

# **5 Steps to Creating a Youth Mentor Project**

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## **1. Determine the Purpose of the Mentor Relationship**

- a.** Is it one-on-one support for a young entrepreneur?
- b.** Is it support for a small team (3-5 students) to accomplish a group business?
- c.** Is it one mentor for a large group (5-20 students) to accomplish a specific learning activity such as a marketing blitz for a community event?

## **2. Identify the Students and Volunteers** (This step is important as you decide who will be involved)

- a.** Student Selection key questions include:
  - i.** How old are the students with whom you want to work?
  - ii.** What criterion will you use in identifying the students?
    - 1.** Students currently involved in an entrepreneurship class or club
    - 2.** Student volunteers
    - 3.** Recommendations from teachers or youth group leaders
- b.** Adult Volunteers considerations may be:
  - i.** Members of a local organization
    - 1.** Chamber of Commerce
    - 2.** Rotary
    - 3.** School Volunteers
    - 4.** Church or Community Youth Group
  - ii.** Available to meet with a student on a regular basis
  - iii.** A good listener
  - iv.** Encouraging



### **3. Develop the Guidelines and Conduct Mentor Training**

- a.** Volunteers should complete background checks which are the same as a school volunteer would follow in your community. This protects the students and the mentors.
- b.** Mentors should participate in a training session in which:
  - i.** The purpose of the project is explained
  - ii.** Written mentor tips and strategies information is distributed
  - iii.** Guidelines for Mentors and Mentee is discussed
  - iv.** Contact information is gathered and given so that the person in charge can communicate directly with mentors
  - v.** Question and answer period is included

### **4. Connect the Mentors to the Youth**

Matching students and mentors is critical. Both the adult volunteers and the students need to understand the importance of this step. Incorporating a testimonial or two from mentor/mentee pairs who have had good experiences can be effective.

Possible ways of accomplishing the pairing include the following:

- a.** For small group mentoring which is tied to a specific project, assign mentors to groups according to interest in their activity.
- b.** For One-on-One Mentoring
  - i.** Host an event where students talk to all potential mentors one on one.
    - 1.** Ask the students to list the top 3 things they would like in a mentor relationship. They don't have to share this with anyone. This exercise is designed to get them to think about it.
    - 2.** Set up an area with tables arranged in a large circle with chairs on either side the inside chair is for a student the outside chair for mentor volunteers.



- ii. There are some excellent personality assessments that participants can take and then the person in charge make matches of like or opposite personalities.

- a.** Once you have matched mentors and mentees you need to have all meet together initially and review communication guidelines.
- b.** To help ease the beginning of the relationship
  - i.** Host informal activities
  - ii.** Allow for fun activities together for small groups as well as project work
  - iii.** Do team building activities for small and large groups with their mentors
  - iv.** For one-on-one mentoring, have activities where two or more pairs work and/or talk together as conversations may be easier when it involves more than two people.

