



Photo courtesy of MENTOR Washington

Understanding Youth Initiated Mentoring and How to Employ this Strategy with Today's Youth

June 21, 2018

2018 Collaborative Mentoring Webinar Series Planning Team

The Collaborative Mentoring Webinar Series is funded by the **Office of Juvenile Justice and Delinquency Prevention** through the National Mentoring Resource Center and facilitated in partnership with MENTOR:
The National Mentoring Partnership



Good to Know...

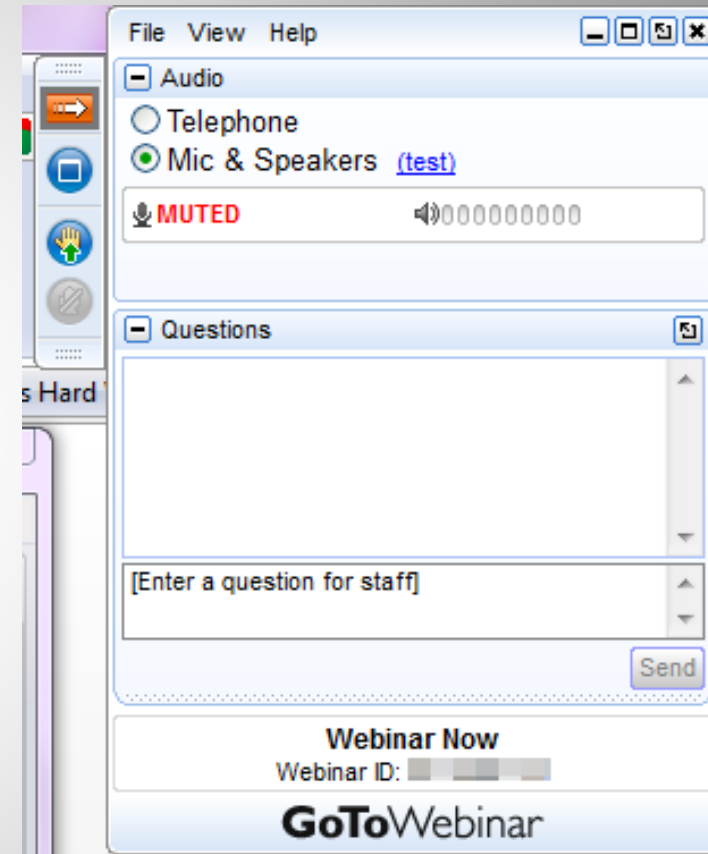
One week after the webinar, all attendees receive an email with:

- Instructions for how to access a PDF of presentation slides and webinar recording
- Link to the Collaborative Mentoring Webinar Series webpage, where all slides, recordings, and resources are posted

Please help us out by answering survey questions at the end of the webinar.

Participate in Today's Webinar

- All attendees muted for best sound
- Type questions and comments in the question box
- Respond to polls
- Who is with us today?



Today's Webinar

- Sarah Schwartz, PhD – Assistant Professor, Department of Psychology, Suffolk University
- Whitney Baker– Director of Operations, MENTOR Nebraska (formerly Midlands Mentoring Partnership)
- Ellie Cuifalo – Youth Mentoring Program Coordinator, Klingberg Family Centers

**Q & A throughout the presentation
(use the Q & A panel)**

Sarah Schwartz, PhD, MEd



- Assistant Professor of Psychology at Suffolk University in Boston
- Holds a doctorate in Clinical Psychology from the University of Massachusetts Boston and a master's degree in Education from the Harvard Graduate School of Education
- Research focuses on prevention and intervention programs for children and adolescents

Whitney Baker



- Serves as the Director of Operations at MENTOR Nebraska (formerly Midlands Mentoring Partnership)
- Provides training, technical assistance, and consulting support to youth service programs throughout Nebraska and across the country
- Overseen the implementation of new and innovative mentoring models including Youth Initiated Mentoring and Success Mentors

Ellie Cuifalo

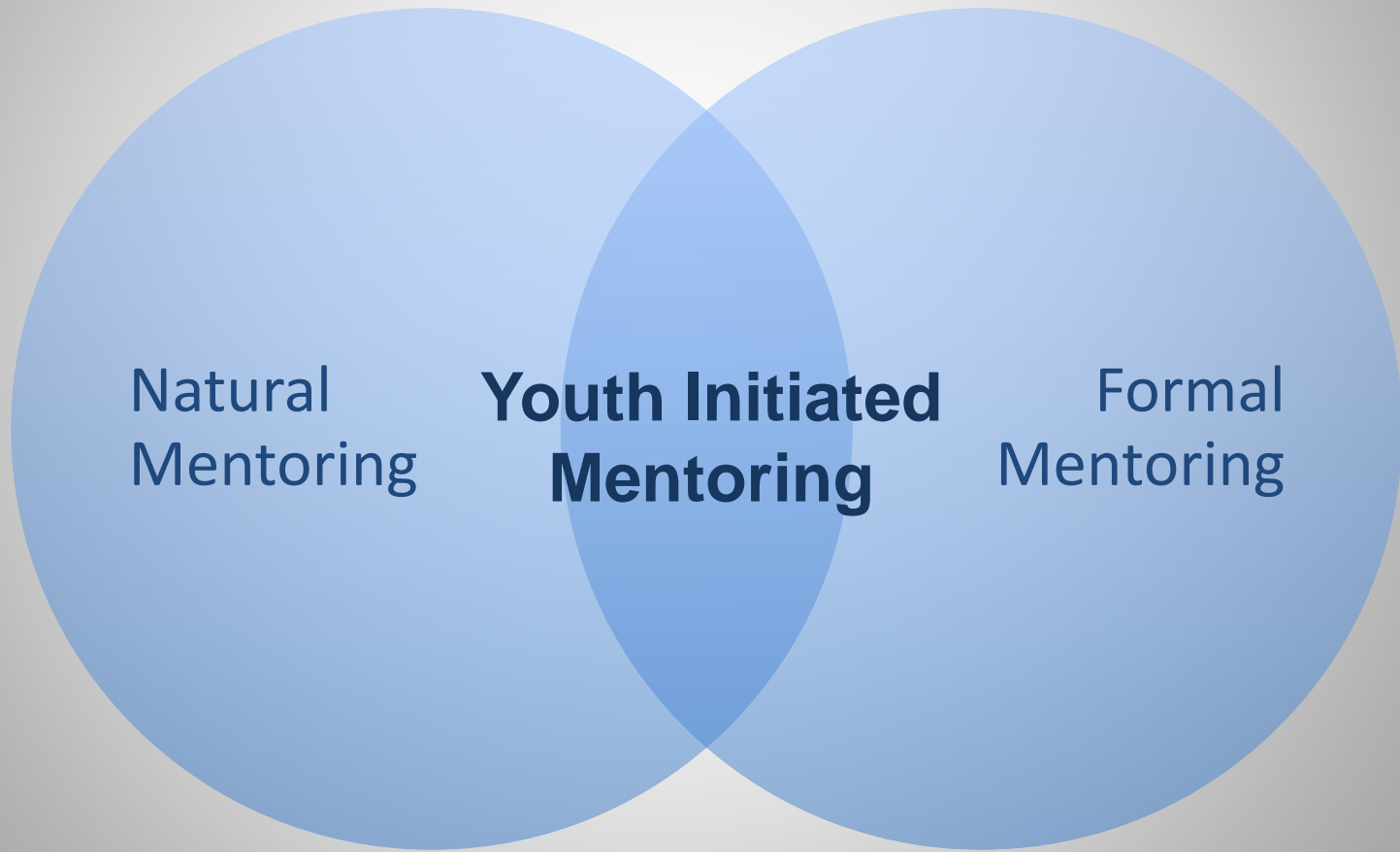


- Youth Mentoring Program Coordinator for Klingberg Family Centers in Connecticut
- Has over 10 years experience working with at-risk youth in non-profit and educational settings
- Currently oversees one of the largest mentoring programs in Connecticut

Poll

- To what extent does your program practice youth initiated mentoring?
 - A lot – youth select all mentors
 - Somewhat – some youth select mentors
 - Not at all – we're learning how!
 - We are just learning about YIM now

A New Model of Mentoring



Theoretical Rationale for YIM

- Builds on **strengths of natural mentoring**
- AND provides **scaffolding** to support development of mentoring relationships
- **Autonomy** in selecting mentors may increase investment, esp. for adolescents and emerging adults
- Teaches **generalizable skills** to cultivate mentors
- Encourages the development of **networks** of supportive adults
- May address **shortage of volunteer mentors**

Research Support for YIM

- National Guard Youth ChalleNGe Program (Schwartz et al., 2013)
- Netherlands Child Welfare System: YIM as an alternative to out-of-home care (van Dam et al., 2017)
- C.A.R.E.: YIM for youth aging out of the foster care system (Greeson & Thompson, 2017)
- Midlands Mentoring Program (Spencer et al., 2018)

YIM at MENTOR Nebraska

- Years of data tracking across our partner programs
- Not serving high-need populations in significant numbers
- Barriers to serving certain populations
- Youth Initiated Mentoring (YIM) as a model to serve more juvenile justice youth
- In 2014, facilitated the implementation of YIM in existing, formal mentoring programs

Program Overview

- YIM Referral Process
- Mentee Orientation
- Social Capital Mapping
- Parameters in identifying mentors
- Youth voice!
- Mentoring Partners

Evaluation & Implications



Photo courtesy of MENTOR Nebraska

Mentees #IRL

- “Since I’ve had a mentor, I have been making better choices”
- “I wanted somebody who wouldn’t judge me for things I’ve already done”
- “She’s given me pride... I used to think I would never be able to do anything, because I’m so different. Besides, you know, compared to everybody else that I wouldn’t get a job. I wouldn’t you know, do anything in life”
- “She gave me the nudge to keep going...I was just gonna give up and... slow down like everybody else did and not care about school anymore.. But she was the one to say ‘Hey you got to keep going. You need to go. Okay, you want to be successful in life. You don’t want to be one of those people living off of pennies on the car floor.’ I was like ‘huh.’ So, she is the drive. She is what’s making me want to keep going.
- “She’s important to me...because she’s a big influence on me. She’s pretty much what got me to go to college”

Recruited Mentors

- Share life experiences with their mentees
- Come from common communities, geographic, educational, faith-based
- Are more likely to be involved in a caring profession
- Are already natural mentors, stepping up to the plate to invest in this one particular youth

Challenges & Lessons Learned

- Setting/managing expectations for YIM
- Lots of ramp up
- Designated staff
- Traditional program support
- Social Capital Mapping

Klingberg Family Centers

Youth Initiated Mentoring Program

- Community based, one-on-one YIM Program for youth ages 10-21 referred from Juvenile Probation, CT Child Welfare System (DCF) and local Juvenile Review Boards
- Program Coordinator helps youth and caregiver identify an adult already existent in the youth's social network that can be nominated to serve as a formal mentor
- Klingberg provides services to caregiver, youth, and mentor for the duration of the match including: intake, recruiting and screening of mentor, match support, closure, and after-care support.
- Mentors must be at least 21 years old, the same gender as the youth, and pass a comprehensive background check

Challenges, Considerations, and Lessons Learned

Youth Identification of Mentor

- Youth may lack the confidence necessary to identify a specific individual
- Youth may lack appropriate skills to be able to ask nominated individual to serve as their mentor

Recruiting, Screening, and Training of Mentor

- Youth may nominate an individual who the family does not think is a good match
- Informing youth when potential mentor rejects nomination or does not pass background check
- Conflict of interest in mentor/mentee relationship, Ex. Teacher/Student

Boundaries

- How the existing relationship between youth and nominated mentor changes to represent a true mentoring relationship
- Caregiver may have a tendency to “shape” the direction of the relationship between the mentor and mentee

Identifying, Recruiting, Training Mentors

Helping youth identify appropriate mentor by:

- Working with caregiver and youth to map out their social networks and identify a prospective mentor
- Providing the tools to help youth approach and ask the nominated individual to be a mentor

Working with youth and families to recruit appropriate mentor by:

- Helping caregiver and youth identify specific qualities they would like their mentor to have
- If youth is unable to ask the nominated individual to be his or her mentor, the Program Coordinator will reach out to the prospective mentor

Boundaries

Establishing Healthy Boundaries Between Mentor, Mentee, and Caregiver By:

- Providing adequate training to mentors, caregivers, and mentee on boundary setting
- Helping mentor, mentee, and caregiver set clear limits, expectations, and boundaries at the time of match
- Providing on-going match support and post-match trainings that address boundaries, limits, and expectations

Creating an Intentional Mentoring Relationship

Transforming existing relationship between youth and adult into a true mentoring relationship

Supporting families and caregivers who may/may not have an existing relationship with mentor

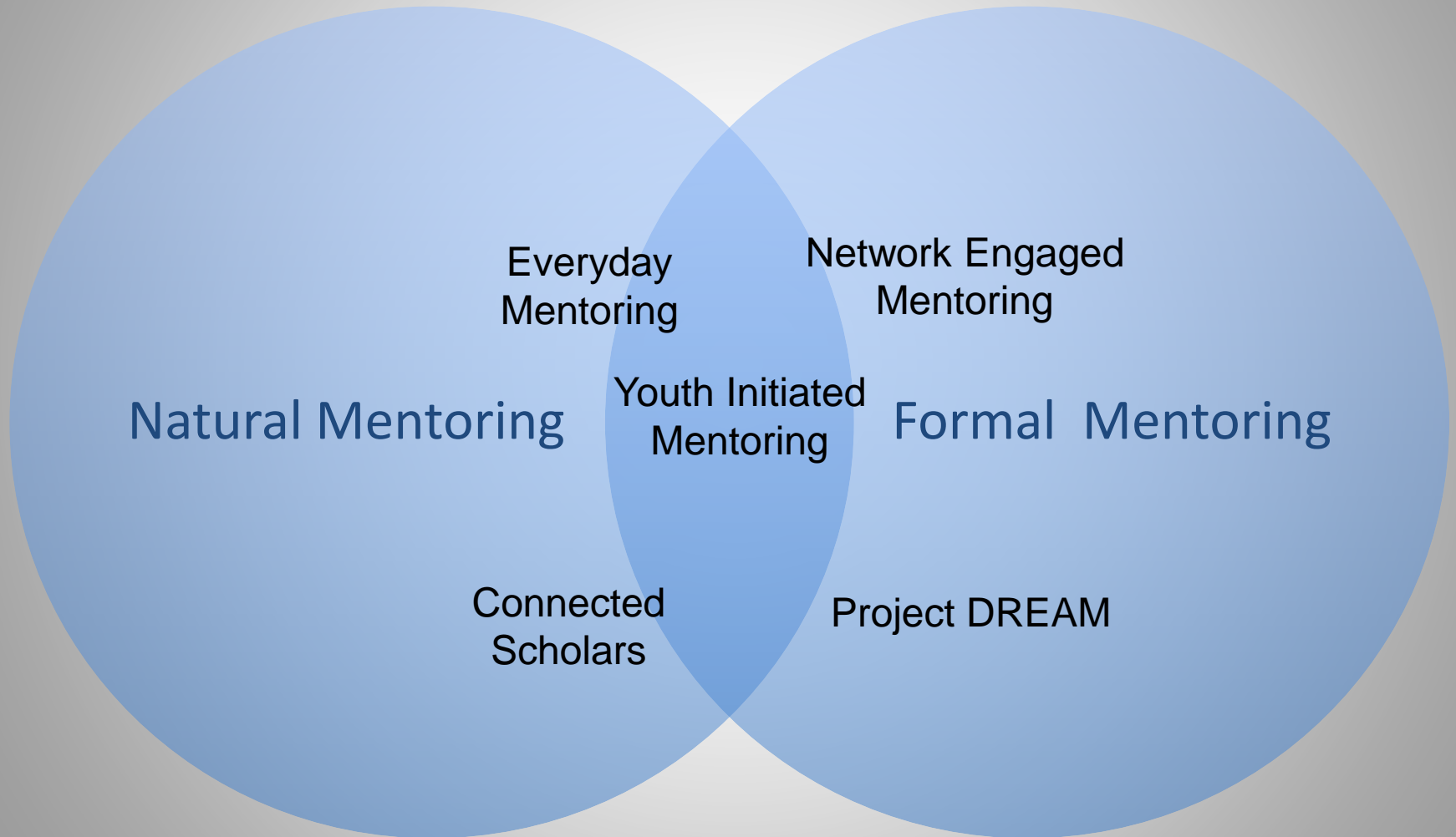
Program requirements on the nominated individual could interfere with the natural dynamics of the relationship.

Creating an Intentional Mentoring Relationship

Helping foster an intentional, goal-orientated mentoring relationship by:

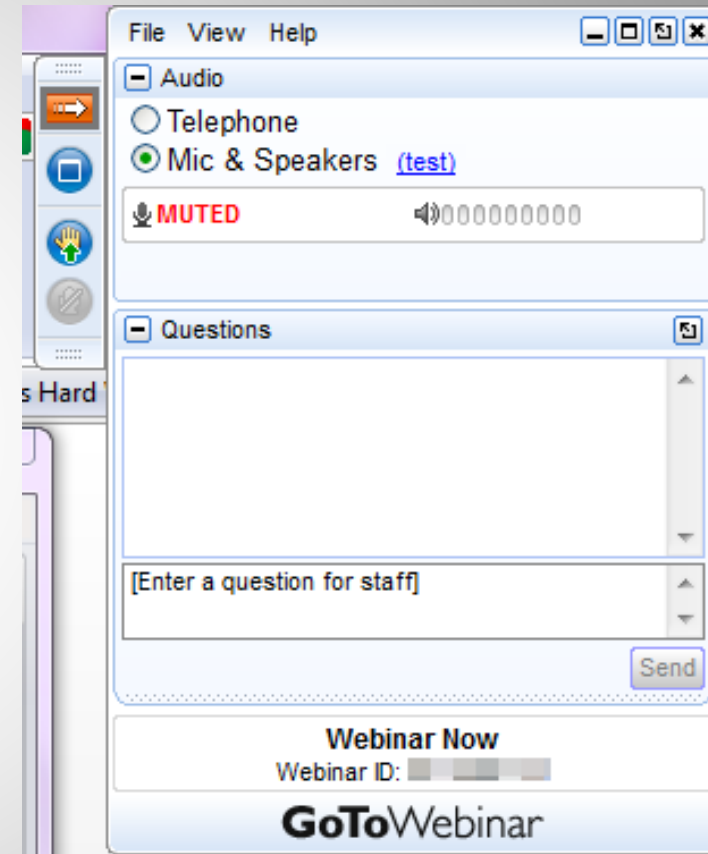
- Responding to each mentor, mentee, and caregiver on an individual basis and remaining flexible and responsive to the individual needs of the match
- Providing adequate match support which includes monthly contact with mentor, mentee, and caregiver
- Setting, evaluating, and adjusting appropriate goals for the mentor and mentee at match, 3 months, and 6 months.

Other Related Models



Q&A

Type your questions in the question box:



Additional Resources

Affiliates

Affiliates serve as a clearinghouse for training, resources, public awareness, and advocacy. Find your local affiliate here: <http://www.mentoring.org/our-work/our-affiliates/>

Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector <https://connect.mentoring.org/admin>

National Mentoring Resource Center

Check out the [OJJDP National Mentoring Resource Center](#) for no-cost evidence-based mentoring resources



Remember...

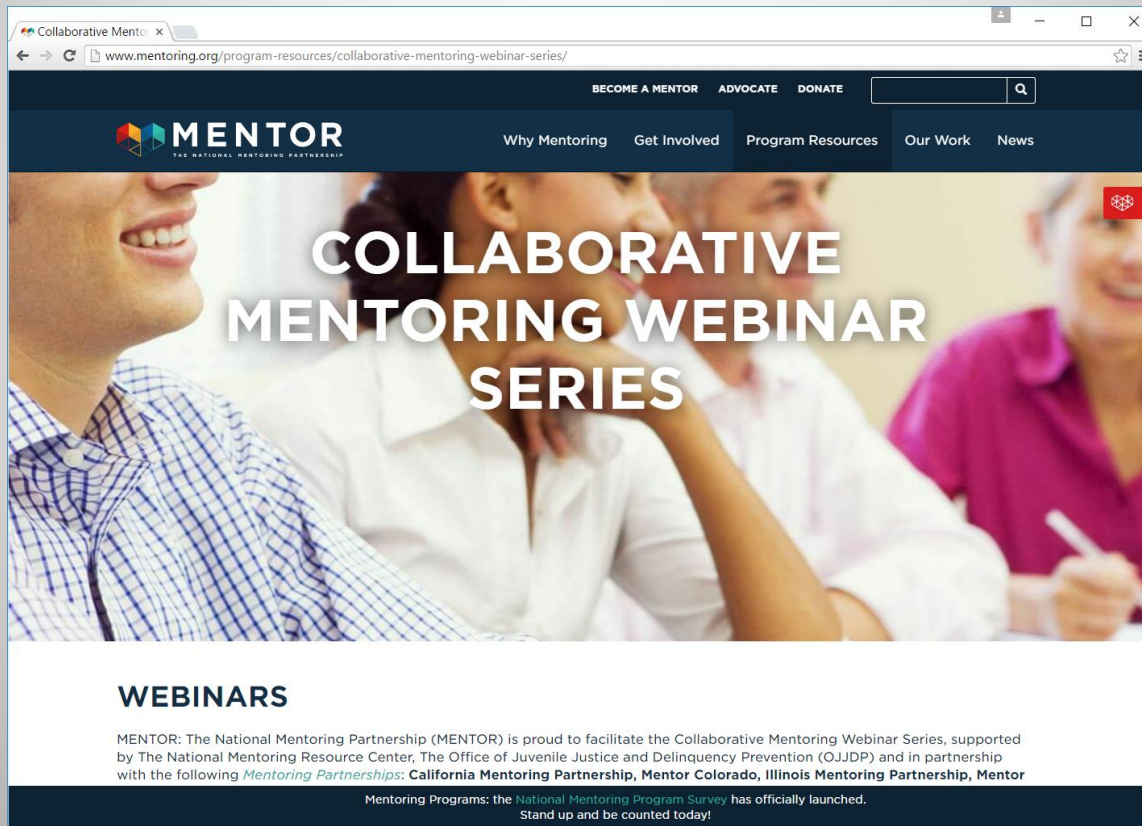
After the webinar:

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- Everyone will get an email with information on how to download the slides, recording, and resources on the CMWS webpage on the MENTOR website:

http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/

Stay Connected

- Email us at collaborativewebinarseries@mentoring.org
- Tweet with hashtag #MentoringWebinar
- Visit our webpage on the MENTOR website for past and upcoming webinars:



The screenshot shows a web browser window displaying the MENTOR website. The URL in the address bar is www.mentoring.org/program-resources/collaborative-mentoring-webinar-series/. The page features a dark blue header with the MENTOR logo (The National Mentoring Partnership) and navigation links: "BECOME A MENTOR", "ADVOCATE", "DONATE", "Why Mentoring", "Get Involved", "Program Resources", "Our Work", and "News". A search bar is also present. The main content area has a large image of four diverse people smiling and talking, with the text "COLLABORATIVE MENTORING WEBINAR SERIES" overlaid in white. Below the image, the word "WEBINARS" is written in bold. The footer contains text about MENTOR's mission and partners, including California Mentoring Partnership, Mentor Colorado, and Illinois Mentoring Partnership. A small red social media icon is visible in the top right corner of the page content.

MENTOR
THE NATIONAL MENTORING PARTNERSHIP

**COLLABORATIVE
MENTORING WEBINAR
SERIES**

WEBINARS

MENTOR: The National Mentoring Partnership (MENTOR) is proud to facilitate the Collaborative Mentoring Webinar Series, supported by The National Mentoring Resource Center, The Office of Juvenile Justice and Delinquency Prevention (OJJDP) and in partnership with the following *Mentoring Partnerships*: **California Mentoring Partnership, Mentor Colorado, Illinois Mentoring Partnership, Mentor**

Mentoring Programs: the *National Mentoring Program Survey* has officially launched.
Stand up and be counted today!

Collaborative Mentoring Webinar Series

Join Us Next Month!



Mentoring Youth with Disabilities

July 19, 2018

1 - 2:15 pm Eastern



Collaborative Mentoring Webinar Series