



ACE Mentor Program of Greater NY

Strategic Plan Overview

The ACE Mentor Program of Greater NY (ACE GNY) is a free after-school program for high school students who want to learn about careers in Architecture, Construction, and/or Engineering. Students are organized on teams set-up to emulate actual design teams. Mentors, who are professionals working in the design and build industry, guide the students through a mock design project while introducing them to the careers, industry vocabulary, and various roles companies play in the industry.

ACE GNY underwent a 10-month strategic planning process in 2017-2018. The plan lays out the goals and initiatives of the organization for the next 3-5 years. The plan also re-affirms the organization's Vision, Mission, and outlines ACE GNY's newly articulated Core Values.

VISION: Every student in our program can enter the design and construction industry.

MISSION: The mission of the ACE Mentor Program is to engage, excite, and enlighten high school students to pursue careers in architecture, construction, and engineering through mentoring and to support their continued advancement in the industry.

CORE VALUES: The guiding principles that ACE GNY uses in our daily work are as follows:

Diversity - We respect diversity of race, gender, sexual orientation, thought, interests, and ideas.

Inclusion - We value, nurture, and practice respect for the talents, beliefs, backgrounds, and ways of living of all of our participants.

Integrity - We deal honestly and fairly with one another; we work hard to produce and deliver quality programs, and we use the financial support of our donors efficiently.

Excellence - We strive to engage students by providing high-quality and creative content and strategies, basing our insights on knowledge and experience.

Collaboration - We believe that through our commitment and working together, we will obtain greater results and make the best use of our resources.

STRATEGIC GOALS: Through the strategic planning process, ACE GNY identified eight strategic goals for our work; specific initiatives were identified in the plan to reach each of these eight goals.

A. Seek Measured/Smart Growth in the Number Of Students - We will strengthen relationships with the high schools that are currently involved in our program, and reach out to new high schools while ensuring that each student participating in the ACE GNY program has a fulfilling and meaningful experience.

B. Strengthen the Mentor Program - We will increase the recognition and support given to our almost 700 volunteer mentors, while offering trainings, resources, and other professional development opportunities to help ensure their success within the design and build industry. We will also create educational milestones that each mentor team will meet so that all of the ACE GNY student participants have a similar learning experience.

C. Diversify Funding Sources and Increase Funding Levels - We will continue to expand the number of corporate sponsors for our program, as well as seek new funding sources, including public and private funds.

D. Increase Visibility - We will increase our presence on social media and traditional marketing outlets to share our successes, show appreciation to our sponsors and mentoring firms, and to increase awareness of ACE GNY.

E. Support Students Post High School - We will increase the attention and opportunities given to our ACE GNY alumni to help translate their high school interest in the design and build industry to entering into, and advancing within, their desired careers.

F. Improve Organizational Governance - We will build upon our active Board participation by reinvigorating Board committees and reporting, and reviewing and updating policies, as needed.

G. Measure Results - With the presence of new technology, we will track student and mentor retention, along with alumni selection of colleges/majors and the percentage that enter the design and build industry.

H. Increase Industry Outreach - We will create new Industry Councils in each of the respective fields within the design and construction industry to expand awareness, reach and support for ACE GNY.

For more information, please contact:

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