**MENTOR**
VIRGINIA

**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
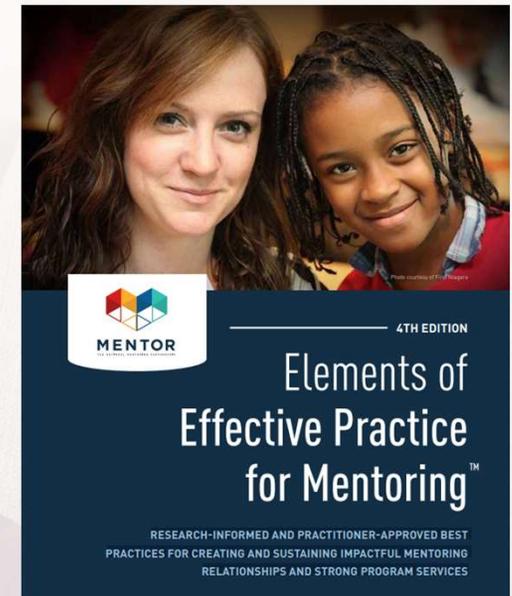- May garner interest from more mentors

# 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**



MENTOR

4TH EDITION

Elements of
**Effective Practice**
for Mentoring™

RESEARCH-INFORMED AND PRACTITIONER-APPROVED BEST
PRACTICES FOR CREATING AND SUSTAINING IMPACTFUL MENTORING
RELATIONSHIPS AND STRONG PROGRAM SERVICES

# 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

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