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TREO Talk Paper

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Abstract / Introduction

The Bureau of Labor Statistics projects US employers will require an additional 810,800 IT-related positions over the next 10 years (2019). Employers and Higher Education institutions continue to seek approaches to meet this demand. Traditional approaches to solve these shortages have focused on changes to course design, recruitment efforts, or pursuing the latest technology "gadgets". We have identified an existing segment that is being underserved: Hmong-American (Hmong) IS students. Introducing a formal mentoring program for Hmong students will have several benefits for both students and their mentors. In addition, we believe that this mentoring program will increase the number of Hmong students seeking the IS degree.

Hmong Student Challenges

Hang & Walsh (2021), illustrated the impact that role-models and mentoring have on Hmong students. We have developed the following approach in the development of our mentorship program: (1) Design Program, (2) Attract Participants, (3) Connect Mentors and Mentees, (4) Guide Mentoring, (5) Measure Success, and (6) Expected Outcomes. Through the implementation of a mentorship program, we hope to better equip our Hmong students, provide role-models to these students, allow for professional development opportunities for our Hmong alumni, and grow the professional network of the Hmong IS community across the region.

Mentorship Approach

Hang & Walsh (2021), illustrated the impact that role-models and mentoring have on Hmong students. We have developed the following approach in the development of our mentorship program: (1) Design Program, (2) Attract Participants, (3) Connect Mentors and Mentees, (4) Guide Mentoring, (5) Measure Success, and (6) Expected Outcomes. Through the implementation of a mentorship program, we hope to better equip our Hmong students, provide role-models to these students, allow for professional development opportunities for our Hmong alumni, and grow the professional network of the Hmong IS community across the region.

Next Steps / Session Questions

Currently, we are conducting interviews with Hmong IS students and Hmong IS alumni to learn about issues, opportunities, and the current context of these students and alumni; finally, to inform our program goals. Similarly, we are working on formalizing our research path from this impactful effort.

We could use feedback and comments on the following areas: (1) Discussion around a research path from these efforts and (2) Experiences or connections you have relating to mentorship or mentorship programs.

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