Using Mentor Michigan Census Data to Support Your Mentoring Program

Mentor Michigan Census: Wave IV, Fall 2006

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Mentor Michigan Conference   October 25, 2006

Organization of This Presentation

I. Background and Introduction

- Objectives

- Defining Mentoring

- Conceptual Overview… Mentoring Funnel

- Methods Used to conduct the Mentor Michigan Census

Organization of This Presentation (Cont'd)

II: Key Findings

– **Summary of Funnel Measures**

III: Using MMC Data

– **Program Benchmarking/Evaluation**

– **Fundraising**

– **Awareness Building**

Mentor Michigan Census Objectives

1. **Identify, count, describe and track**
   – **Mentoring organizations**
   – **Mentoring programs**
   – **Matches, mentors and youth served**

2. **Understand program components, processes, resources and needs**

3. **Encourage and support program evaluation and application of MMC data by mentoring organizations**

Defining 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.

(National Mentoring Partnership)

Defining Mentoring

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)*

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The Mentoring Funnel

Recruitment

Mentor Preparation and Selection

Mentoring

Awareness
Interest
Inquiry

Application
Background Checks
Training

Mentoring
Duration & Intensity
Repeat & Refer

Outcomes for…

Children ● Adults ● Mentoring Organizations ● Communities ● State of MI

Method

**Responding & Registered Mentoring Organizations
Wave I vs. Wave II vs. Wave III vs. Wave IV**

	Responding Organizations	Registered Organizations
Wave I	105	156
Wave II	136	207
Wave III	123	237
Wave IV	137	237
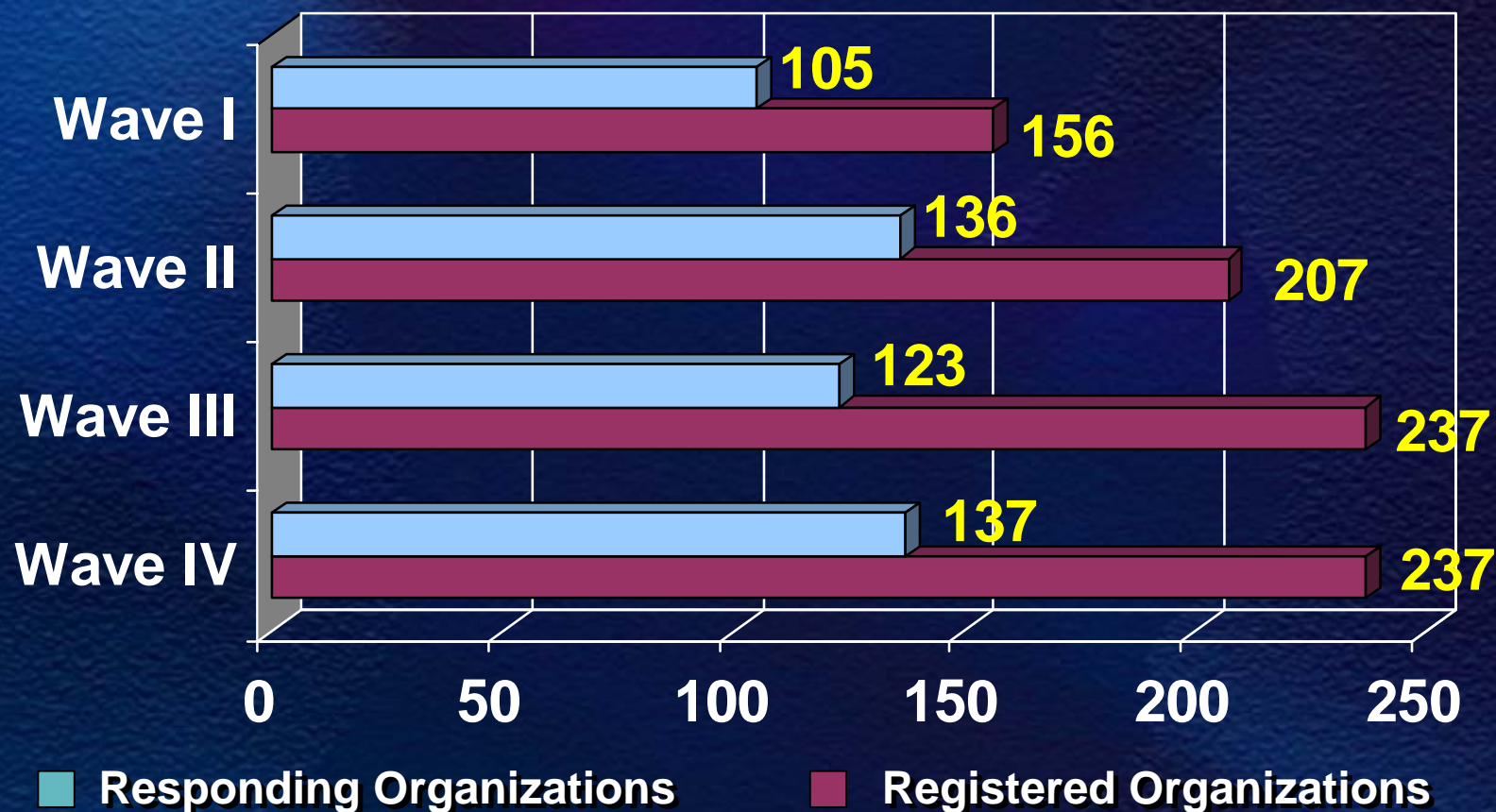
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Method

- **On-line survey (hard-copy option)**
- **Wave IV data collected in September/October 2006**
- **Data collected at both organizational and program levels**
- **Mentoring organization representatives involved in design and pre-test**
- **Special Wave IV focus**
  - **VISTA/AMERICORPS workers**
  - **Mentoring partnerships and collaboratives**

Special Thanks to All Who Completed Wave IV

- Without your participation, it would not be possible to collect and share these data

- We sincerely appreciate your time and effort

Overview of Findings
Key Funnel Measures

How Many Inquiries? Applications?

17,522: New inquiries in 2006

8,000: New written applications received from potential mentors

Awareness
Interest
Inquiry

Application
Background Checks
Training
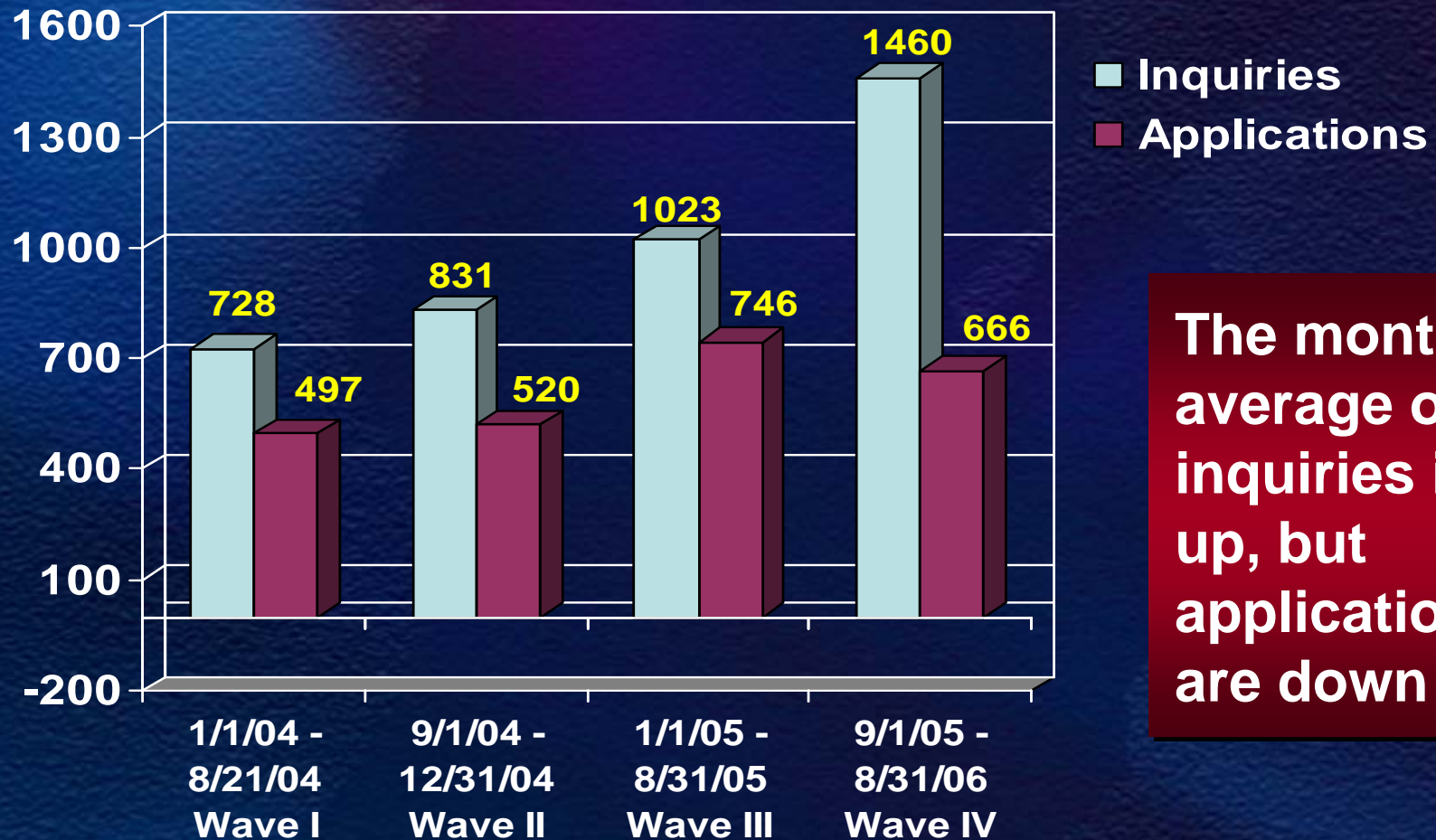
Mentoring
Duration & Intensity
Repeat & Refer

This represents the highest number of inquiries and applications ever recorded by the MMC. Still the number of applications is not keeping pace with the number of inquiries

How Many Children Served?
How Many Mentors?

28,283: **Young people mentored in 2006**

16,382: **Mentors throughout all of 2006**

35,000+: *__Estimated__* **mentor/mentee relationships in MI in 2006**

Awareness
Interest
Inquiry

Application
Background Checks
Training

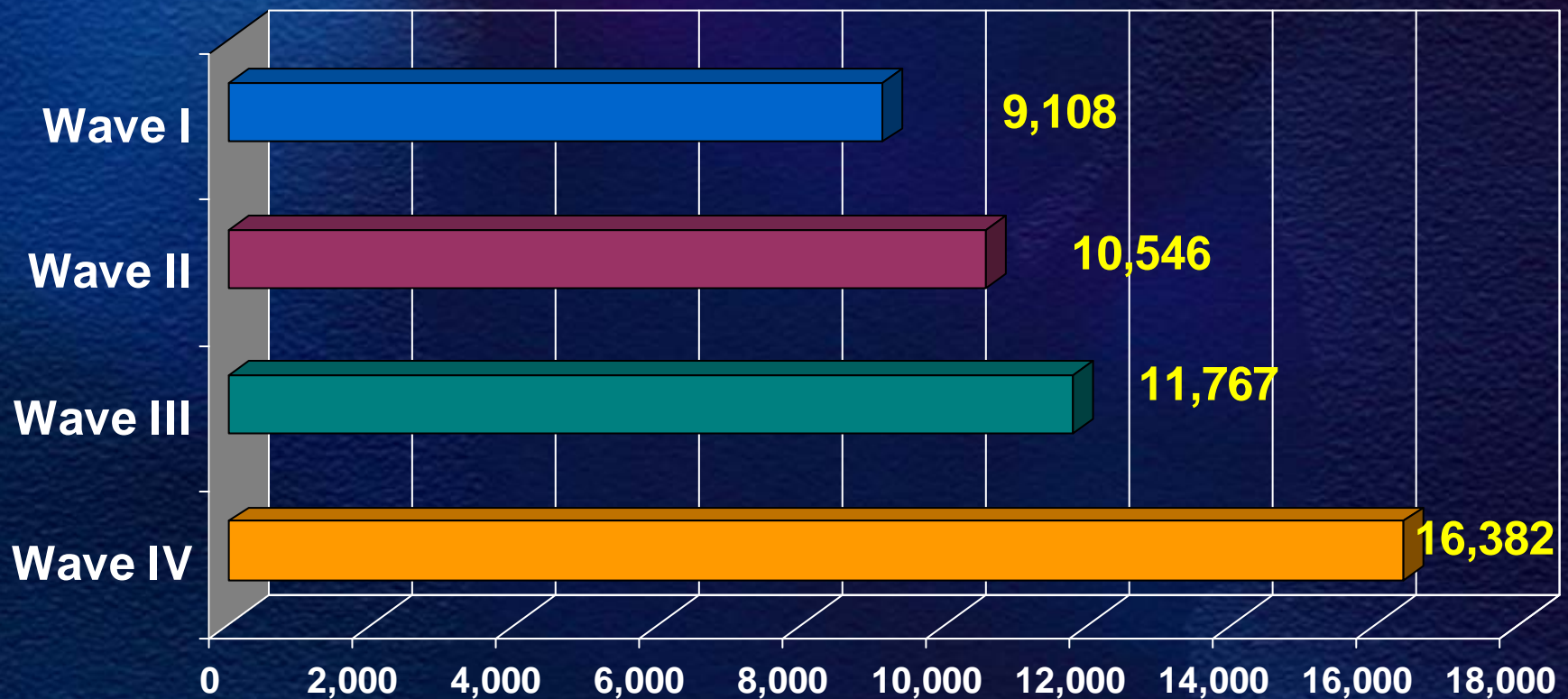**Mentoring**
Duration & Intensity
Repeat & Refer

These represent the highest number of children served and the highest number of mentors actively working with a child ever recorded by the MMC

Number of Active Mentors

Wave I vs. Wave II vs. Wave III vs. Wave IV

Wave	Number
Wave I	9,108
Wave II	10,546
Wave III	11,767
Wave IV	16,382

Additional Findings

- **Programs moving to more group mentoring, less one to one**

- **No significant changes in mentoring intensity or duration**

- **Percentage of organizations requiring written applications is down**

- **Very little change in mentor demographics, still mostly female and white**

Application of MMC Data

Multiple Levels of Application

1. **Policy/State Government**

2. **State Coordinating Organization**
   - **Mentor Michigan through the MCSC**

3. **Collaborative Groups**

4. **Mentoring Organizations**

5. **Mentoring Programs**

Examples of MMC Use by Governor, First Gentleman

- **In Jan. '06 the First Gentleman referenced the MMC in 36 media interviews or speaking engagements**
  - **Most of these mentions were to encourage new mentors, especially men**
  - **Coverage from Detroit to the UP, to GR and many places in between**

- **Governor Granholm references MMC data in speeches**
  - **Most recently to NAACP and at the faith based symposium April and Sept. 2006 to encourage more men and people of color to mentor**

Examples of Use of MMC data by Mentor MI

- **Data helped define need for more men mentors resulting in a grant of $100K from John Hancock Insurance**

- **Data is used to support progress reports/evaluation of MM capacity building grant from the Hudson-Webber Foundation ($300K)**

- **Pending proposals include MMC data**

Mentoring Organization, Program Examples

Jerry Dash, VIP

- Benchmarking Existing Program Processes (Methods)
- Basis for New Program Expansion
- Establishing Internal Process Objectives
- Fundraising Logic Model Development
- Awareness Building

VIP MENTORING

Mentoring Organization, Program Examples

Kris Marshall, Mentoring Solutions

- **Benchmarking, Evaluation, Self Assessment**
- **Fundraising**
- **Awareness Building**

Have you used MMC data for…

Evaluation/Benchmarking?

Awareness Building?
Fundraising?

Example #1: Using MMC Data for Benchmarking

Benchmarking on Screening Mentors

	State	Region	Program
% Using Sex Offender Registry	64%	57%	75%
% Using Child Abuse Registry	48%	53%	100%
% Checking Personal Character References	81%	76%	**25%**

Example #2: Using MMC Data for Fundraising

- **Use MMC data to make the case for needed funds**
  - **Reference standards**
  - **Reference comparative strengths/weaknesses (region/state)**
  - **ID need for specific mentor types (men)**
  - **Subtly communicate you manage, plan, operate as a "fact driven" organization**
  - **Success of your initiative *will be* evaluated**

Example #3: Using MMC Data for Awareness Building

- **Letters/reports to key stakeholders (mentors, parents, schools, funding sources, media)**

- **Did you know:**
  - **Our organization/collaborative accounts for XX% of all mentoring relationships in the region/state**

  - **Our organization is among the tops in terms of…**
    - **Mentoring intensity or duration**
    - **Screening**
    - **Training**

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Your Examples

Workshop Participants Use of the MMC

- **Benchmarking, Evaluation, Self Assessment**

- **Fundraising**

- **Awareness Building**

Full Group Discussion

Questions & Comments

Small Group Work

- **Form small groups of 2 to 4**

- **Discuss…**

  - **How you have used MMC in the past**

  - **Ideas for future application**

  - **Use of the the Mentoring Funnel**

Report Out

Let's list specific examples, ideas

1. **Use of the census data in the past**

2. **Ideas future applications**

Thank You!!!