



What Makes a Mentoring Program Work

Since you are running a mentoring program, if you didn't already know, here are some facts about what makes mentoring programs work. Information like this not only supports the very good work you are doing but can guide all of us in our resolve to do the best for the youth in our care.

- Have a mentor recruitment plan – seek out adults with a vested interest in mentoring YOUR youth.
- Getting parents on board can significantly improve the mentees attendance and overall experience in the mentoring program.
- All mentors should be screened and trained properly prior to being matched to mentees
 - Complete a mentor application
 - Face to face interview
 - Provide references, 3 are preferable
 - Undergo a fingerprint background check
 - Have at least 2 hours of pre-match training
- Mentors who are better trained and generally come from programs run by dependable and available coordinators maintain longer lasting mentoring relationships.
 - Coordinators should be meeting with mentors, either individually or as a group, at least once a month
- Encourage mentors to maintain a regular schedule – when mentors show up on time and at the expected time, mentees are more apt to show up as well. Mentors who miss many mentoring dates create mentees with a laissez-faire attitude about mentoring.
- Create opportunities for mentors and mentees to take field trips, share adventures and explore new locations.
- Mentoring programs function best when the whole team is on the same page and working toward the same goal.