



Results & Recommendations of the

2015 MENTOR SURVEY

The California Mentoring Partnership's (CMP) mission is to advocate for the advancement of effective mentoring by encouraging, developing, strengthening, and sustaining quality mentoring programs throughout the state.

CMP has recently reconvened as an independent statewide partnership. As such, we have sought over the past two years to reconnect with mentoring programs and resources throughout the state.

OUR GOALS ARE TO:

SHORT TERM

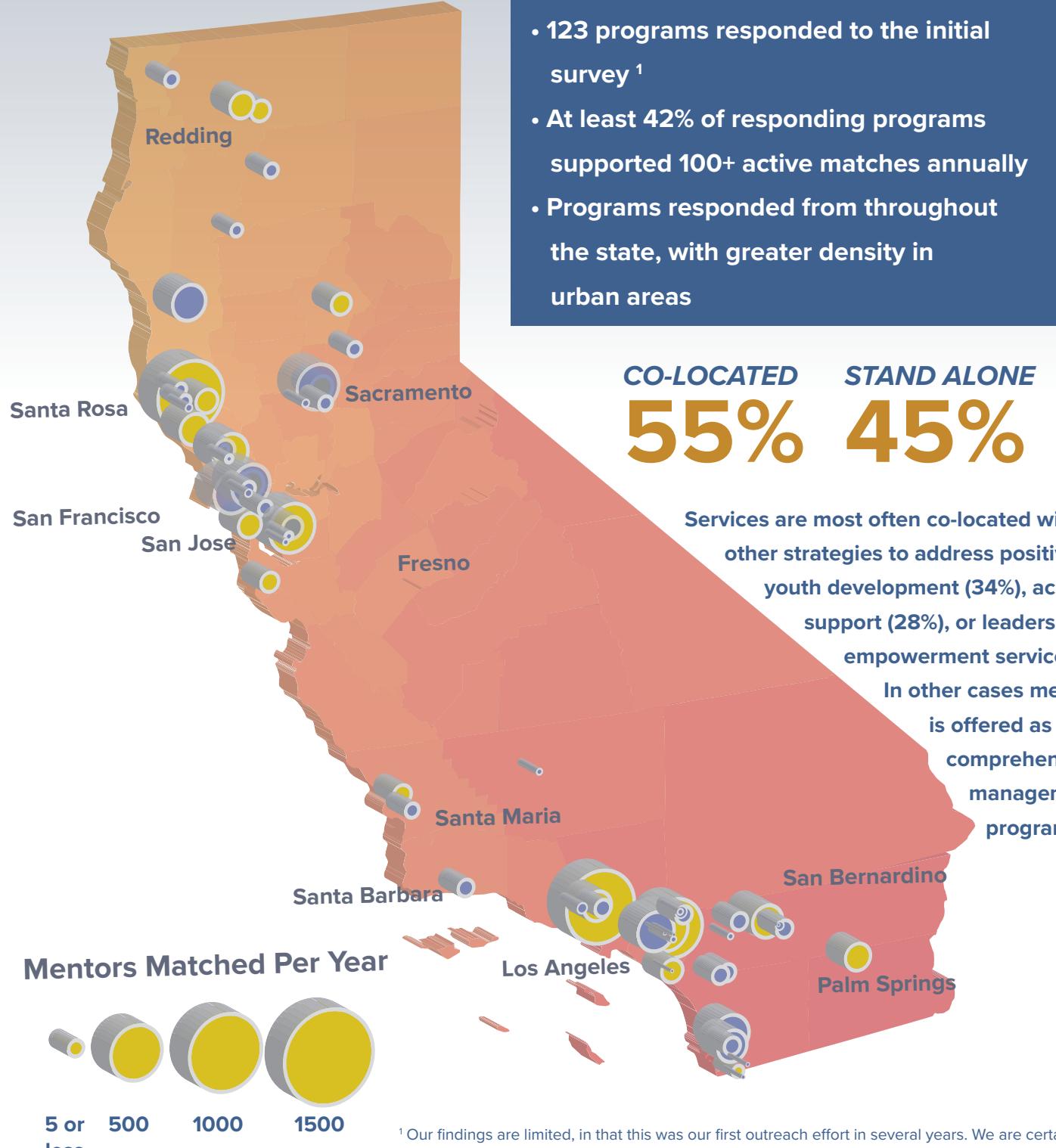
- Create and manage a database of California mentoring programs
- Establish a website to provide programs with educational resources and event notifications
- Furnish no-cost technical support and training to the mentoring field, built on research-based best practices
- Partner with the research community to initiate and conduct rigorous California-based research on youth mentoring

LONG TERM

- Develop an online platform for potential volunteers to find appropriate programs
- Provide support to regional mentoring coalitions
- Host periodic state gatherings to provide education to mentoring organizations, and to inspire and re-energize program staff
- Initiate marketing to increase the awareness of mentoring activities, and to put out the call for volunteer mentors and financial support

In keeping with the goal of initiating and conducting relevant California based research, CMP conducted the 2015 CMP survey in order to collect accurate and current information about California's growing and innovative field of mentoring. The survey was administered in collaboration with Professor Todd Franke and the Center for Healthier Children, Families and Communities at UCLA. The purpose was to collect data to assess the types of programs, and young people, participating in mentoring programs across the state. The results provide a descriptive snapshot of the field of mentoring in California and set a foundation of knowledge for future research and services.

MENTORING PROGRAM SERVICES CONTINUE TO BE A PRIORITY IN CA



¹ Our findings are limited, in that this was our first outreach effort in several years. We are certain that many programs did not participate and are not yet known to our re-emerging statewide networks. We think it most likely that smaller, less funded programs, and newer programs that were not connected to the previous incarnation of CMP, were less likely to be found or able to respond.

MENTOR TIME COMMITMENT

*Over 12,810 California residents
volunteer to mentor.*

*The majority of mentoring programs
(69%) require that mentors commit to
program participation for 9-12 months.*

*40% of the programs responded
that participants meet weekly.*

*On average, mentors and mentees meet
for a duration of 1 hour and 45 minutes.*



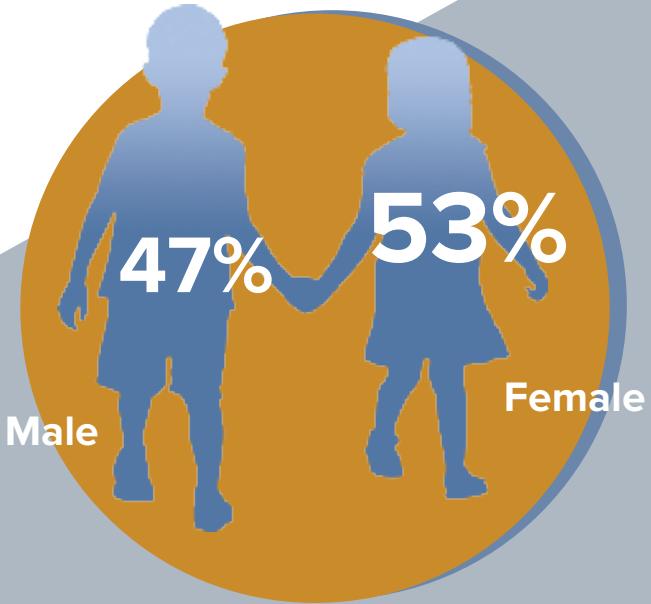
A significant number of individuals continue to show interest in the opportunity to support the health and wellness of youth. These findings also show that CA mentors are able to commit significant and consistent time to mentoring, in line with recommended best practices.

NUMBER OF MENTEES SERVED

Waitlisted Youth
4,911

Total Youth Matched
12,020

Total Youth Served
17,257



² Programs were asked to differentiate between “total number of youth served in some mentoring-related capacity”, which may include pre- and post-match activities and other services directly related to mentoring when not actively matched, and “total number of youth actively matched”.

AGES SERVED

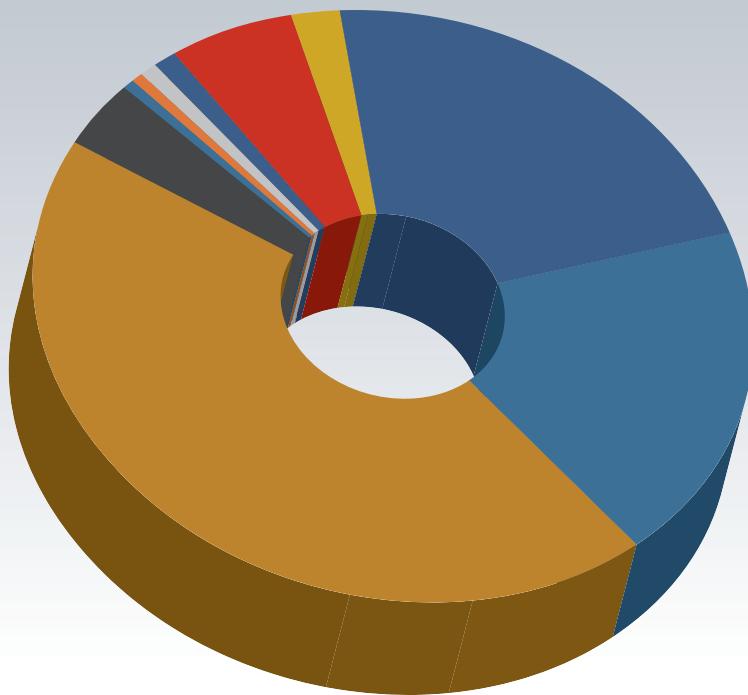
Elementary School Aged
23%

Middle School Aged
33%

High School Aged
35%

Transition Aged
9%

MENTEE CHARACTERISTICS



Latino or Hispanic American	45%
NonHispanic White or EuroAmerican	22%
Black, AfroCaribbean, or African American	19%
Multiracial	6%
East Asian or Asian American	4%
Native American or Alaskan Native	1%
Hawaiian or Pacific Islander	1%
South Asian or Indian American	.5%
Middle Eastern or Arab American	.5%
Other/Unknown	2%

- Programs have succeeded in reaching the majority of who exhibit high needs, and have connected them to a much-needed positive community.

- Most programs serve youth who demonstrate academic challenges (79%) or are not English speaking (79%).

- Most programs serve youth who live in high-crime neighborhoods (77%), experience foster care systems (75%), or are in single parent households (90%).

84% of mentees have poverty indicators.

CALIFORNIA MENTOR PROGRAMS INDICATE A COST-EFFECTIVE RETURN ON INVESTMENT

- California programs spend an average of \$2,681 per match and need average staffing of one full time program staff per 41 matches ³, though these averages reflect a wide range.
- Findings indicate that on average, California mentoring programs are careful to allocate sufficient funds and staff time to support quality matches.
- Estimates fall well below the costs of incarceration (over \$179,400 per youth per year in California) ⁴.
- For each high-risk youth prevented from adopting a life of crime, the country saves between \$2.6 million and \$5.3 million (MA Cohen, AR Piquero- Criminal Justice Policy, 2010) ⁵.

INCREASED RESOURCES ARE NEEDED IN CALIFORNIA TO SUPPORT LOCAL PROGRAMS AND STAFF

- Nearly 5,000 youth are on the waitlist, in our sample alone.
- Populations especially underserved: pregnant and parenting teens, gifted youth, gang-involved youth, career or vocation school-bound, rural youth, and youth with drug or alcohol use issues.
- To ensure they are using best practices, programs that fall well below the average in terms of cost-per-match, and significantly above the average in terms of staff per match ratios, should consider applying for no-cost technical assistance through CMP and the National Mentoring Resource Center - www.camentoringpartnership.org.

³ Figure adjusted for outliers in data set.

⁴ Tafoya, Sonya and Hayes, Joseph. May 2014. Juvenile Justice in California. Just The Facts. Public Policy Institute of California.

⁵ Cohen, Mark A. and Paquero, Alex R. August 2008. New Evidence on the Monetary Value of Saving a High Risk Youth. Springer Science+Business Media, LLC.

BASED UPON THESE FINDINGS, CMP COMMITS TO THE FOLLOWING PRIORITIES:

- 1) Initiate and support further research to understand more about California programs, as well as the needs of the underserved populations identified.**
- 2) Continue to connect with regional mentoring coalitions and individual programs to better understand their needs.**
- 3) Inform programs with extremely low costs-per-match costs and/or high caseloads (along with programs with any other development or training needs) that they can receive no-cost consulting and technical assistance through CMP and the National Mentoring Resource Center.**
- 4) Explore ways to support counties and local service providers to establish agreements that facilitate data sharing between partners involved in mentoring for youth.**
- 5) Work to expand our resource base to support local programs and coalitions in expanding their capacity to conduct quality mentoring.**

CMP LEADERSHIP TEAM

Becky Cooper – Friends for Youth

Stacy Dertien – San Diego Mentoring Coalition

Erika Green – Center for Applied Research Solutions

Dr. Jim Kooler – California Center for Youth Development and Health Promotion- TCOE

Dr. Dustianne North – Mentor Management Systems

Florence Parks – Shoulder to Shoulder

Jerry Sherk – Mentor Management Systems

Judy Strother Taylor – Mentor Management Systems

OUR REGIONAL COALITIONS

Bay Area Mentoring

Central Valley Mentoring Coalition

Long Beach Mentoring Coalition

Los Angeles Mentoring Partnership

Mentoring Action Network

Mentoring Coalition of San Diego

Pasadena Mentoring Collaborative

Riverside County Mentor Collaborative

San Bernardino Mentoring Task Force

Solano Mentor Collaborative

Sonoma Valley Mentoring Alliance

South Bay Mentoring Coalition

ELEMENTS OF EFFECTIVE PRACTICE

CMP recommends all organizations and funders interested in mentoring be familiar with the nationally recognized Elements of Effective Practice for Mentoring: 4th Edition.

http://www.mentoring.org/new-site/wp-content/uploads/2016/01/Final_Elements_Publication_Fourth.pdf



NO-COST TRAINING AND TECHNICAL ASSISTANCE

In alignment with our mission, the California Mentoring Partnership has partnered with MENTOR: The National Mentoring Partnership to provide no-cost Technical Assistance (T.A.) to California-based programs, as part of the National Mentoring Resource Center (NMRC). In 2015, 43 organizations received over 1,200 service hours of training and technical assistance support from CMP consultants. California T.A. is operated by Erika Green at Center for Applied Research Solutions, and is managed by Judy Taylor. Because of the shortage of trainers available in other states, California-based consultants have also provided their services in Utah, Texas, Missouri, Oklahoma, North Carolina, Georgia, Mississippi, Louisiana, Alabama, Maryland, and Wyoming.

To find out more about how your program can receive T.A. support, go to www.camentoringpartnership.org.

The 2015 California Mentor Survey Report was created under the direction of CMP Research Chair Dustianne North and Professor Todd Franke of the UCLA Center for Healthier Children, Families, and Communities. Design and infographics were developed by Heyward Bracey of Spacious UX/UI. Analysis and write-up of results was conducted collaboratively with the participation of several members of the CMP Leadership Team: Erika Green, Jim Kooler, Becky Cooper, Florence Parks, Jerry Sherk, and Judy Taylor.