The YouthBuild USA National Mentoring Alliance
Mentor Recognition Badges
User Guide

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Introduction

Welcome to the User Guide for the YouthBuild National Mentoring Alliance Mentor Recognition Badges! This unique and innovative form of mentor recognition will help your program celebrate the achievements of your volunteer mentors and the students they work with. As you will learn in this guide, the badges can be used in fun and creative ways, both online and on print items, such as certificates, t-shirts, and posters displayed at your site. We hope this will be a valuable addition to your mentor recognition and retention strategies, one that fully acknowledges the sweeping contributions that your volunteers make and the hard work of their mentees.

The need...

Before reviewing the specifics of using the badges, let’s review the needs and goals for this new form of rewarding volunteers. Clearly, mentor recognition is a huge component of program success. Your mentors deliver the relationships and support that enhance the YouthBuild student experience and strengthen student outcomes. Taking the time, regularly and consistently, to thank them for their efforts is critical to keeping them engaged and interested in continuing to serve.

Unfortunately, programs can struggle to find creative ways of offering recognition. Most programs hold end-of-year events where mentors are thanked or offer personalized encouragement during routine check-ins with mentoring coordinators. Some honor mentors in a monthly newsletter, or offer occasional prizes for a job well-done. But it can be hard to find the time to offer these consistently, and the recognition is often not public—most of this recognition is conveyed in a personal conversation or internal program communication. Thus, programs are always searching for new ways to honor mentors so that their contributions can be more widely known by friends, family, and employers, getting that deeply felt “Thank you” beyond the program walls.

Complicating standard mentor recognition approaches is the reality that mentors like to be thanked in different ways. There are many reasons a person might volunteer to mentor—a feeling of giving back to a community, a desire to spend more time engaging others, a sense of civic obligation, the admiration of friends and family, a chance to reciprocate a relationship that supported them in their youth. Because mentors come to the experience for a variety of motivations, mentor recognition strategies need to be flexible and adaptable so that each volunteer gets the kind of recognition that matches that original motivation. If volunteers feel unfulfilled or unwanted, their chances of sticking with the program or renewing their commitment diminish.

How badges support volunteer commitment...

Badges are an increasingly popular tool in volunteer programs. The notion of “badges” in this sense has been adapted from both traditional examples of badge-type recognitions (such as earning them in the Boy and Girl Scouts) and the use of digital badges in e-learning systems and online courses. Badges in volunteer programs can be used to:
• Motivate volunteers to accomplish more
• Recognize achievements
• Illustrate the depth and diversity of one’s contributions
• Provide increased public acknowledgement of the volunteer’s work
• Create credentials or denote a status that brings additional benefits

The YouthBuild Mentor Recognition Badges are designed to be used in a variety of ways, allowing your program to customize how and when mentors (and their mentees) receive badges. They can be used to reward mentors, honor extra contributions, motivate matches to try new activities, and create a culture of deeper program involvement. Use them however they will work best for your particular volunteers and within your larger mentor recognition strategy. These badges won’t be the only things that will make your mentors feel valued and recognized, but we think they will be a fun, colorful, and creative way of honoring the achievements of your program participants.

This User Guide covers…

• How to use the badges within a larger volunteer recognition framework
• The specifics of each badge and the criteria for awarding
• Tips for implementing the badge concept at your site
• Tips for working with the digital and printable files of the badges themselves
Overview of the Badge Concept

The basic idea behind the Youth Build Mentor Recognition Badges is pretty simple:

- **Mentors earn badges for program participation and activities** — Beginning with your program’s initial mentor training, mentors can start working toward, and earning, badges for a variety of activities in five broad categories:
  - The Mentoring Relationship
  - Life Plan and Life Goal Activities
  - Service and Community
  - YouthBuild Program Support
  - Just-for-Fun

There are a total of 46 badges that mentors can earn. Some are simple and easy to attain; others will require some substantial effort or a unique contribution to your program. But all of your mentors should be well-positioned to earn a number of badges throughout the course of their involvement with your program.

- **YouthBuild mentees can earn badges, as well** — Many of the badges that a mentor can earn are also appropriate to award to your students. Most of the categories and individual badges honor things that the mentor and mentee do or achieve together, so it makes sense to also award them to your mentored students for their efforts.

- **The badges are electronic files that can be downloaded off of the NMA Community of Practice website** — There are smaller digital versions that can be used on your program website or Facebook page or shared in emails and other online environments. There are also larger print-ready versions that you can print on posters or displays. There is also a version of each badge that prints out on standard size Avery 2-inch labels on a color printer in the office or at home. The larger designs can also be easily converted into iron-ons for t-shirts or resized for use on posters or other print media. We hope your program will use the files in fun and creative ways!

*The “Levels” of Mentor Achievement*

As mentors collect badges throughout the year (or over multiple years), they can also move up a “level,” an additional reward that recognizes the sum of their contributions. All volunteers achieve the “Mentor” level when they pass through the group mentoring period at the beginning of the year and are matched one-on-one with a student. Throughout the year, mentors can attain other levels—Senior Mentor, Advanced Mentor, Master Mentor, and ultimately Program Champion—each recognizing an increasing level of contribution to the program.

_The criteria for awarding each badge and attaining each level are explained in detail in the following section._
This system of categorized badges and levels of recognition allows your program to honor the work of your volunteers, and their mentees, much more frequently and consistently. Badges can be awarded by themselves or as part of other mentor recognition events or strategies. They can be shared privately or displayed prominently on your website for all to see. Regardless of how your program implements the badge concept, it should provide:

- **Increased mentor recognition** — Your mentors should feel like your program is saying “thank you” more often and is more engaged in the specifics of their mentoring work.

- **Increased retention** — Mentors can find both motivation to do more and satisfaction for the volume and diversity of their mentoring efforts, hopefully leading to multi-year program involvement and movement to higher levels of recognition.

- **Deeper involvement** — Mentors must make some substantial contributions in areas other than mentoring to achieve some of the badges, more fully integrating these volunteers into the sustainability and capacity-building work of your program.

- **Friendly competition that inspires participants** — Mentors may feel more camaraderie and inclusiveness with the badge idea, working to earn new badges and comparing their efforts to those of their peers.

- **A culture of achievement and fun** — Above all else, the badges should be *fun* and provide mentors with both little feel-good moments and big recognition for a job well-done.
The Badges and Levels

There are a total of 46 individual badges that can be awarded to mentors across five broad categories. There are also designs for a mentor achieving a new level through the accumulation of badges—these can be used on t-shirts, certificates, or on other materials to mark the occasion. This section reviews each badge and level and provides criteria and tips for awarding each.

Badges listed with an asterisk (*) may also be awarded to the mentee if a program chooses.

Mentoring Relationship Badges

This category awards badges in some of the most fundamental aspects of participating in the mentoring program, focusing on match longevity, consistency, and program milestones.

*Complete group mentoring period – This badge is awarded when a mentor successfully completes the three months of group mentoring that starts the YouthBuild mentoring cycle. Mentors should have participated in a majority of the scheduled group activities (recognizing that not all volunteers can make all activities in this stage). This initial badge signifies that they are ready to take their participation to the next level.

*Initiation of first one-on-one match – This badge is awarded at the time of the match, ideally in conjunction with a match ceremony, first meeting, or other in-person event. This badge really celebrates the mentor and mentee taking the plunge!

Additional/concurrent matches – This badge is awarded to mentors who decide to work with more than one mentee at a time at some point in the year. Your program should emphasize your gratitude around this extra level of commitment and effort.

*Consistent meetings – This badge should be awarded monthly once the match’s one-on-one meetings begin. The point here is to continuously reward the effort to put in the time it takes to really bond and form a mentoring relationship. Use your discretion on when to award this if the match missed some meetings due to unforeseen circumstances (reward their efforts to make up the time at the next meeting, for example).

*Mentee completes YouthBuild – Getting through the YouthBuild program, ideally with a diploma or GED, is a big accomplishment and this badge should mark the occasion. YouthBuild mentoring can last beyond the student’s formal
time in the YouthBuild program, but mentors who have made it this far should be recognized and thanked for helping their mentees reach this milestone.

*Match reaches 12 months* – In most cases, this is the first big achievement for a match once the mentee leaves the YouthBuild program. Celebrate hitting this milestone as it signifies their commitment to one another and the depth of their mentoring connection.

*Year(s) of mentoring* – This badge is for mentors who come back for additional years of service. Award one for each year the volunteer commits to your program. This can be a powerful badge as it signifies a long-term relationship with your program and a volunteer you can count on (perhaps for even bigger contributions).

*Match for Life* – This badge is for matches that have lasted well past the 12 month mark. You can use your discretion as to when you award this badge. You may base it on number of months or years, or on the depth of the relationship, knowing that this pair really has bonded in a special, sustainable way. If your program has some “all-star” matches that last much longer than your typical match, then this is a badge to honor them.

Life Plan and Life Goal Activity Badges

This category awards badges around the goals identified in the student’s Life Plan. Almost all YouthBuild sites use a version of this core organizing document to help the student set academic, family, financial, and career goals. The mentoring pair should be using this plan as a touchstone for activities and many of these badges honor achievements and progress on those plan areas. We have also included some other badges focused on additional ways a mentor could help a student set or achieve a goal.

*Exploring PSE with mentee* – This badge is awarded when the pair first starts discussing or exploring career options and goals. You can award this early in the relationship as the pair starts to talk about careers and look into post-secondary options. This is a great badge to award after the pair goes through the initial What’s Next™ PSE module on the Community of Practice website.

*Mentee applies to PSE* – This badge honors the mentee formally applying to a higher education or other post-secondary institution or training opportunity. Be sure to determine that the mentor played some role in supporting this application, even if it was just encouragement.
*Mentee enrolls in PSE* – This is a major milestone for a young person and it should be celebrated accordingly. You may grant this badge when the student is accepted or when she actually enrolls and begins attending.

*Searching for a job* – Looking for a job can be very challenging for a young person, but YouthBuild mentors can be a valuable source of support and connections in aiding that search. This badge is given to mentors to help their mentee pull together a resume, fill out applications, and prepare for an interview.

*Finding a job (with mentor’s help)* – This badge is awarded when all that hard work pays off and the mentee lands employment.

*Meeting a health goal (with mentor’s help)* – This is likely to be a highly personal goal so use flexible criteria when awarding this badge. Encourage the mentee to set a benchmark of success and ask about progress during check-ins.

*Meeting a family-related goal (with mentor’s help)* – This is another category that is likely to have some diverse goals and benchmarks for success.

*Meeting a financial goal (with mentor’s help)* – These goals are usually related to savings goals, obtaining a loan for school, eliminating debt, increasing a credit rating, or even getting caught up on bills or taxes. A reward for the mentor and mentee here can encourage further financial stability and diligence.

**Mentor provides or arranges job shadow** – This is a mentor-specific award for mentors who take their mentee to their own workplace or arrange a visit to a different employer. This honors mentors for using their professional and personal connections to support the mentee.

**Mentor arranges mentee participation in other services or support systems** – In spite of the love and support they provide, YouthBuild mentors can’t do it all for a young person or his family. Award this badge for instances where the mentor directly arranged or worked with your staff to get the student (or family) engaged with other social services, nonprofits, and community resources to address a need.
Mentee successfully completes probation – Many YouthBuild students are on probation or are otherwise waiting on the expungement of a juvenile record. A mentor can be instrumental in keeping a student out of trouble and on a positive path. This badge honors a student clearing the final hurdle of juvenile justice involvement.

Overcoming a BIG challenge – Unfortunately, it is not uncommon for our students to be dealing with some significant life challenges and difficult circumstances. These are the moments, however, when mentors shine brightest. This special badge is to be awarded any time a mentor helps his or her mentee through a troubled, painful, or serious moment in life. YouthBuild mentors have supported mentees through the birth of a child, periods of incarceration, and on late night phone calls when violence or drugs were the only other option for their mentee. This badge honors the deepest, most personal moments of mentoring. Save it for the stories that send a shiver up your spine about the power of mentoring. We have left the title of this badge vague on purpose—it can be used for honoring a match for something that should remain a private matter or a form of support that was very personal.

Service and Community Badges

This category covers the many service projects that mentors and mentees can, and should, engage in during their time together. There are some badges related to the service activities and opportunities that your YouthBuild program provides, while others are awarded for additional community involvement and engagement done by the match outside of your scope. The main intention with these badges is to really honor the ways in which your program participants are making a difference outside of the work they do building a relationship.

Participate in four (4) service activities – This badge should be awarded once the mentor and mentee have participated in the required service activities your program offers (typically four in a program cycle). You can award this for fewer than four activities if your program offers them less frequently or if one activity is very substantial.

Organize a service activity – Hopefully some of your matches will feel empowered to organize (or help your staff organize) a service project. Reward their leadership and vision with this badge.

Volunteering together in the community – This badge should be awarded when mentors and mentees volunteer together outside of the service opportunities that your program offers. Feel free to award this each time they expand their volunteer time or reach, as this signifies a deep commitment to community and each other.
*Mentee joins AmeriCorps* – This badge is intended for use in programs where students are *not* automatically enrolled in AmeriCorps as part of their participation in YouthBuild. This badge is intended for students (and their mentors) who choose to join this valuable service organization and put their talents to even greater use once they graduate from YouthBuild.

*Community champion* – This badge recognizes mentors and mentees who have partnered to make a *substantial* contribution or change to the community. Save this badge for instances when the match has made a big, meaningful contribution to the community.

**YouthBuild Program Support Badges**

These badges are critical to the success of the mentor recognition and retention goals of the badge concept. They are designed to honor mentors who contribute to the program in other ways. Volunteers represent not only a wealth of support for the youth you serve, but also for your overall program. Awarding these badges can show mentors that there are other ways to contribute and encourage them to become more deeply involved in your program operations and capacity building.

**Helps train new mentors** – This badge can be awarded to mentors who help deliver training to new mentors or who help support your ongoing training by contributing their expertise, experiences, or mentoring tips.

**Organizes a group activity or event** – This is a great way for mentors to become more deeply involved in your program. Award this badge if a mentor takes a lead role in planning a group outing or field trip.

**Provides snacks or meal for an event** – Food makes any event or meeting better! Recognize mentors who contribute this often-overlooked form of support with this badge.

**Volunteers with program administration** – This badge honors those who help out with tasks in the office or who help the mentoring coordinator with data collection or other administrative tasks.
Joins advisory committee or board – Most programs have an advisory committee with parent and volunteer representatives on it. Some mentors even go as far as joining the organization’s Board of Directors. Award this badge when mentors take on this very deep level of personal commitment to your efforts.

Recruits other mentors – Award this badge for each recruit that mentors bring to your program. You can decide if you want to award this for recruitment alone or if you want to wait until the new volunteers successfully go through your screening and training process and start working with students.

Provides or develops in-kind or financial support – Award this badge to mentors who make a financial contribution to your program or who arrange the in-kind donation of supplies, materials, or activity options for matches.

Provides technical professional support – One of the most creative uses of mentors to support a program is finding ways in which their skills and professional expertise can support your work. If mentors help with technology or offer pro bono professional services to your program, this badge can honor their contributions.

Just-for-Fun Badges

This final category of badges is for recognizing all of the little activities and moments that go into being in a mentoring relationship. Mentors and mentees enrich each others’ lives in so many ways and this set of badges is all about recognizing the simple activities and diverse moments that form the heart of mentoring relationship development.

Creative problem solving – This is an excellent multi-purpose badge for honoring those moments where a mentor exhibits creativity or originality in helping the mentee work through a problem or achieve a goal, whether related to school, home, career, or just personal growth. This is a great badge to award in conjunction with a Life Plan-related badge.

*Artistic activity – This badge can be awarded any time a mentor and mentee engage in an artistic match activity (photography, painting, crafts, etc.).

*Attend sporting event – This badge is pretty self-explanatory.
*Exercise together* – If your community has limited opportunities for earning the “attending a sporting event” badge, you can award this for a match engaging in an athletic activity themselves. This badge can be paired with the “health goal” or “shared hobby” badges if this is a frequent activity for the match.

*Mentee learns new skill* – One of the real joys of a mentoring relationship is when a mentor teaches a new skill to a mentee (or the mentee teaches the mentor!). Award this badge when the mentor has cultivated a new ability, talent, or skill in his mentee. Feel free to apply this badge in diverse ways.

*Mentor learns new skill* – The companion to the previous award. If you have mentors learning how to rap or learning the ropes in Angry Birds with their mentees, then this badge is for them!

*Shared hobby* – Often a mentoring pair will take on a project together or will share a pastime. Whether it’s just playing chess together or something big, like restoring an old car, use this badge to honor those times when mentor and mentee bond over a shared interest.

*Back to nature* – Award this badge when mentors and mentees do activities in the great outdoors: fishing, hiking, hunting, boating, mountain biking, camping, etc.

*Attend movie or play* – Another self-explanatory badge. If the pair shows an interest in theatre or the artistic side of cinema, this can also be combined with an “artistic activity” or “shared hobby” badge.

*Building together* – This badge should be awarded when a match uses the student’s construction and other YouthBuild-developed skills to build something (a skateboard ramp or birdhouse, for example). This is another badge that can be combined with those related to hobbies, shared interests, and artistic endeavors.

*Road trip* – This is a badge that only established matches are likely to earn. Make sure that they are following your program rules around out-of-town and overnight trips! But this can be a fun badge to honor those times when mentors take youth out of his comfort zone and hit the road to experience something new.
*Take a class together – Occasionally, mentors will encourage students to sign up for a class related to a hobby or a Life Plan goal. Reward this badge if the pair attends a class together or goes through some kind of training (CPR, for example).

Family involvement – This badge should be awarded when the mentor takes on the additional effort of involving siblings in some mentoring activities or works with parents or guardians in a meaningful way. The mentor’s focus should always be on the mentee first and foremost. But often mentors will engage the mentee’s larger family. Use this badge to honor mentors who seem to be going above and beyond in that area.

The Levels of Mentoring

In addition to the specific badges that mentors can earn over time, there are also levels of recognition that mentors can attain. Think of these levels as “steps” or a “rank” that mentors can progress to. The intention here is not to create divisions or jealousy among your volunteers—getting to a certain rank is not why they are working with your students, after all. But these levels can provide volunteers with extra praise and recognition that matches the depth of their involvement in the program.

As you can see below, the levels are designed to be achievable in a variety of ways. There are many combinations of badges from the five categories that can get a mentor to a particular level. Mentors each have unique things to contribute, so we have designed the levels to be fairly accessible and achievable for mentors of all types.

Mentor – Volunteers make it past the group mentoring period and are matched one-on-one with a mentee (the first two badges that can be awarded)

Senior Mentor – Volunteers come back for multiple years of service as a mentor

Advanced Mentor – Mentors acquire all of the Relationship Badges (except Number of Years), plus one from each of the other categories
**Master Mentor** – Mentors acquire all of the Relationship Badges (except Number of Years), *plus two from each of the other categories*

**Program Champion** – Mentors acquire all of the Relationship Badges, *plus four Program Support Badges and two from each remaining category*

When mentors move to a new level, you can award them with their special badge and some token of your appreciation (a gift card or other small reward). You may also choose to use the badge for that level as a design on a t-shirt or other clothing item. It can be a great marketing vehicle for your program to have volunteers walking around town wearing shirts or hats that say “Advanced Mentor – YouthBuild” on them!

The badges and levels represent a simple and visually interesting way of recognizing the diverse contributions of your volunteer mentors. The next section discusses how to use these badges in conjunction with other volunteer recognition strategies and tips for implementing the badge concept effectively.
Implementing the Badge System

There is no right way to implement these badges at your YouthBuild site. In fact, we hope that you will be creative in finding fun and innovative ways to use them that fit the culture of your program. But there are some things that you will want to keep in mind as you roll this out with mentors and students.

Clarify the purpose and process early in the year – Make sure that you explain how the badges work as part of mentor training and mentee orientation. Emphasize that it is a simple, fun form of recognition, not a contest or the primary point of participation. Explain how mentors and mentees can earn badges and how your program will be sharing them (stickers, on posters, online, on end-of-year certificates, etc.).

Integrate the badges into your other forms of volunteer recognition – Chances are, your program already uses some of the following to thank and honor volunteers:

- Newsletters or e-bulletins about the success of your matches and the work of the program
- Thank you letters to employers who allow for employee time off for mentoring
- Press releases and local media coverage of impressive achievements by your students or mentoring pairs
- Expressions of thanks during monthly check-in calls or meetings
- Posters or bulletin boards around the office
- T-shirts or other apparel
- Gift cards or other small token of appreciation
- End-of-year award ceremonies or graduation receptions

Think about how you can integrate the badges into these existing recognition strategies. Maybe you list the newly awarded badges and levels in a monthly newsletter. Or perhaps you make a poster or PowerPoint presentation featuring each pair and their badges earned as part of an awards banquet at the end of the year. Be creative and resourceful in connecting the badges to the other ways you honor mentors’ efforts.

Decide how you will display badges and make sure mentors are OK with it – Most YouthBuild mentoring programs will do one or more of the following display ideas:

- Adding the badges earned to the program’s webpage or Facebook page. Display the badges earned by mentors on your site, providing a powerful visual of all the accomplishments of your current matches. You can also give the files to your mentors so that they can display them on their own Facebook, Pinterest, or other social media pages.
• **Printing the badges on Avery labels (see next section) and displaying these on a “mentoring board” or poster.** If you have a big open wall space, this can be an awesome way of visually representing the achievements of your matches. Each mentor (or pair) gets a space where their badges are placed. This will create a colorful and impressive display of everyone's hard work!

• **Customizing t-shirts or adding “flair” to everyday items.** Print badges on iron-on paper or printable fabric (both products are available at office supply stores) and let mentors and youth attach badges to program t-shirts. Create badge stickers using Avery labels (see next section) to embellish hard hats, notebooks and water bottles.

• **Adding badges to certificates of completion or other print materials given to the mentor (and mentee).** These badges should look great added to a certificate of completion or other print item that participants can keep and display. Use badges as design features on do-it-yourself thank you cards for mentors, displays recognizing mentee accomplishments, and graduation materials.

You might want to consider doing several of these options—for example, putting a badge up on your “mentoring board” while also adding it to your site and sending the mentor a copy for personal use.

Regardless of which strategies you choose for displaying the badges, make sure that mentors are comfortable being honored in that way. Some may prefer not to have their name (or achievements) on your webpage or Facebook page. Others might not want to display these on their personal sites. Others may love the idea of adding badges to their online identity or on a poster at your site. Be sure to check in with all participants and allow them to opt out of some aspects if they are uncomfortable. And encourage them to talk with you if they want to use the badges in creative ways that you haven't even thought about.

**Use your discretion when awarding badges** – In the previous section, we provided some guidance for when to award a badge, but many of the categories can be rather subjective and open to interpretation. Make sure that you:

• **Don’t give mentors a badge for something they had little to do with.** This is especially important for the badges that are associated with mentee achievement. Determine what role the mentor played in supporting the youth’s success. You might hurt some students if you give their mentor the credit for something that they mostly did on their own.

• **Be generous and creative when giving badges out.** Mentors may contribute in ways that earn multiple badges at once. For example, a mentor may provide food for an upcoming service project by getting their company to make an in-kind donation, earning several Program Support badges with one act. Or, the match may engage in the hobby of making music together by taking a class—this could earn the “art,” “hobby,” and “taking a class” badges all at once! Feel free to combine the badges in fun ways like this.

Don’t be stingy when awarding badges. You do want them to honor real accomplishment and participation. Giving them away too easily makes them meaningless. But if mentors struggle to earn them, that will be frustrating as well. Try your best to find a happy medium.
• **Avoid playing “favorites.”** You might have some mentors that are absolute super-stars, but you need to be careful about letting praise for them be interpreted negatively by the rest of the mentors. The badges are not intended to alienate any volunteers or make them feel disrespected. So make sure you are fair and consistent in how you thank and recognize all your mentors.

• **Consider involving a broader set of participants.** Many of the badges, especially the ones based on student achievements, could be applied to students who are not in the mentoring program or to volunteers who are working with them in a non-mentoring capacity. You may want to think about honoring the work of the “unofficial” mentors at your site. Making this into a YouthBuild-wide contest can be a great way of promoting your mentoring program internally and drawing attention to the benefits of having a mentor during the YouthBuild experience.
Working with the Files

You can download all of the files needed to implement the Mentor recognition Badges on the NMA Community of Practice at: [http://youthbuildmentoringalliance.org/badges](http://youthbuildmentoringalliance.org/badges).

There are several versions of the badges available for download:

- **Small JPEG** – These JPEGs are 800 X 800 pixels and are great for electronic uses and printing out at a small size. They can be used on web pages, Facebook, Pintrest, and other social media. You may want to resize them to a smaller dimension using a photo editing program, such as Photoshop or GIMP. Most computers have some build-in software that can resize an image. For example, a typical Facebook profile picture is 100 X 100 pixels. But this size should work just fine for your smaller digital needs.

- **Large JPEG** – These versions are a large 1800 X 1800 pixels. This size would be ideal for printing on a t-shirt, banner, or display, or other for uses where you need a large image.

- **Avery Label Stickers** – These files allow you to print twelve 2” X 2” stickers on standard Avery label template 22806. You can purchase packs of these labels at almost any office supply store. These stickers will be ideal for placing on a “mentoring board” that highlights all of the badges your matches are earning. They can also be used creatively on thank-you notes, posters, and end-of-year certificates. You can also download a blank version of the Avery label. This will allow you to add individual badges to the blank template and avoid having to print 12 at a time on each sheet.

We have also provided large, small, and sticker files for the mentoring levels, as well as a PDF file that contains large-format versions of the level designs for printing on t-shirts. We highly recommend giving mentors a t-shirt with their new status as they move up a level. Not only is this a nice gift, it provides some free mentor recruitment and advertizing about your program every time they wear it!

**Alternate versions**

If you are working with a print shop that requires the files be in a format other than those provided here, please contact Melissa Medina at YouthBuild USA ([mmedina@youthbuild.org](mailto:mmedina@youthbuild.org)). We can make files available in EPS or other formats upon request.
Learn more about YouthBuild Mentoring and its National Mentoring Alliance online at: http://youthbuildmentoringalliance.org/