Mission:
To foster quality mentoring relationships that empower, elevate, and encourage young people.

We provide resources and support to youth mentoring programs so they can meet the needs of young people in their communities.

- Training
- Resources
- Program Consultation
- Quality Assessment
- Advocacy
Benefits of Quality Work-based Mentoring

Form empowering relationships that:
● Promote the pursuit of passions, skills and interests
● Enable access to and exploration of spaces where these can be pursued
● Help youth overcome personal and/or institutional obstacles

Positive youth development and youth-centrism:
● Assets and experts about themselves and their communities
● Identifying and building strengths
● Equal partners
● Connections to identity, culture and community
● Social capital
● Leaders on issues that matter to them

Mentoring relationships are developmental relationships.
Virtual Mentoring

Virtual mentoring offers the opportunity to:

● Offset youth isolation
● Overcome equitable access to work-based mentoring
● Overcome geography barriers and open doors to a wide range of employers
● Overcome transportation barriers
● Prepare for the virtual workplace
● Improve communication skills
● Build social capital
● May garner interest from more mentors
Considerations

• Convene the stakeholders
• Cultivate relationships with mentors.
• Scope and structure of the mentorship program
• Establish criteria for selection of students and the selection of mentors.
• Ensure legal requirements are met, including safety requirements.
• Assess students’ career interests and eligibility
• Develop a training agreement.
• Ensure that adequate supervision is provided.
• Give recognition to participants.
• Promote the mentorship program

Elements of Effective Practice for Mentoring

• Recruitment
• Screening
• Training
• Matching
• Monitoring and Support
• Closure
Connect-Focus-Grow

**Specialized training for young adults:**
- Access to web of support
- Form positive relationships
- Focus on personal and professional growth

**And workplace mentors:**
- Mentoring / growth mindset
- Build trust
- Professional development

**CONNECT**
Explores how to make a connection with others - a foundation part of developing a quality mentoring relationship.
- Building Relationships
- Cultural Humility

**FOCUS**
Explores how to focus on the context and goals that guide relationships.
- Ladder of Inference
- Goal Setting
- Goals-Tasks - Support

**GROW**
Explores how we grow along our journey towards goals and from all the relationships and connections we make.
- Growth Mindset
- Self-advocacy and Influence
How to Get Started

- Considerations – Curriculum, Interaction, etc.
- Corporate/Business Partners
- Elements of Effective Practice for Mentoring: mentoring.org
  - E-mentoring Supplement
  - Workplace Mentoring Supplement
- Training for Connect-Focus-Grow: mentorva.org
- Consider our free consultation to build a strong program that provides research-based practices to ensure quality mentoring for your students

Jennifer Boyle - jennifer@mentorva.org