



MENTOR TRAINING

Preparing volunteers for a mentoring relationship is an essential part of successful program practices. Research suggests that mentors feel more connected to their mentees if they have received a minimum of two hours of training with an optimal time of six hours (Sipe & Roder, 1999). For programs serving youth with complex issues or are at high-risk, initial and ongoing training should be lengthened to address their greater needs. Anecdotal reports suggest that addressing many common pitfalls and roadblocks prior to starting a match will decrease coordinator or case manager time spent supporting a mentor after the match is made.

Training for Mentors is comprised of four components, presented together or as individual parts depending upon your program needs. Components or pieces of components can be modified for shorter ongoing training sessions, too.

Please note: youth culture and development covers general information about youth – stages of adolescent development, basic needs, relevant data – and does not include information about issues youth face for your specific program (i.e., system-involved, probationary, learning challenges, mental health, or socioeconomic status). Your program is most likely the expert when it comes to the youth you serve; we recommend that you train volunteers from your information and experiences.

One: Mentoring Basics

- Definitions and role
- Personal connections
- Practices of successful mentors
- Key theories
- Potential and realistic impacts
- Stages

Two: Youth Culture/Development

- General cultural considerations
- Youth culture
- Youth Development
- 41 Developmental Assets

Three: Key Areas in Youth Mentoring

- Providing appropriate attention
- Planning effective and fun activities
- Setting limits and boundaries
- Managing expectations
- Communicating effectively
- Offering motivation and inspiration

Four: Program Policies and Procedures

- Mentor responsibilities
- Contact with coordinator/case manager
- Mentor code of conduct
- Crisis response
- Child abuse reporting
- Termination and closure

All components ...

begin with a fun activity/icebreaker to introduce the trainer and, if applicable, participants; include creative and interactive activities throughout; end with an exercise to summarize key points in the training and leave on a positive note; can be customized to meet the needs of your program; and require minimum of six participants and are limited to a maximum of 50.

Training fees ...

are on a sliding scale based on your agency's annual budget and on length of training; include all materials and exercises with additional copies for replication; and do not include any travel costs (transportation, lodging, and meal expenses).

Friends
for
Youth

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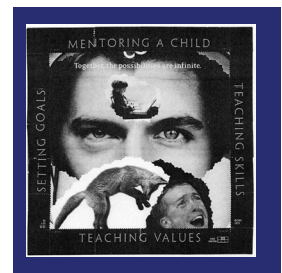
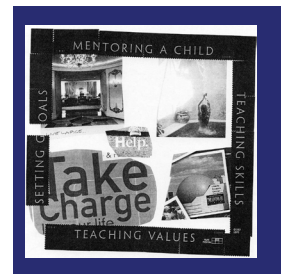
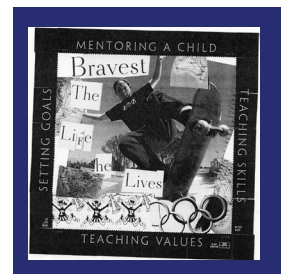
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Interested in a training session for your mentors that goes beyond an initial training? See the topics listed below for possibilities for **Ongoing Training for Mentors** to add more information, education, and fun to your ongoing trainings for mentors!

Ongoing Training for Mentors Topics

- Building Resiliency in Youth
- Setting Goals (and Not Just About School)
- Exploring and Encouraging Careers
- Successfully Managing Difficult and Critical Issues
- Understanding and Helping with Grief and Loss
- Attachment and Its Impact in Mentoring
- Gender Differences in Mentoring
- Self-Care and Avoiding Burnout for Mentors
- Negotiating Difficult Family Situations
- Healthy Closure for Mentoring Relationships
- Understanding Issues of Mentees
 - Gang involvement
 - Anger/impulse control issues
 - Poverty
 - Depression
 - Mental health and learning disorders
 - Suicidality
 - Bullying
 - Self-injurious behaviors
 - Eating disorders
 - Cultural clashes
 - Foster care
 - Health issues
 - Homelessness
 - Truancy
 - Probationary and negative risk behaviors
 - Death of loved ones



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