

Collaborative Mentoring Webinar Series



How to Expand Mentoring Relationships with Opportunity Youth

November 15, 2018

Dustiianne North, Ph.D., M.S.W.

Research Director/ TA Provider: California Mentoring Partnership

Trainer and technical assistance provider for youth mentoring and related youth services fields since 1995

A focus on youth and families in high distress, including transition-aged youth

Bridges research and practice toward quality evidence-based services

Lecturer and researcher at UC Berkeley School of Social Welfare

Research Director for the California Mentor Partnership, convening researchers and advocates to initiate new mentoring research



Collaborative Mentoring Webinar Series

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



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Good to Know...

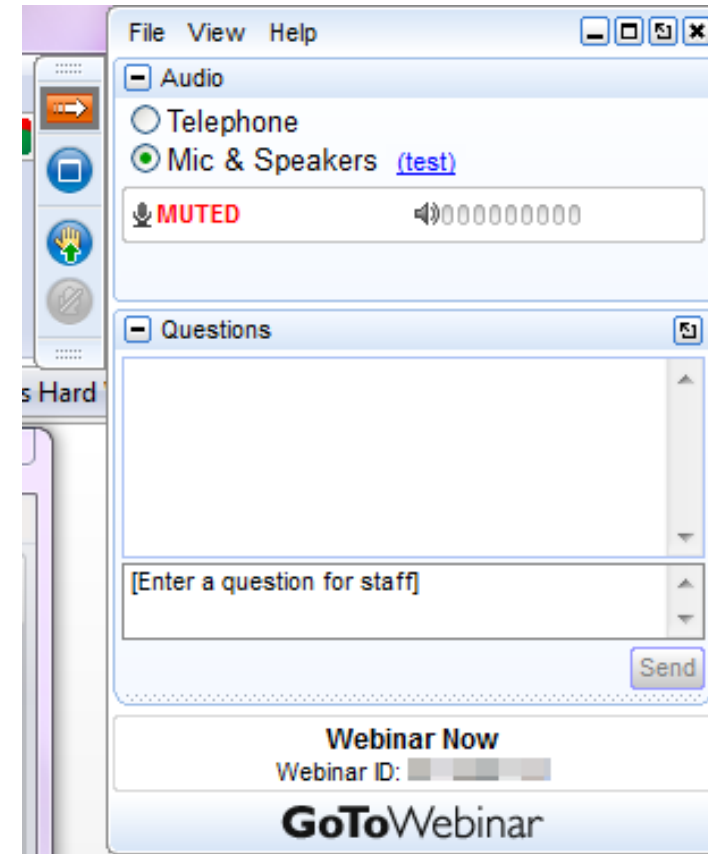
One week after the webinar, all attendees receive an email with:

- 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: Mentoring for Opportunity Youth

Today we will explore these questions:

- Who are opportunity youth, and why engage them in mentoring? How is MENTOR engaging the field in serving this population?
- What are some special needs and considerations in mentoring for opportunity youth?
- What are some of the ways in which mentoring is implemented with this population?
- How can more of the field get involved? What are some lessons learned and best practices recommendations?

Today's Agenda

Panelist 1 – Dan Horgan, MENTOR

Panelist 2 – Deborah Anglin, Hearts to Nourish Hope

Panelist 3 – Corey Manning, YouthBuild USA, Inc.

Panelist 4 – Gregory Meves, Mariott Foundation

Panel Discussion: Lessons Learned/ Best Practices recommendations

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

Daniel Horgan

Senior Director of Corporate Engagement - MENTOR



Responsible for building and managing MENTOR's corporate partnerships

Over 20 years of experience working in the business and nonprofit sectors

Held executive positions at at generationOn, The Heart of America Foundation, Capital One, Three Rivers Workforce Investment Board, and Pittsburgh Cares.

Extensive experience in the areas of leadership, management, organizational development and public/private partnerships.

Worked with Fortune 100 companies, national and local nonprofits, school districts, and government.

Author of *Tell Me I Can't...and I Will.*

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Opportunity Youth Context

According to Measure of America, close to 5 million youth between 16-24 are experiencing various levels of disconnection from education and work.



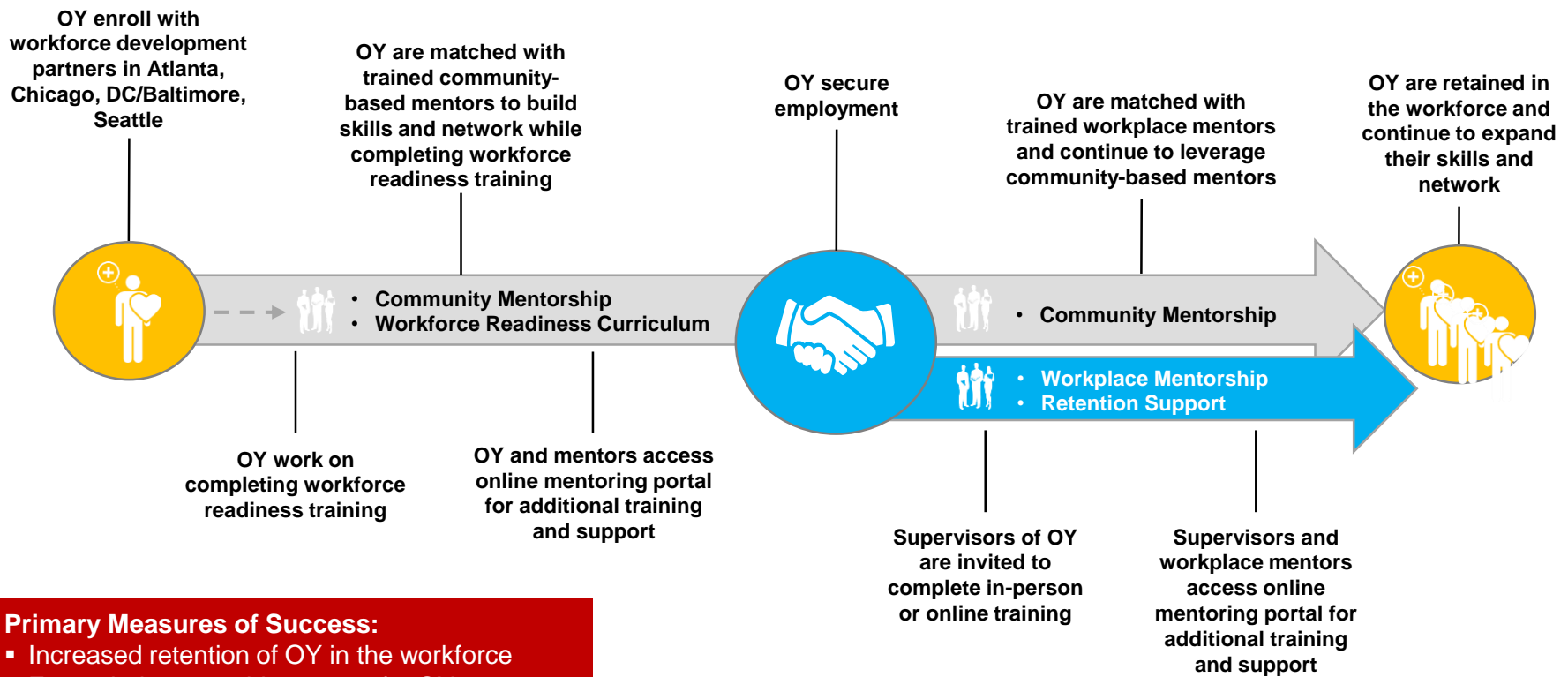
Our focus should be on increasing access to relationships and opportunities.

Opportunity Youth: Key Needs and Considerations

- Opportunity youth are highly resilient with unique strengths and interests
- The transition to adulthood is incredibly precarious for a large diversity of youth
- Youth with high risk factors have an especially tough climb (foster care, justice involvement, disability, poverty, mental health issues, etc.)
- The tools they need are often not in place *before* the transition begins
- Opportunity youth are building a life from the ground up: needs include housing, employment, education, healthcare, daily living skills, finance, parenting, and more
- Many youth lack available entry points into positive opportunities in the workforce
- The learning curve is high during this time of life, and support can be absent or fragmented
- These youth benefit from relationship-oriented interactions, not just transactional ones

Mentoring Program Overview: National Mentoring Project*

GOAL: MENTOR will develop a scalable, turnkey mentoring solution for Opportunity Youth, delivered before and after they are hired by an employer.



Primary Measures of Success:

- Increased retention of OY in the workforce
- Expanded mentorship support for OY

*NMP is funded by the Schultz Family Foundation.

Deborah Anglin

Chief Executive Officer - Hearts to Nourish Hope, Inc.

Founder and CEO of Hearts to Nourish Hope, Inc.

Over thirty years' experience in prevention with high risk youth.

Prior owner and instructor of a school for the martial arts, third degree black belt in Tang Soo Do

Advisory board service: Atlanta Regional Youth Advisory Council, Martha K. Glaze Regional Youth Detention Advisory Committee, Clayton County Juvenile Court Judicial Review Panel and the Governance Committee for the System of Care

Stands firm in:

- meeting youth “where they are”
- helping to fill in missing pieces for youth success
- collaboration with others as key to these goals



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Organizational Overview: Hearts to Nourish Hope

For over 23 years, Hearts to Nourish Hope's (Hearts) mission:

to positively impact lives by offering innovative programming,
community collaboration and essential services

Program Highlights:

- Provide extensive transitional support services to the highest risk youth
- Partner with everyone doing good work (Schools, Government, Business, Non-Profits, Community Groups, College and Technical Schools, Community Members, etc.)
- Filling in missing pieces / offer on-going support
- After-training:
 - Credentialing
 - paid and unpaid internships
 - ➔ on-going career ladder employment

Mentoring Program Overview: Hearts to Nourish Hope

- Everyone has a vested interest
- Went to our partners to be and recruit mentors
- Everyone understands program expectation, their part and commits
- Meet and Greets and Mentor Matching Ceremony
- Creating a Team including strategic matching
- Positive, open and honest communication

Corey Manning

Director of Mentoring – YouthBuild USA, Inc.



Corey Manning,
Director of Mentoring
YouthBuild USA, Inc.

Over 20 years of experience in mentoring
Management of multiple federal grants
Development of evidence based mentoring models
National and international trainer:

- Elements of Effective Practice of Mentoring
- Mentoring 101
- Leadership development
- Conflict resolution
- Substance abuse/addiction prevention
- Diversity

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Organizational Overview: YouthBuild USA, Inc.

YouthBuild Mentoring Model

MENTORING IS A BIRTHRIGHT.



Mentoring Program Overview: YouthBuild USA, Inc.

Recruitment

Screening

Training

Matching

Monitor &
Support

Transition



As of 06/2018:

7,433 trained mentors

7,140 trained mentees

7,096 one-on-one mentoring matches



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Gregory Meves

Employer Representative – Marriott Foundation



Employer Representative from the Marriott Foundation – Bridges From School to Work Program

Works with young adults with disabilities to help them find employment

Co-founder of a nonprofit that works with kids from the south and west sides of Chicago

Organizational Overview:

Marriott Foundation – Bridges From School to Work Program

- Program began in 1989; currently 12 offices nationwide
- Employer Representatives work with youth to:
 - consider jobs that fit (schedule, location, skills, and interests)
 - build resumes, complete applications, and prepare for interviews
 - continue assisting youth even after they are hired
(orientation paperwork, coaching to address workplace issues, job coaching in the workplace, etc)
- The Bridges philosophy of continued support once the youth is hired is the key to long term retention.

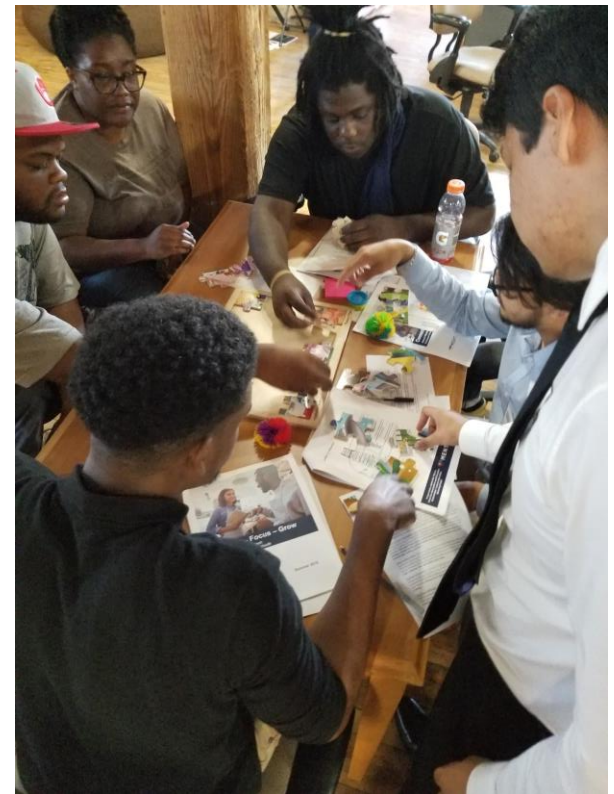
Mentoring Program Overview:

Marriott Foundation – Bridges From School to Work Program

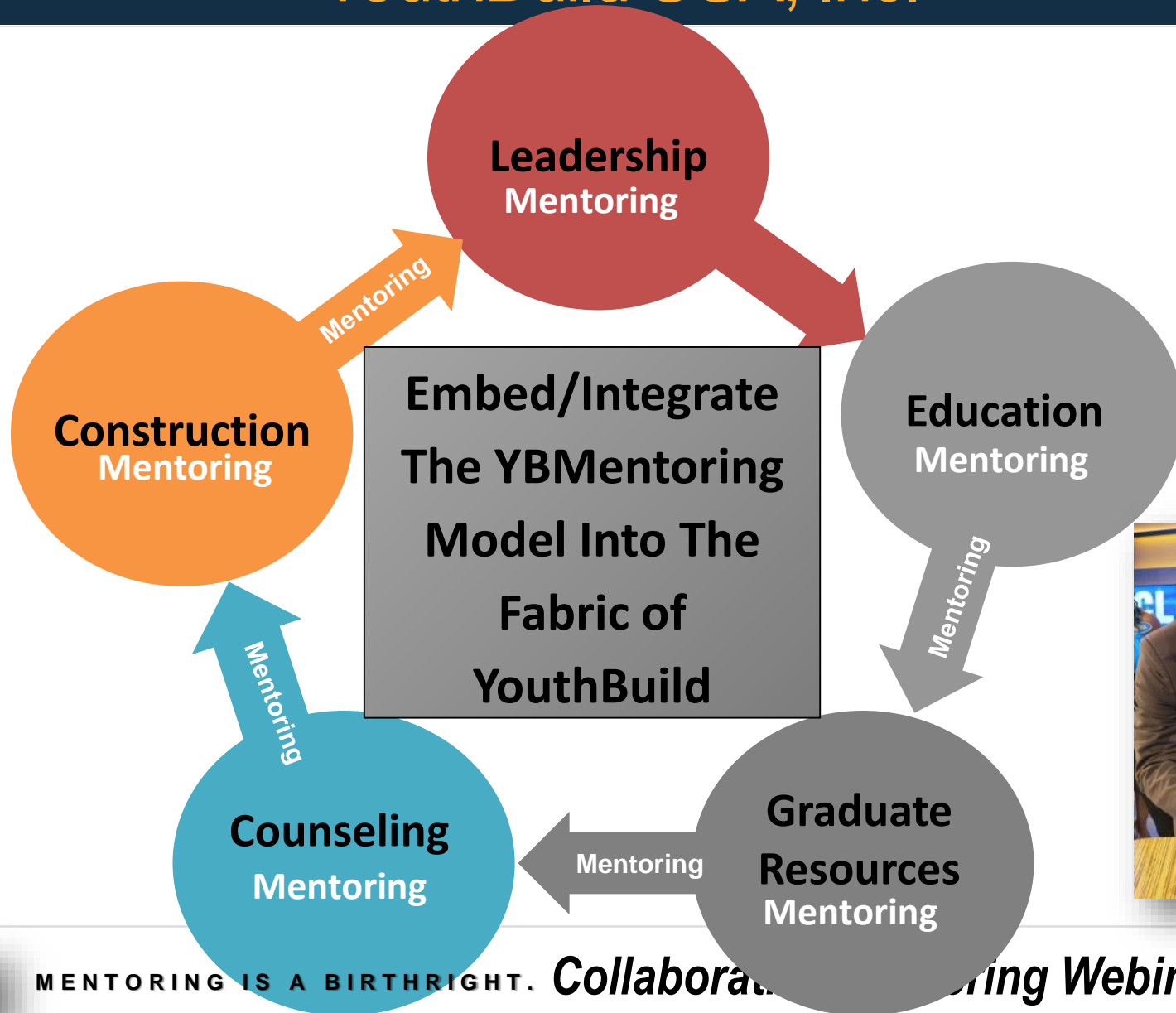
- Bridges partnered with the National Mentoring Partnership to provide additional resources for alumni of the program
- Topics included networking, career planning, and career development
- Engaged alumni who successfully exited the program and had continued to succeed
- These youth learned and implemented strategies from Bridges Program and are ready to take the next steps in their careers
- Bridges is hoping to create a lasting partnership where youth exiting the program successfully have a mentor who can work with them in taking the next steps.

Lessons/ Recommendations: Program Structure & Management

- Embed mentoring in all aspects of transition services
- Gain buy-in from the top-down and quality staffing
- Construct a welcoming, supportive, and accountable environment for business partners, mentors, and mentees
- Build strong partnerships



Lessons Learned & Advice: YouthBuild USA, Inc.



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SUCCESSFUL YOUNG PEOPLE



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Lessons Learned & Advice: Hearts

- Be clear honest about expectations
- Make it as easy as possible and hold everyone accountable in the nicest possible way
- Use an application that captures mentor/mentee interests, career aspirations, goals etc., assists greatly in matching mentors with mentees
- Make this a part of your other programs and get all staff and partners educated and committed
- Focus on opportunity for everyone to network and grow
- Address youth concerns about mentor knowing their history and what information will be shared
- Regular mingle events help get past social awkwardness and encourage mentors to support each other



Lessons/ Recommendations: Effective Relationships

- Engage thoughtful matching practices
- Be youth-centered
- Take a collaborative approach



Lessons Learned & Advice:

Marriott Foundation – Bridges From School to Work Program

➤ Matching: focus on the career goals of the youth and the experience of the mentors; ensure mentor has pertinent and valuable information for youth needs

- entices youth / gains their investment
- leads to solid relationships

➤ Personal interaction:

Try and understand backgrounds and stories of youth

Understanding the many separate, tough situations youth deal with helps staff understand why certain portions of the process might be difficult for that individual youth



Lessons Learned & Advice: National Mentoring Project

- Focus on collaborating, not directing.

Practice curiosity -- ask great questions and actively listen.

- Share experiences and perspectives.

Brainstorm options. Reflect on pros and cons.

- Challenge growth leveraging past successes.

Growth Mindset Toolkit

<https://www.mentoring.org/growth-mindset-tool-kit/>

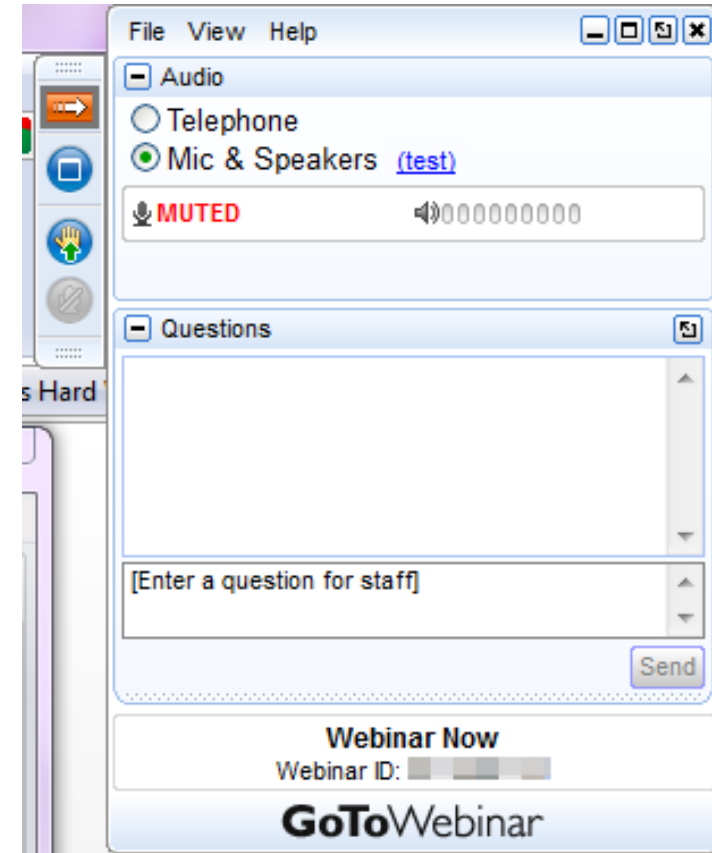
- Be transparent about failures, successes, needs and wants.

Share the journey (tactics) plus the results and lessons learned.



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...

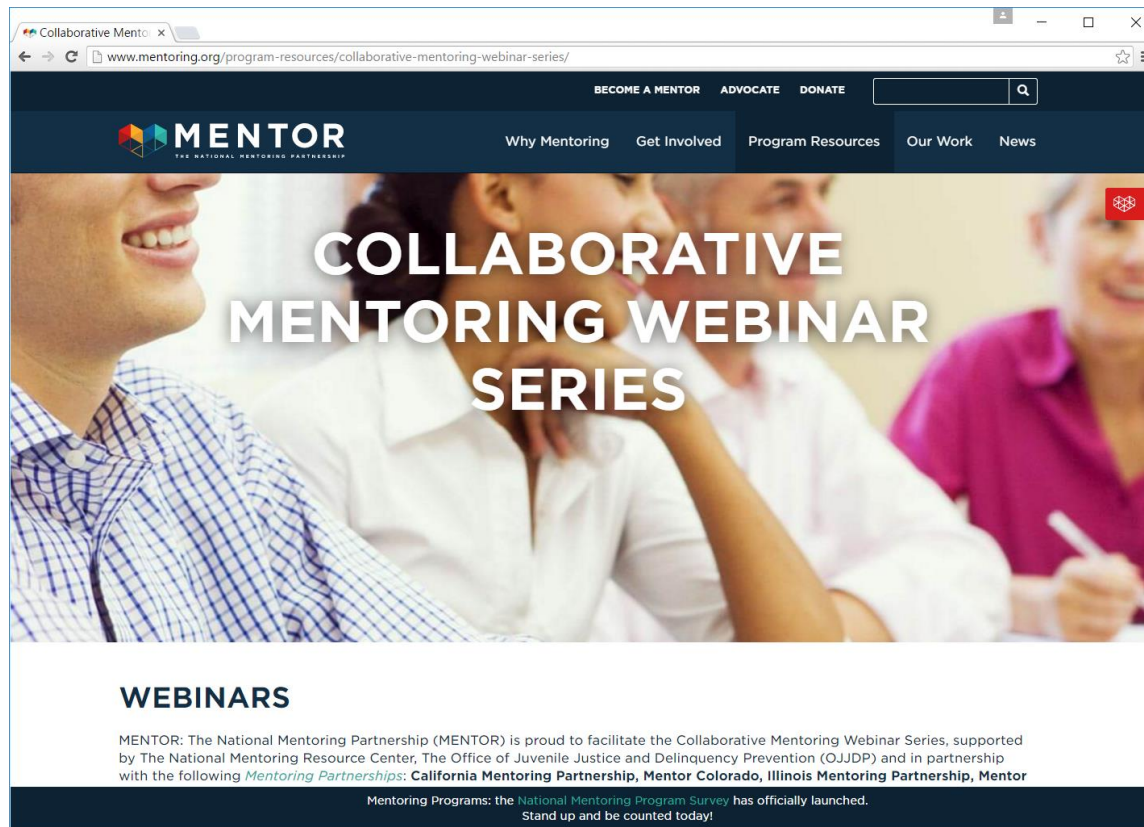
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http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/

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Topic
Date

1 - 2:15 pm Eastern



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