

# The YouthBuild Mentoring Model: *Youth-focused, Innovative, and Asset-based*

**SUMMARY.** National Mentoring Alliance (NMA) programs provide a full fifteen months of mentoring to YouthBuild participants, using an innovative approach which taps into the natural assets of the youth and community. By employing group mentoring activities to support one-on-one matches, NMA programs are able to find willing adult male volunteers more easily, build trust between mentors and mentees more quickly, and are able to sustain longer and more effective mentoring relationships.

## ***Do These...***

**Program  
Best  
Practices**

## ***Monitor These....***

**Strong  
Emotional  
Bonds**

**Frequent  
Durable  
Relationships**

## ***Measure These...***

**Positive  
Effects**

### ***Active Mentoring Relationships***

Group mentoring First 3 months	One on one mentoring - 12+ months
	Mentoring Group activities – 12 months
Mentor/community support meetings – 15 months	

## **Group mentoring (one-on-one match period) – First three months - effective 10/1/2011**

- Trust-building activities, service projects, & facilitated group discussions with mentors, mentees, & program staff
- Extended screening & training by Mentoring Coordinators in preparation for strong matches
- Mentor Coordinator facilitates group mentoring activities and service project
- During group mentoring three (3) month period, one-on-one Mentor/Mentee matches should be made, allowing for a more natural match environment.
- Group mentoring will give Mentor Coordinator additional time to make match with better potential for long-term sustainability.

## **One on One – Twelve months**

- Further enhancing the trust-building during the group mentoring (one-on-one match period)
- Individualized attention
- Development of Life Plan

## **Recommended ongoing supports**

- Group activities with mentors and mentees, e.g. community service, at least quarterly
- Mentor support group meetings

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## Benefits of hybrid model

- Greater outcomes for more youth
- Higher program performance (i.e. match rates, duration, frequency)
- Increased trust level between and preparation of mentees, mentors, and staff
- Better utilization of pipelined mentors

## The Mentors have spoken...

### *How can YouthBuild (YB) support you in the commitment you have made to your mentee?*

- “YB can have more group mentoring activities like baseball games or bowling.”
- “More relationship building and team building activities”
- “Have a monthly mandatory meeting for both mentees and mentors.”
- “I believe that sponsored events help to add to the opportunities for us to meet. They also provide a more casual setting with peers, which allows us to be more informal than when we meet one-on-one.”
- “Keep having group mentoring activities”
- “Creating more events mentees are ‘obligated’ to attend. This way it ensures more consistent contact.”
- “Regular mentor community meetings, support meetings are great.”
- “Sponsored activities and events”
- “Creating more activities that brings the mentees and mentors together”
- “Arrange more group activities for all of the mentees and their mentors.”

### *Are there any additional ways YB staff could have prepared you for the mentoring process?*

- “I suggest more team building and ice breaking events prior to the pairing process.”
- “By providing more activities with the mentors. To form a community with in the mentors.”
- “More structured orientation and structured activities. We were matched without knowing each other prior to the match date, for a young person it takes time to truly establish a trusting relationship.”
- “A meeting/workshop at the very beginning before we were matched with our Mentees to enable us to better understand how to relate to them and what some of their needs were.”
- “The orientation training with mentors and then the meet and greet with the mentees were both good activities. Our organization is in the process of putting together a network with formal opportunities to connect as a mentoring group to share best practices, learn from each other, etc. This will be valuable.”