

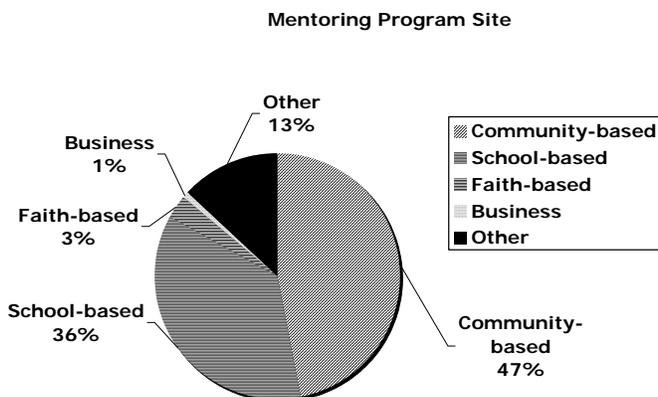
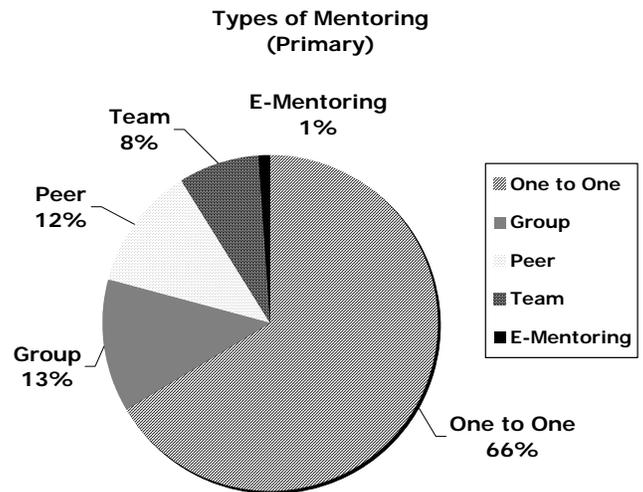
# Mentor Michigan Census

## Wave III: Executive Summary

### The Scope and Nature of Mentoring in Michigan Overview

- This year, through August of 2005, a total of 20,294 young people were mentored through 195 distinct programs operated by 123 various community, school, faith, government and business-based organizations. As only 123 of the 237 (51%) identified mentoring organizations responded to the MMC, it is reasonable to estimate that more than 30,000 Michigan youth benefited from having a mentor in 2005.
- Mentoring organizations responding to the MMC are located in 40 of Michigan's 83 counties.

**Type:** One to one mentoring is most common. Group (1 adult to no more than 4 youth) and Peer mentoring are next, followed by Team mentoring (a group of adults with a group of youth, no more than a 1/4 ratio). E-mentoring is a supplement, but as depicted, rarely a primary mentoring form. This distribution is similar to that found in earlier Waves. From Wave I to Wave II, there was an increase in the number of one to one mentoring reported and a slight decrease in the amount of group mentoring reported. From Wave II to III, the only significant change was a slight increase in team mentoring reported and a slight decrease in peer mentoring reported.



**Site:** Of the 195 distinct programs reporting, 91 (47%) are community-based and 71 (36%) are school-based. Faith-based, business-based, and "Other" (including government-based) programs are less common.

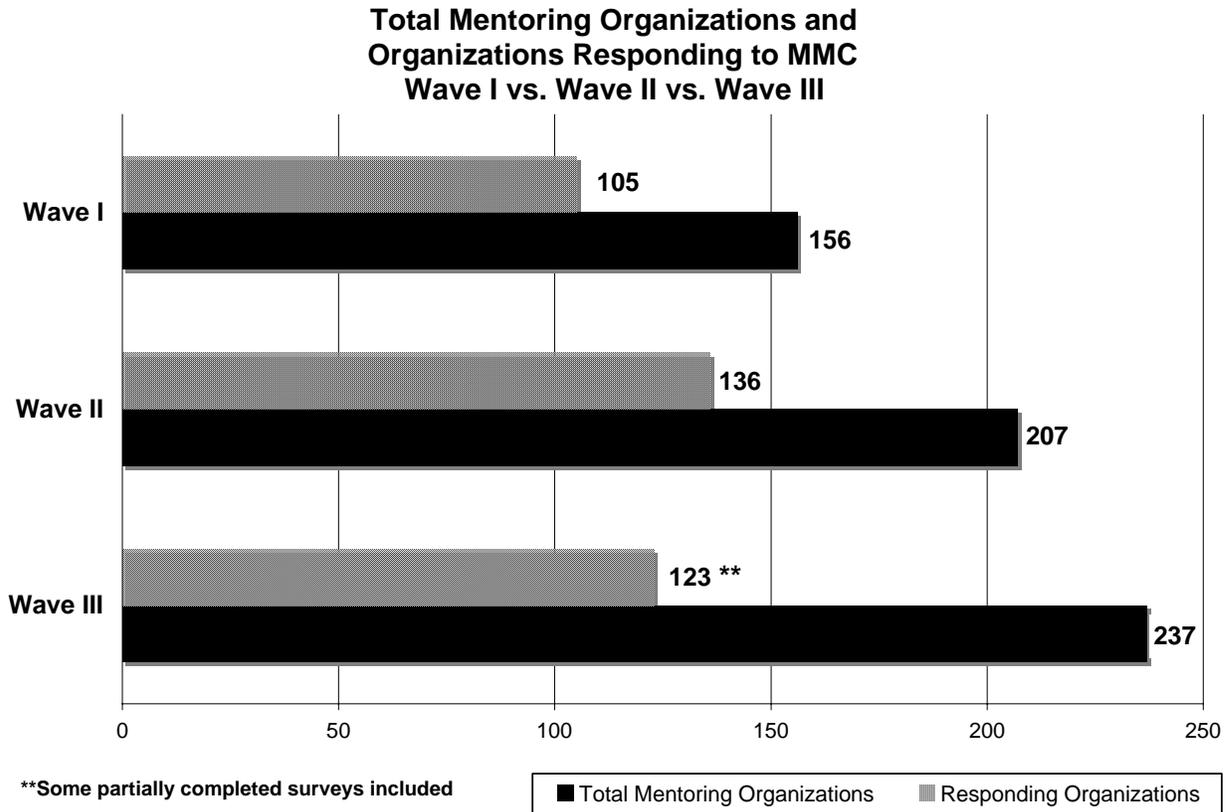
While there are more community-based programs, more children are served through school-based programs. The average school-based program served 132 students in the first eight months of 2005, while the average community-based program served about 97 children. These results are very similar to previous waves.

# Mentor Michigan Census

## Wave III: Executive Summary

### Tracking Changes on Key “Funnel” Measures

- Mentoring Organizations:** The number of organizations representing themselves as operating mentoring programs increased to 237, up from 156 in Wave I and 207 in Wave II. The number of organizations responding to the MMC decreased to 123. Most, but not all of these 123 organizations completed the entire questionnaire.



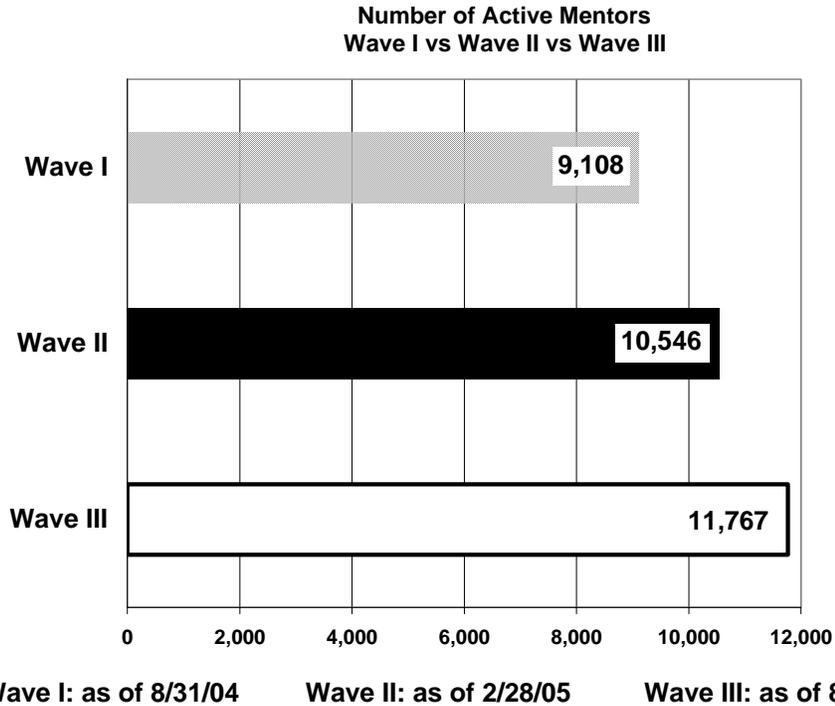
- Youth Served:** The number of youth served in Wave III remains basically flat compared to one year ago, with a net increase of 116 more youth mentored in the first eight months of 2005. Seventy-four programs responding to the MMC report an aggregate increase in the number of children mentored of 1,975. During the same time period, 28 programs report a decrease with an aggregate decline of 1,859 youth.

<b>Change in the Number of Youth Mentored</b>	
74 programs report an increase in matches of.....	1,975
28 programs report a decrease in matches of.....	<u>1,859</u>
<b>Net change</b>	<b>116</b>

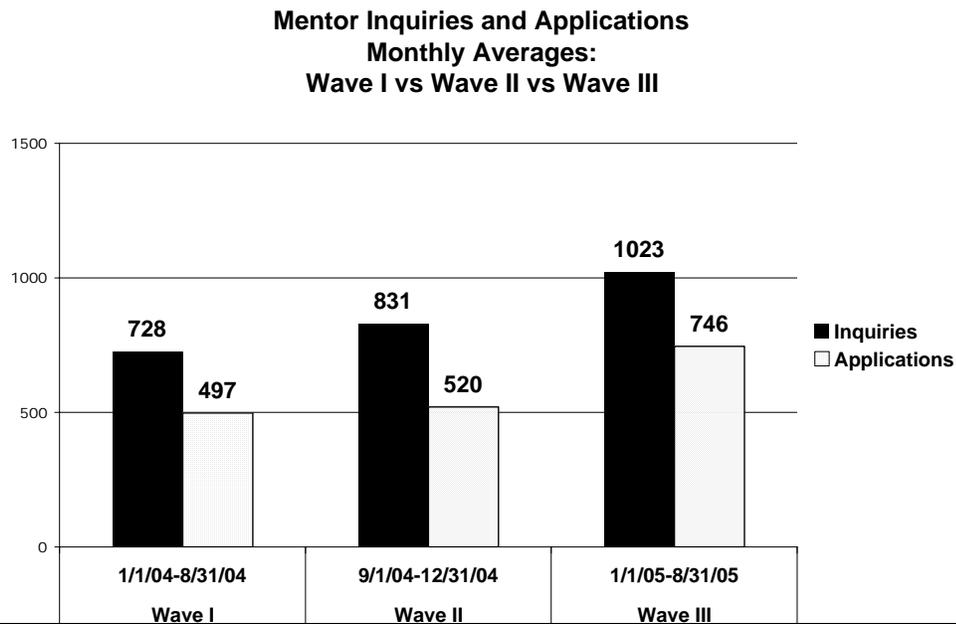
# Mentor Michigan Census

## Wave III: Executive Summary

- Active Mentors:** The MMC counted more active mentors in Wave III than in Wave I or II. Organizations responding to Wave II of the MCC report 11,767 active mentors. This compares to 9,108 active mentors counted in Wave I (as of August 31, 2004) and 10,546 in Wave II (as of February 28, 2005).



- Inquiries and Applications:** There were a total of 8,816 inquiries about becoming a mentor and more than 5,973 written applications submitted to be a mentor through August of 2005. The monthly averages of mentor inquiries and applications are increasing with each subsequent wave.



# Mentor Michigan Census

## Wave III: Executive Summary

- **Screening:** Use of screening tools has remained fairly consistent throughout all three waves of the MMC. Beginning with Wave II and continuing through Wave III, the screening question concerning “Criminal Background Check” was broken down into two separate categories – one for state criminal background checks and one for federal. Because of this change, the percentage of organizations using each of these checks is not trackable across all three waves. However, as with the other screening tools, those using both state and federal background checks remained consistent between Wave II and III.

### Screening Procedures Used Wave I vs. Wave II vs. Wave III

	Wave I	Wave II	Wave III
Criminal Background Check*	89%	--	---
State Criminal Background Check**	--	79%	80%
Federal Criminal Background Check**	--	29	28
Sex Offender Registry	60	64	59
Child Abuse Registry	40	48	41
Drive record/license	64	60	52
Personal character reference	79	81	81
Employment reference	44	33	35
Written application	83	84	87
Personal interview	86	87	84
Fingerprint Check***	--	--	11

\*Asked only in Wave I. \*\* Added in Wave II. \*\*\* Asked only in Wave III

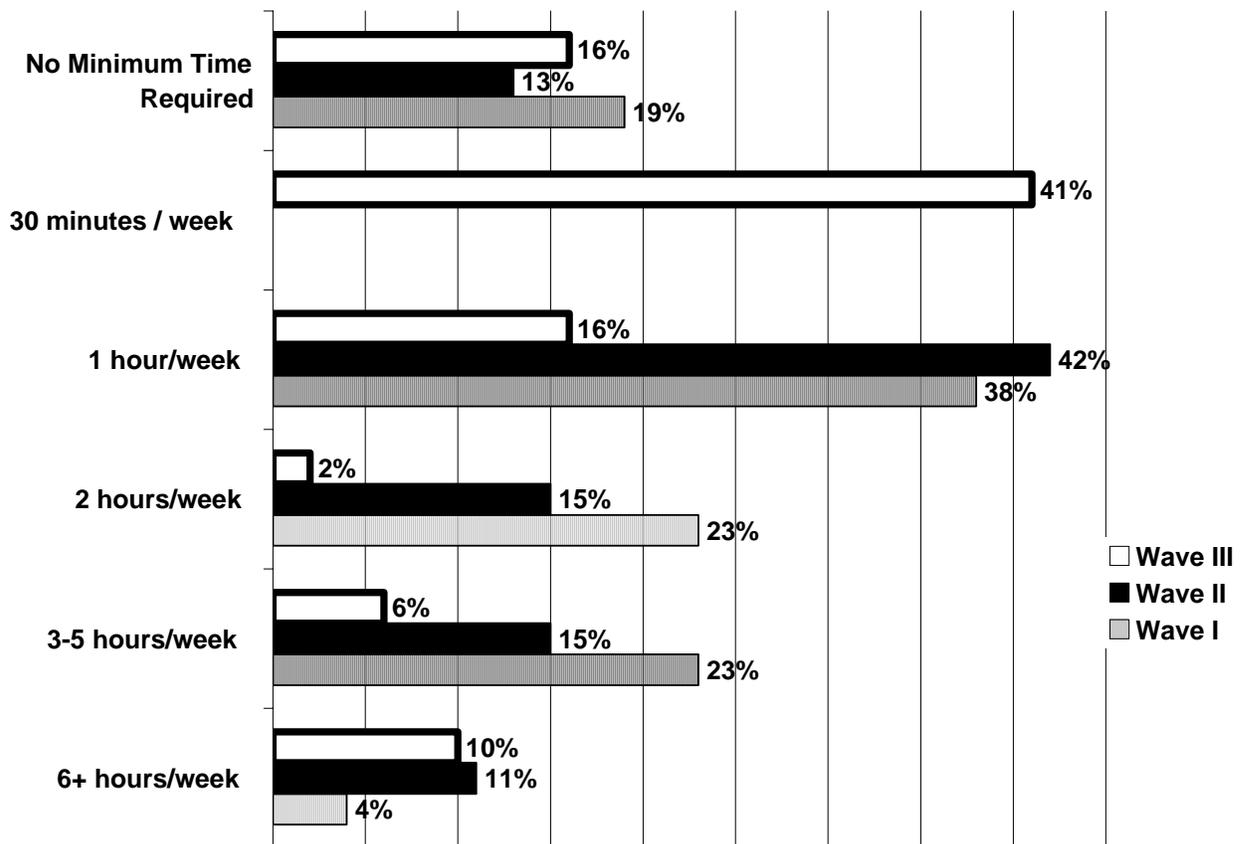
**Note: Not all categories shown**

# Mentor Michigan Census

## Wave III: Executive Summary

- Mentoring Intensity:** A new category, 30 minutes per week, was added in Wave III. Forty-one percent of organizations report having this as a requirement, well below the research-based minimum dose required to have a demonstrable effect. Wave III measures of mentoring intensity and duration show a decrease in mentors spending 2 to 5 hours per week with mentees. The number of organizations that report having no minimum time requirements increased to 16% over the 13% reported in Wave II.

**Reported Minimum Weekly Mentoring Intensity:  
Wave I vs. Wave II vs. Wave III**



# Mentor Michigan Census

## Wave III: Executive Summary

### Mentor and Youth Served Demographics

**Mentor Gender**  
Wave I vs Wave II vs Wave III

	Wave I	Wave II	Wave III
Male	34%	32%	33%
Female	66	68	67

**Youth Served Gender**  
Wave I vs Wave II vs Wave III

	Wave I	Wave II	Wave III
Male	40%	51%	46%
Female	60	49	54

**Mentor Age**  
Wave I vs Wave II vs Wave III

	Wave I	Wave II	Wave III
< 18	19%	20%	20%
18 – 25	9	39	22
26-35	52	30	39
36-45			
46-55			
56-65	16	4	8
66+	4	7	11

**Youth Served Age**  
Wave I vs. Wave II vs. Wave III

	Wave I	Wave II	Wave III
< 5	--	4%	21%
6 – 11	35%	59	38
12 – 14	45	17	21
15 – 18	18	20	18
19 – 25	2	<1	2
26+	--	<1	<1

**Mentor Race**  
Wave I vs Wave II vs Wave III

	Wave I	Wave II	Wave III
Caucasian	76%	78%	72%
African-American	22	16	24
Hispanic	2	2	2
Native American	<1	1	<1
Asian-American	<1	2	1
Arab-American	<1	<1	<1
Other	<1	<1	<1

**Youth Served Race**  
Wave I vs. Wave II vs. Wave III

	Wave I	Wave II	Wave III
Caucasian	44%	57%	52%
African-American	47	36	36
Hispanic	5	4	6
Native American	2	1	1
Asian-American	--	<1	1
Arab-American	<1	<1	<1
Other	--	2	3

**Mentor Demographics:** Demographic characteristics of mentors are similar comparing Waves I, II and III. One exception to this is in the proportion of mentors age 18-25. After a sharp increase from 9% to 39% between Waves I and II, this age group has now dropped to 22% in Wave III.

Additionally, there has been a shift in mentor race with the number of Caucasian mentors dropping slightly from 78 to 72%, and the number of African-American mentors increasing from 16 to 24% in Wave III.

In response to a new question in Wave III, organizations report that 284 (2.5%) of their mentors have disabilities.

**Youth Served Demographics:** There are some differences in the characteristics of youth served comparing Waves I, II, and III. After increasing in Wave II to 51%, the proportion of males served fallen to 46% in Wave III. Similarly there is a large increase in the percentage of youth under the age of 5 being served. Analysis of the data shows that much of this increase is based on one organization reporting a large number of small children who are served as a part of its program.

In response to a new question in Wave III, organizations report that 1,381 (12%) of the youth they serve have disabilities.

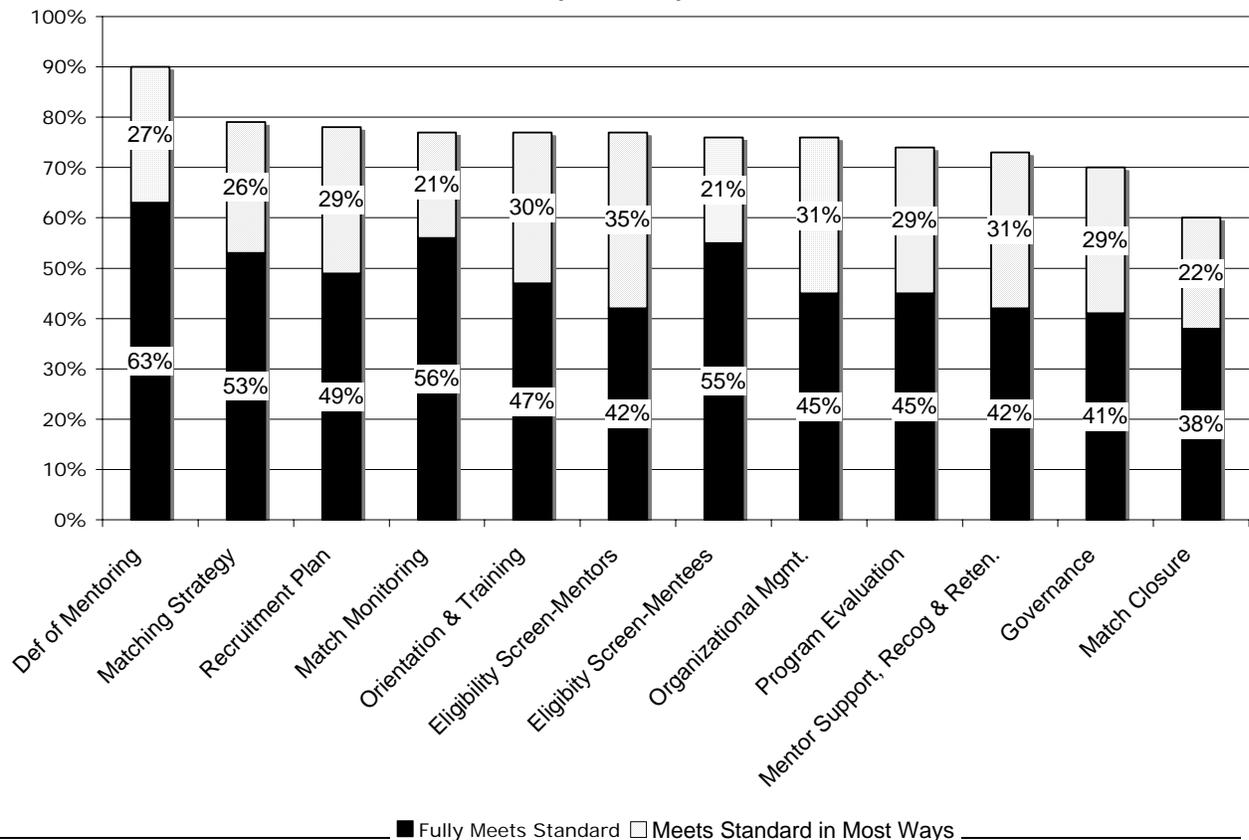
# Mentor Michigan Census

## Wave III: Executive Summary

### Mentor Michigan's Standards

- **Mentor Michigan Quality Program Standards:** Seventy-two percent of organizations report having read the MM Quality Program Standards prior to reading them online.
- The highest level of adherence is for Standard #1, Definition of Mentoring. Sixty-three percent of organizations report that they fully adhere to this standard, and another 27% somewhat meet it. Match Monitoring (#6), Eligibility Screening for Mentees (#3), and Matching Strategy (#5) follow in levels of full adherence with more than half of organizations reporting that they fully meet these standards.
- The lowest level of adherence reported is for Match Closure (#11), with only 38% of organizations reporting that they fully meet this standard.
- When organizations reporting that they somewhat meet the standards are combined with those who fully meet them, more than 70% of organizations report that they fully meet or somewhat meet 10 of the 11 standards.
- Reasons why organizations do not adhere to the program standards include lack of resources, alternative program design, school-based limits, and being unaware of the standard requirements necessary for quality mentoring programs.

**Mentor Michigan Census Wave III**  
**Reported Adherence to MM Quality Program Standards**  
**(N = 104)**



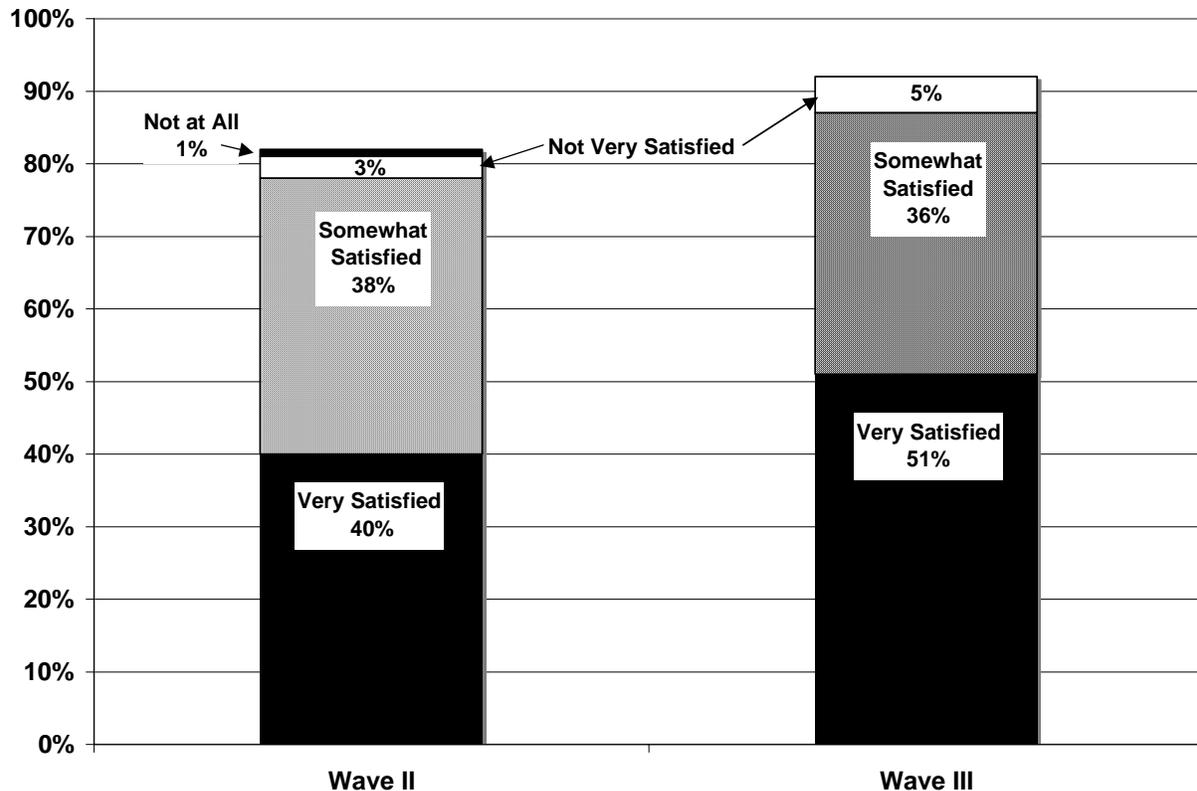
# Mentor Michigan Census

## Wave III: Executive Summary

### Mentor Michigan: Satisfaction and Services Used

- **Satisfaction with Mentor Michigan:** Michigan’s mentoring organizations continue to be satisfied with the work of Mentor Michigan. In Wave III, 87% of MMC respondents indicate that they are “very” or “somewhat” satisfied with its work, and only 8% are unaware. This level of satisfaction is an increase from Wave II, where 78% indicated that they were “very” or “somewhat satisfied” and 18% were unaware. Five percent report being dissatisfied with Mentor Michigan in Wave III, a slight increase from the 4% in Wave II.

**Percent Very and Somewhat Satisfied With Mentor Michigan**



NOTE: Not Aware / Don't Know responses not shown

# Mentor Michigan Census

## Wave III: Executive Summary

### Background, Objectives and Method

The Mentor Michigan Census (MMC) is a periodic survey of organizations operating mentoring programs in the State of Michigan. In Wave I of the MMC, conducted in the fall of 2004, 105 organizations responded to the MMC out of a total of 156 organizations that had registered with Mentor Michigan as of Sept. 1, 2004. This reflected a 67% response rate.

Wave II of the MMC, conducted in March of 2005, reflected a similar response rate of 66%. Out of a total of 207 mentoring organizations identified and registered with Mentor Michigan, 136 responded. Of the 105 organizations that responded to Wave I, 96 responded to Wave II. Thus, 40 organizations reported for the first time in Wave II.

This report reflects the data from Wave III of the MMC, conducted in October of 2005. Out of a total of 237 mentoring organizations identified and registered with Mentor Michigan, 123 responded (51% response rate). Of those 123 that responded Wave III, 7 also responded to Wave I, 13 responded to Wave II and 74 completed both Wave I and Wave II surveys. Thus, 12 organizations reported for the first time in Wave III (17 report that they “don’t know” about previous survey completions).

The MCC data were collected via an on-line survey. There were approximately 60 questions in each Wave’s survey. Approximately half of these questions are repeated for tracking purposes and the other half specific to each Wave and focused on various items of interest to Mentor Michigan and its key constituents.

The primary purpose of the MMC is to understand the scope and nature of mentoring and mentoring organizations in Michigan. Specifically, there are three key objectives:

1. Identify, count, describe, and track mentoring organizations, programs, mentors, and the children served.
2. Understand program components, processes, resources, and needs.
3. Encourage and support program evaluation.

Additionally, in the first wave of the MMC, emphasis was placed on understanding the types of organizations that provide mentoring programs. In Wave II, emphasis was placed on understanding barriers to serving more children with mentors, including liability, recruitment and other challenges. Additionally, a special section addressed use and satisfaction with the services and products produced by Mentor Michigan.

With Wave III, emphasis was placed on understanding adherence to the eleven Mentor Michigan Quality Program Standards.

# Mentor Michigan Census

## Wave III: Executive Summary

Mentor Michigan has adopted the National Mentoring Partnership's definition of mentoring. "Mentoring is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support, and encouragement aimed at developing the competence and character of the mentee." Responsible mentoring can take many forms:

- Traditional mentoring (one adult to one young person)
- Group mentoring (one adult to up to four young people)
- Team mentoring (several adults working with small groups of young people, in which the adult to youth ratio is not greater than 1:4)
- Peer mentoring (caring youth mentoring other youth)
- E-mentoring (mentoring via e-mail and the Internet)

The MMC uses the mentoring funnel as a conceptual framework. The mentoring funnel can be used by organizations and Mentor Michigan when planning, implementing and assessing efforts to provide mentors to children who need them. The funnel identifies key steps in the recruitment and mentoring process to be measured, including number of inquires from potential mentors, number of written applications, background checking processes, training process, number and type of mentoring matches, duration and intensity of matches and mentors repeating the mentoring experience or referring others to become mentors. See the "State of Mentoring in Michigan" for more information.

# **Mentor Michigan Census**

Wave III: Executive Summary

## **Appendix, Funnel Measures Summary Table Totals Wave I vs. Wave II vs. Wave III**

On the following pages are Summary Tables tracking responses to the Funnel Measures questions on all three Waves of the MMC.

# Mentor Michigan Census

## Wave III: Executive Summary

### Funnel Measures Summary Table Totals

Q # W I	Q # W II	Q# W III	Question	Wave I 1/1/04 - 9/1/04	Wave II Total 2004	Wave III 1/1/05- 8/31/05
			Number of Mentoring Organizations	105	136	123
49	17	17	Number of inquiries to be a mentor	5,823	9,975	8,816
			Monthly Average	728	831	1,023
50	18	18	Number of written applications to be a mentor	3,976	6,249	5,973
			Monthly Average	497	520	746
48	27	26	Background Check - [M.R.]			
			Criminal Background Check*	89%	--	---
			State Criminal Background Check**	--	79%	80%
			Federal Criminal Background Check**	--	29	28
			Sex Offender Registry	60	64	59
			Child Abuse Registry	40	48	41
			Drive record/license	64	60	52
			Personal character reference	79	81	81
			Employment reference	44	33	35
			Credit check^	3	1	--
			Written application	83	84	87
			Personal interview	86	87	84
			Home visit**	--	9	11
			Home Assessment**	--	12	15
			Fingerprint Check***	--	--	11
			None of the above	3	6	5
17	19	19	Mentees Served			
			Total	16,574	27,090	20,294
			Mean per Organization	157.8	199.2	114
19	26	25	Total number of matches			
			Percent of organizations reporting an increase	37%	40%	38%
			Percent of organizations reporting a decrease	12%	29%	15%
			Percent of organizations reporting no change	36%	25%	48%
			Don't Know	16%	22%	22%
19A			Increased #	2,195	3,282	1,975
19B			Decreased #	848	1,066	1,859
			Net Change #	1,347	2,216	116
43	23	22	Active mentors	9,108	10,546 <sup>1</sup> 15,977 <sup>2</sup>	11,767
44	24	23	Mentors currently on waiting list	2,017	1,243	1,124
55	25	24	Mentees currently on waiting list	2,345	3,428	3,311

\* Asked only in Wave I. \*\* Added in Wave II. \*\*\* Added in Wave III. ^Dropped in Wave III.

1 = Total as of 2/28/05      2 = Total for all of 2004

# Mentor Michigan Census

## Wave III: Executive Summary

Q # W I	Q # W II	Q# W III	Question	Wave I 1/1/04 – 9/1/04	Wave II Total 2004	Wave III 1/1/05- 8/31/05
20	31	28	Minimum time of mentor/mentee match			
			No minimum	11%	14%	14%
			1-2 months	3	1	4
			3-5 months	10	15	6
			6-8 months	21	11	18
			9-11 months	16	22	19
			12 months	31	28	32
			More than 12 Months, less than 2 years	2	1	1
			More than 2 years, less than 5 years	3	2	3
			More than 5 years	1	--	1
			Don't know	3	6	2
21	32	29	Average time for mentor/mentee match			
			No minimum	--	19	4%
			1 – 2 months	1%	2%	3
			3 – 5 months	6	12	11
			6 – 8 months	21	9	17
			9 – 11 months	18	17	16
			12 months	10	10	13
			More than 12 months, less than 2 years	17	12	13
			More than 2 years, less than 5 years	18	15	11
			More than 5 years	1	7	3
			Don't know	9	19	9
22	33	30	Minimum time per week for mentor/mentee match			
			No minimum	19%	13%	16%
			30 minutes / week	--	---	41
			1 hour / week	38	42	16
			2 hours / week	23	15	2
			3 hours / week	3	9	4
			4 hours / week	5	2	1
			5 hours / week	2	2	1
			6 hours / week	---	2	4
			More than 6 hours / week	4	9	6
			Don't know	6	7	10
23	30	27	Number of hours in-person training for mentors			
			None	5%	5%	4%
			Less than 1 hour	6	6	7
			1 – 2 hours	25	20	25
			2 – 4 hours	23	28	23
			4 – 6 hours	9	7	9
			6 – 8 hours	5	11	10
			9 or more hours	13	15	15
			Other	9	--	--
			Don't know	5	8	7