

A photograph of two women smiling and looking towards the right. They are standing in front of a colorful, abstract mural. The woman on the left has blonde hair and wears glasses and a blue t-shirt. The woman on the right has dark hair and wears a red top. The image is overlaid with a semi-transparent dark purple filter.

WEBINAR: **The State of Mentoring** **Research Update**

(April 22nd, 2020 1:00 PM EST)

**Canadian
Mentoring
Partnership**

Welcome and Housekeeping

- Simultaneous English/ French translation.
- Say "Hello" in the chat feature and feel free to ask questions using the "Q&A"
- Thank you for learning with us and your patience in this new format

Accueil

- Traduction simultanée anglais / français.
- Dites « Bonjour » dans la fonction de chat et n'hésitez pas à poser des questions en français en utilisant le « Q&A ».
- Merci d'apprendre avec nous et de votre patience dans ce nouveau format

Land Acknowledgment

We begin today by acknowledging that we are meeting on Indigenous land. As settlers, we're grateful for the opportunity to meet here and we thank all the generations of Indigenous peoples who have taken care of this land.

As settlers, this recognition of the contributions and historic importance of Indigenous peoples must also be clearly and overtly connected to our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities.



Working Together to Support Youth Mentoring

Setting a baseline so we can track progress against the original plan

RESEARCH

Build sector capacity to empower every young person to fulfil their potential

TECHNOLOGY

It's not called Impact Collective. If you haven't achieved **"Collective"** you may not be ready for **"Impact"**

PARTNERSHIPS

Raising the Profile of Mentoring in Canada by being the rising tide that lifts all boats

COMMUNICATIONS



Mission: The Canadian Mentoring Partnership is committed to expanding access to mentoring to help every young person fulfill their potential.

Setting a baseline
so we can track progress
against
the original plan

RESEARCH

Build sector capacity
to empower every
young person
to fulfil their potential

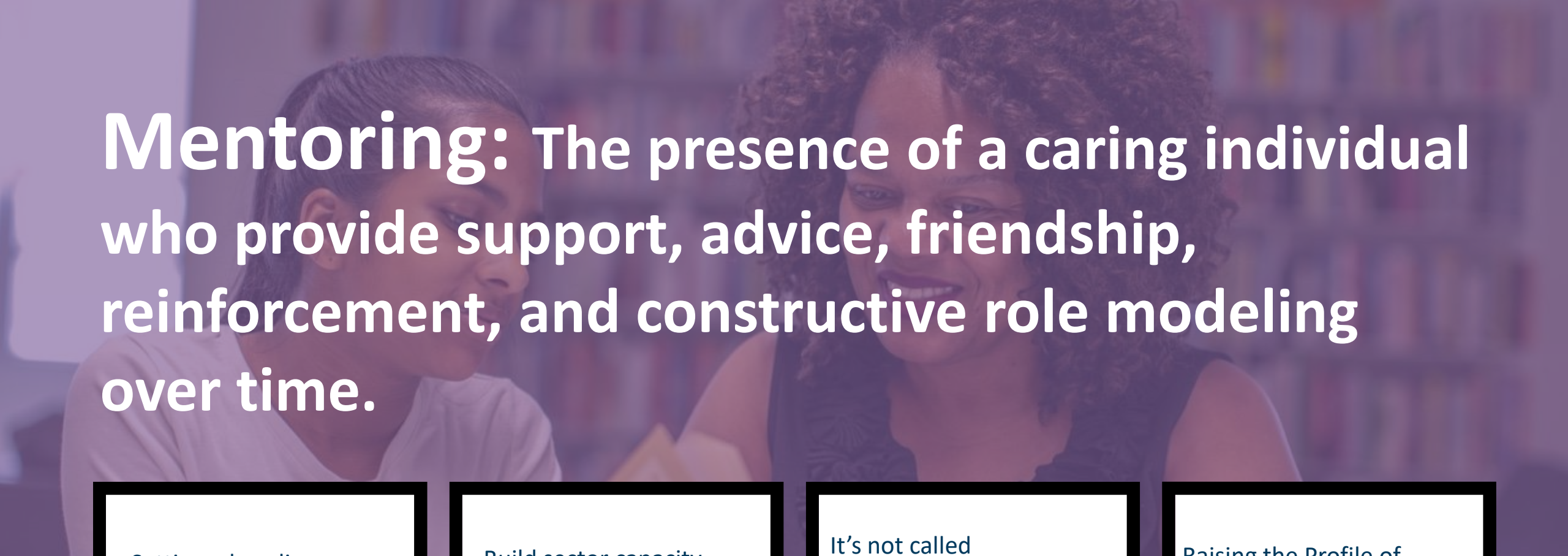
TECHNOLOGY

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PARTNERSHIPS

Raising the Profile of
Mentoring in Canada by
being the rising tide that
lifts all boats

COMMUNICATIONS



Mentoring: The presence of a caring individual who provide support, advice, friendship, reinforcement, and constructive role modeling over time.

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COMMUNICATIONS

Ignite the Movement in Canada

- Follow us on Social Media **@mentoringcanada** and share our content. Instagram is @MentorCanada
- Post your own mentoring story **@mentoringcanada** **#powerofmentoring**
- Become an Ambassador or Champion of mentoring, visit mentoringcanada.ca
- Become a mentor to a young person in your community, visit becomeamentor.ca

RESEARCH

Canadian
Mentoring
Partnership

Dr. Véronique Church-Duplessis, Director of Research and Evaluation

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Panelists



Dr. Christina Hackett,
Social Research and
Demonstration
Corporation

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Ashley Bach,
Youth in Care Canada

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Mike Garringer,
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Dr. Christina Rinaldi,
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State Of Mentoring Research Initiative

1) Mapping the Gap

Understanding young people's access to and experiences of mentoring

National Youth Mentoring Survey

Bilingual panel survey: 3,100 respondents

Supplementary Survey Sample

OPEN NOW!- Share in your networks!
mentoringcanada.ca/state-of-mentoring

English / Français

Focus Groups (Virtual)

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CMP NEEDS YOUR HELP!

National Youth Mentoring Survey



We are looking for a cross section of Canadians between 18 and 30 to complete this survey.

Survey respondents will have a chance to win one of six incredible prizes including:

- One \$1000 VISA Gift Card
- One of two \$500 VISA Gifts Cards, or
- One of three \$250 VISA Gift Cards

Visit mentoringcanada.ca/state-of-mentoring

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Mentoring
Partnership

State Of Mentoring Research Initiative

2) Capturing the Landscape

Understand the prevalence, practices, and scope of mentoring programs in Canada

Key Informant Interviews

Survey of Youth Development and Mentoring Organizations

Objectives:

- Identify pressing gaps and challenges
- Develop new resources, trainings, and tools to support mentoring programs and services
- Advocate for more public and private investment in youth mentoring

English / Français

CMP NEEDS YOUR HELP!

Survey of Youth Development & Mentoring Organizations

Complete the survey for a chance to win **1 of 5 \$1000 prizes** for your program

- Early bird deadline: May 29, 2020



Visit mentoringcanada.ca/state-of-mentoring

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Mentoring
Partnership

State Of Mentoring Research Initiative

3) Becoming a Mentor

Understand adults' motivations, barriers, willingness & attitudes about mentoring young people

Survey of Canadian Adults

Focus Groups

Dr. Christina Hackett, Social Research and Demonstration Corporation (SRDC)

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THE STATE OF MENTORING IN CANADA

April 22, 2020

PROJECT BACKGROUND

[ABOUT US](#)[OUR
CAPABILITIES](#)[POLICY AREAS](#)[POPULATIONS
WE WORK WITH](#)[PUBLICATIONS](#)[RESOURCES](#)

Future to Discover impacts
differ for career workshops
and study grants

Featured Work

News

Our Capabilities

[Experimentation](#)[Program Evaluation /
Performance Measurement](#)[Survey Design and Data
Management](#)

EXPERIMENTATION

SRDC specializes in social experiments, randomized control trials, and demonstration projects to test innovative programs and policies.

[Read More](#)

SKILLS DEVELOPMENT EXPERTISE

Workforce development, adult learning, and skill development comprise one of SRDC's core areas of expertise. Our projects span all regions of the country and major client groups, service delivery systems, and program funders.

[Read More](#)

SOCIAL FINANCE

SRDC's expertise in impact analysis has resulted in our participation in a number of projects evaluating innovative methods of social program financing, including the evaluation of social impact bonds.

[Read More](#)

We aim to Map the Gap and Capture the Landscape of mentoring

1

Map the Gap

Understanding young people's access to and experiences of mentoring
Establish national estimates of young Canadians' experiences of mentorship or of not having a mentor

Methodology:

Literature review
Young adults (18-30 y/o) survey
Representative sample: 3,000
Non-representative sample
Focus groups (6-10)

2

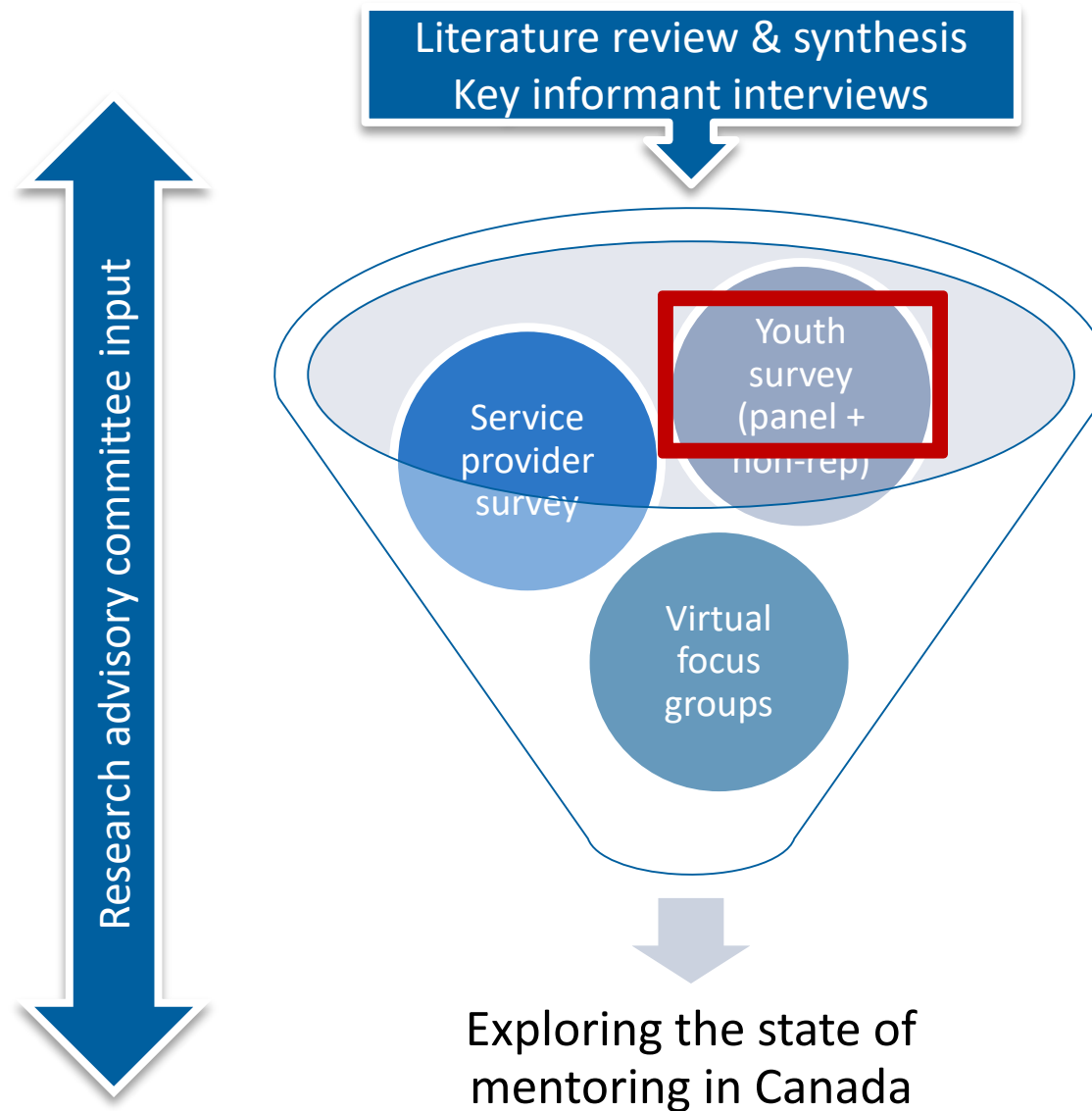
Capture the Landscape

Understand the prevalence, scope, structure, services, strengths & challenges of mentoring programs & services across Canada

Methodology:

Key informant interviews
Service providers survey: 260 orgs.

Several data sources have and will help us address our research questions



SURVEY DESIGN

Our process has been collaborative, and iterative



Our areas of inquiry were informed by the literature and key informants with research and practice experience

- What proportion of young people in Canada recall having access to mentors?
 - What types of mentoring?
 - What demographic factors are associated with access to mentoring?
- What proportion wanted mentoring but did not have access?
 - Did this vary by youth subgroup?
 - Barriers
 - Unmet needs
- What are the dynamics of the mentoring relationship? – Most meaningful mentor?
- What are the social, economic, education, and health outcomes of those with and without access to mentoring?
 - Controlling for things we know matter...

The survey has four sections

1. About you

- Age; gender identity; sexual orientation; geographic location and type of community; Indigenous identity; ethnocultural background; disability status; living arrangements; educational attainment (self and parent); employment status; income

2. The meaningful people in your younger life

- Mentor presence ages 6-11, and 12-18; type of relationship (formal or informal); mentor relationships characteristics (who initiated, access barriers and unmet needs, overall experience, quality, type of relationship, where mentoring took place); details about *most meaningful relationship*

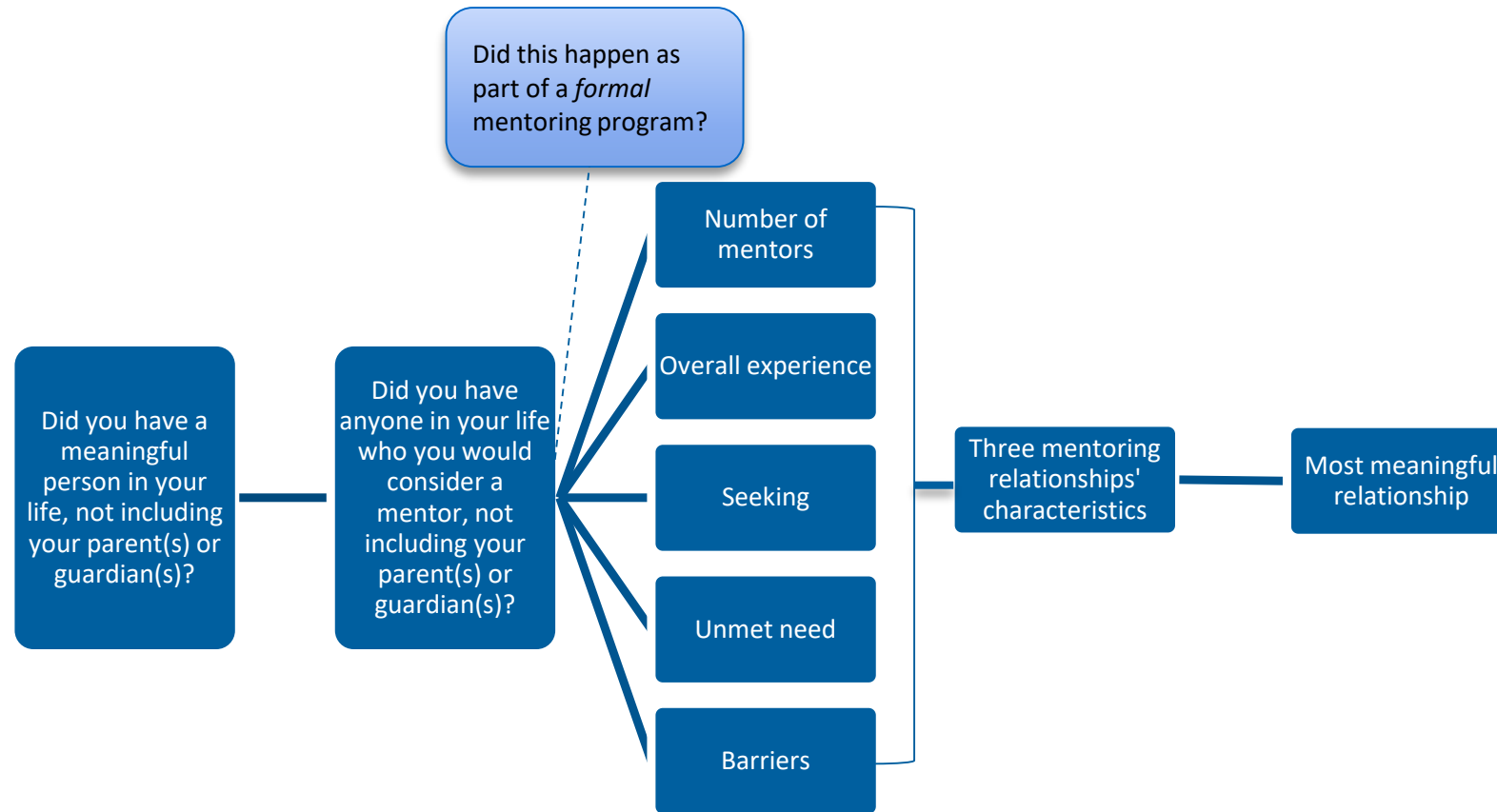
3. Your life then (ages 12-18)

- Self-perceived self-worth; support with transitions; protective and risk factors; environmental factors (e.g.school climate)

4. Your life now

- Presence of a mentor; educational and employment planning and aspirations; social capital; help-seeking; mental health; belonging; civic engagement; interest in mentoring

We asked about *most meaningful relationships* and about formal and informal mentors between ages 6-11 and 12-18



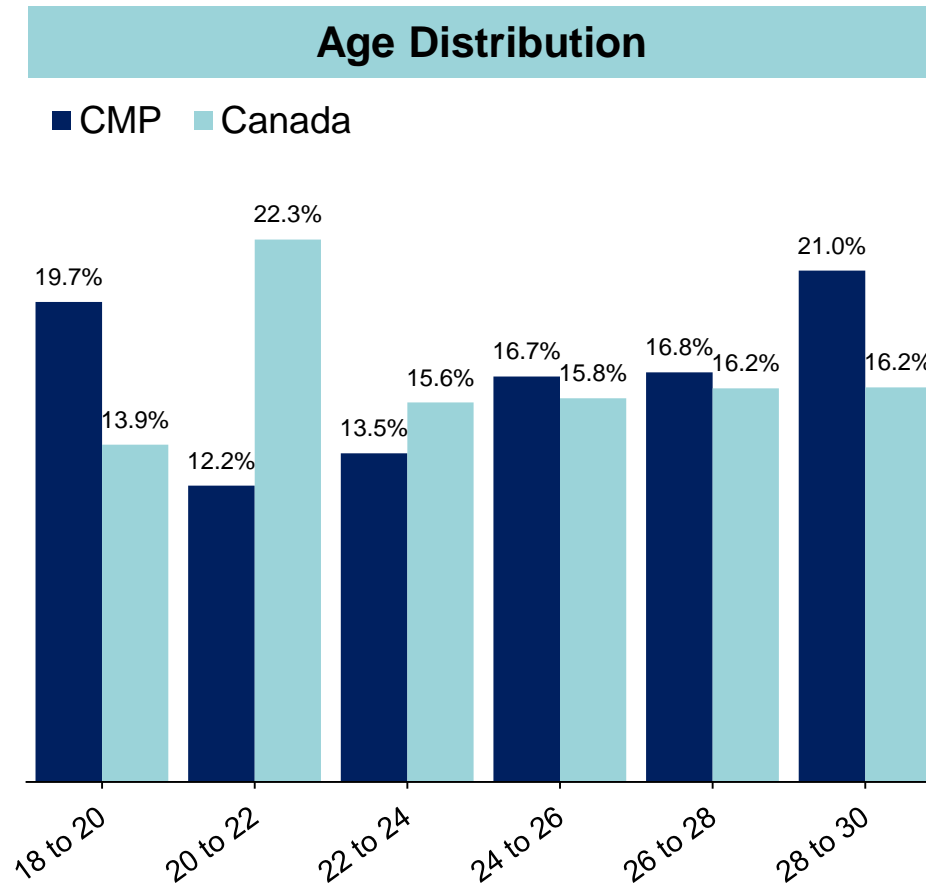
What we're presenting today

Descriptive statistics and a few preliminary analyses about:

- *Youth respondents – our sample*
- *Access to mentoring*
- *Barriers to access*
- *Mentoring relationship characteristics*
- *Outcomes*

PRELIMINARY FINDINGS – HOT OFF THE PRESS

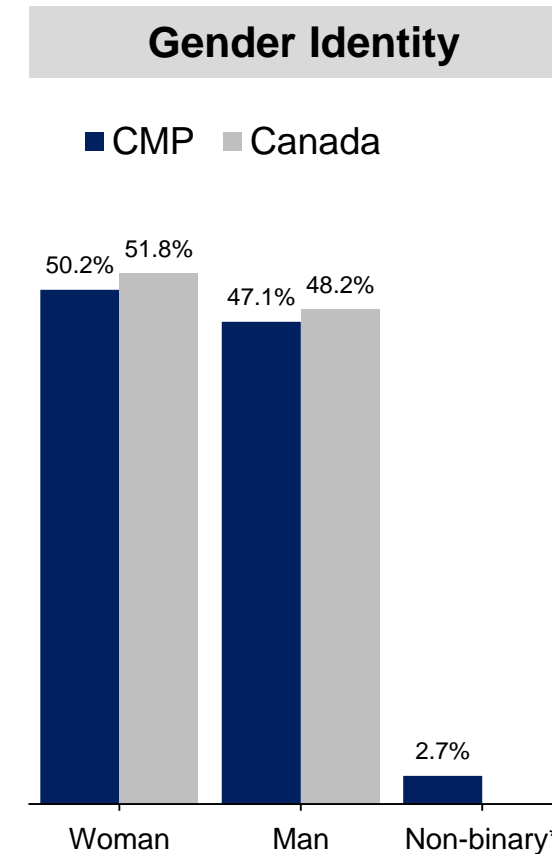
Who participated – our sample mirrored the Canadian population



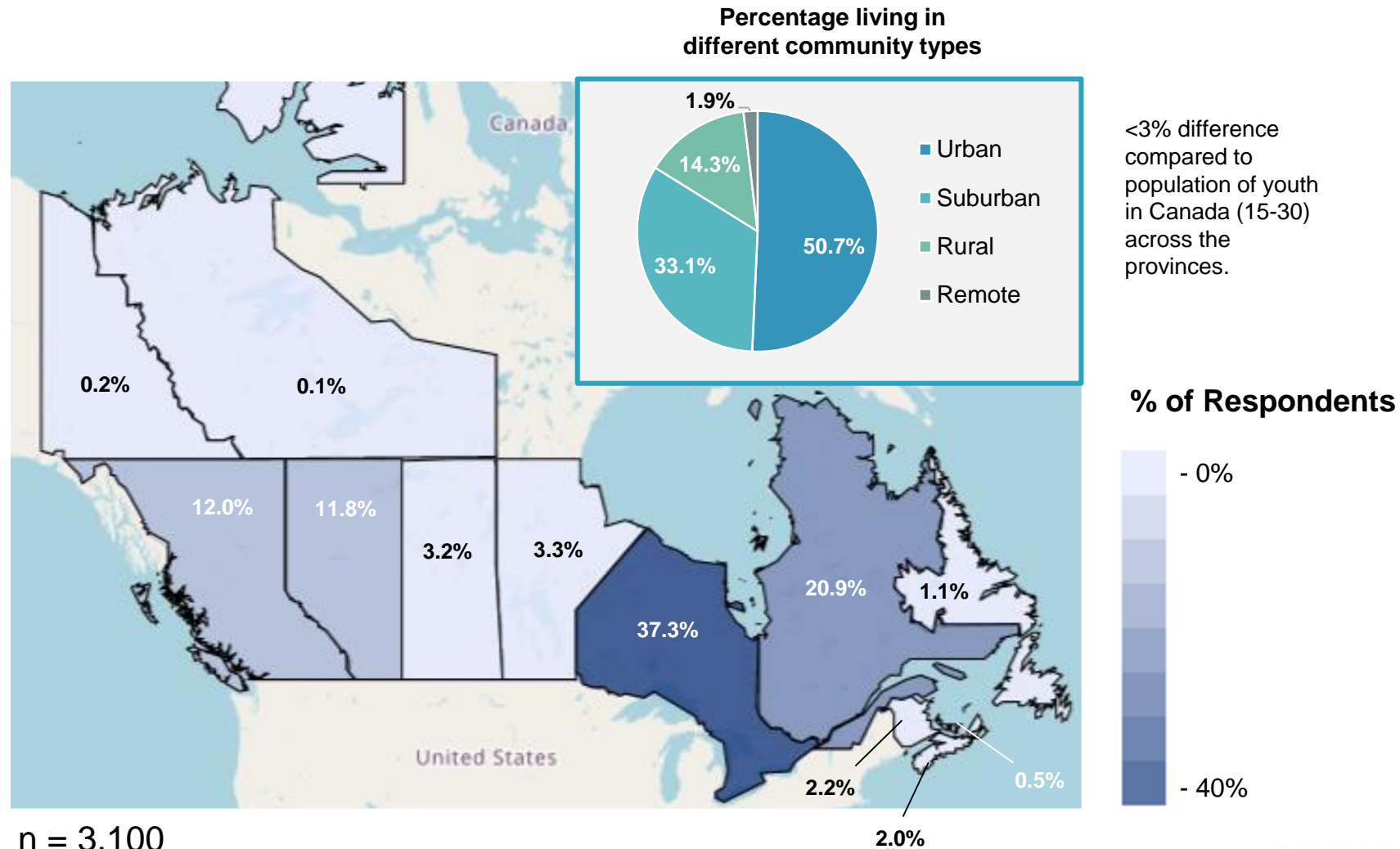
n = 3,100

Canada population estimates 2019 for ages 18 to 30, Statistics Canada

**Non-binary includes Indigenous or other cultural minority. National estimates of non-binary not available*



Who participated – our sample mirrored the Canadian population



Our sample mirrored census data for most populations of youth in Canada

Demographic characteristic	Number	Percentage of total sample
Indigenous identity	306	9.9%
Ethnocultural background		
Non-white	1,224	39.5%
<i>South Asian</i>	270	8.7%
<i>Chinese</i>	208	6.7%
<i>Black</i>	25	6.6%
Newcomer	679	22.2%
Identify as Transgender	128	4.1%
LGBTQ2S+	580	19.9%
Disability status (<i>Reduced functional ability</i>)	1,257	44.4%
Living arrangements – youth in care	34	1.1%
Risk factors during youth		
<i>1 or more risk factors</i>	1,765	56.9%
<i>2 or more risk factors</i>	1,182	38.1%

NEXT STEPS IN THE RESEARCH

Next steps

- Integrate other sources of data:
 - Non-representative youth survey
 - Qualitative focus group data
 - Service provider survey
- Continue to explore the data and how various factors including referral source, environmental factors, and the interaction between factors influences access to, and outcomes resulting from mentoring relationships in Canada
- Highlight the potential uses of these data:
 - How does the distance between *now* and *then* (i.e. age of respondents) influence outcomes, and how might this influence

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Mike Garringer, Mentor (USA)

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Studies to Support a Movement

Recent examples of understanding programmatic needs, public awareness, and relationship impact in mentoring

4.22.20



Michael Garringer

Director of Research and Evaluation

MENTOR: The National Mentoring Partnership

mgarringer@mentoring.org

Twitter: @MENTORMikeG

What we'll be discussing

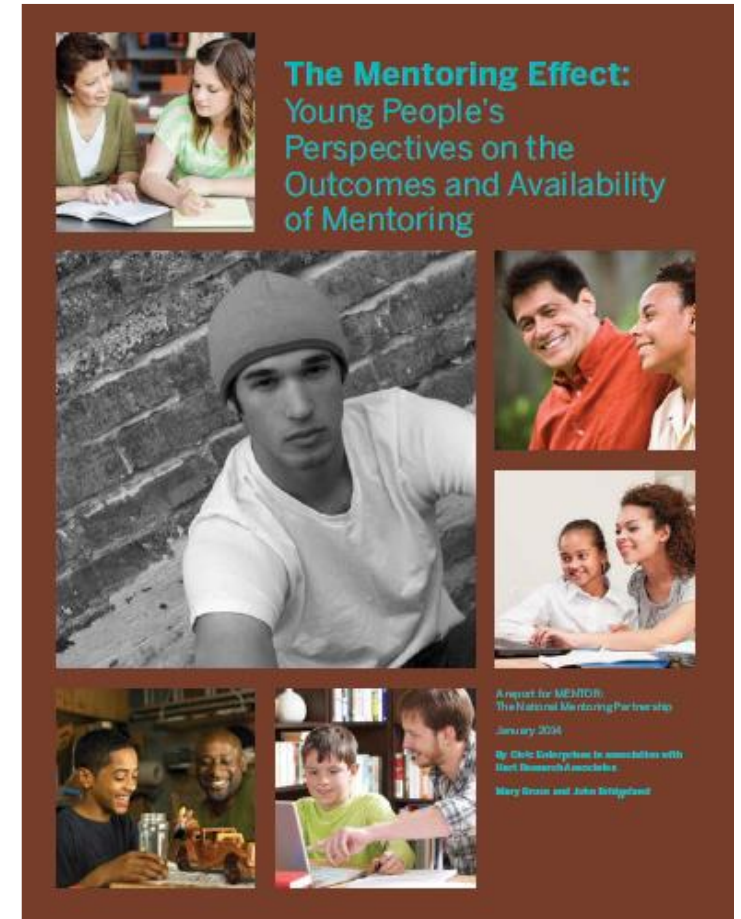
1. Three key studies that MENTOR has done in recent years
2. Comparisons with Canadian results
3. The value that these have brought to our organization and the movement

The Mentoring **Effect**



The Mentoring Effect was a landmark study for MENTOR and the movement

- Released in 2014
- Intended to:
 - Highlight the prevalence of mentoring and where there are gaps
 - Set a benchmark against which we could measure national progress
 - Inform our understanding of “natural” mentoring in relation to programmatic

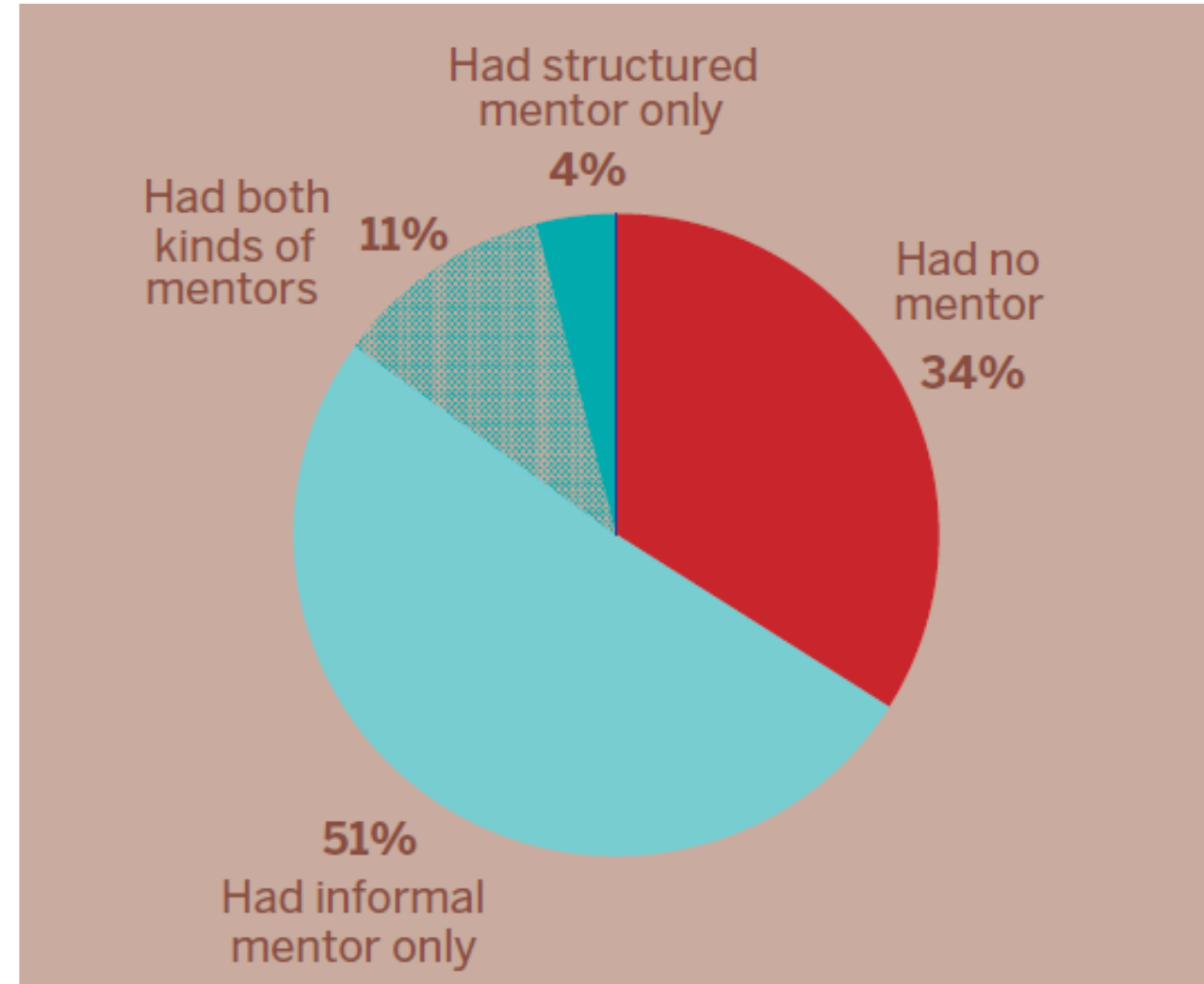


Key details about the study

- 1,109 respondents (telephone, online, in-person)
- 18-21 years old
- Statistically representative sample (minor weights applied)
- Formal/structured and informal/unstructured questions
- Examined risk factors that impacted transition into adulthood (e.g., homelessness, teen pregnancy, academic struggles, delinquency, etc.)

The Mentoring “Gap”

- 1 in 3 young adults had no mentor growing up
- At-risk youth were:
 - Less likely to have an informal mentor
 - More likely to have a formal mentor
 - Slightly less likely overall
- Mentoring programs reached only 15% of youth; 62% had an informal mentor



Inequities within that gap

- Those struggling academically were less likely to report informal mentors
- 46% of informal mentors were extended family, suggesting limitations in the transfer of social capital
- Mentors often arrived too late: Far fewer at-risk youth reported being mentored in elementary school

I recall a time between ages eight and 18 when I did not have an adult mentor but wished I had one to whom I could turn for guidance and support:



The Impact of Mentors (*especially for at-risk youth)

- ↑ Educational goals and college enrollment
- ↑ Involvement with sports and extracurricular activities*
- ↑ Holding leadership positions at school or in the community
- ↑ Volunteering in their community

Structured mentors seemed most valued around academic support

Informal mentors around personal development topics

Mentors were valued

- 95% indicated their **structured** mentor was helpful to them (51% very helpful)
- 99% said their **informal** mentor was helpful (69% very helpful)
- Length of relationship mattered:
 - Match satisfaction essentially doubled in **structured** programs when the match lasted 1 year or longer
 - It increased by 20 points (51% to 72%) in **informal** relationships

Comparison to Canadian findings

- Your overall rate of mentoring is slightly lower than the U.S., but...
- Your rate of structured programmatic mentoring is higher (~18% of youth in Canada to 15% in the U.S.) – *note that the age ranges differ slightly*
- Structured mentoring seems more evenly distributed across age ranges than the U.S. (more work in the elementary grades)
- Canadian at-risk youth seem about as likely to have informal mentors as in the U.S., but have more connections outside the family
 - In the U.S. many of those informal mentors were extended family, suggesting that Canada is ahead of the U.S. in creating extra-familial connections between youth and adults, both in programs and in civic life
- Interesting that Canadian mentored youth report greater unmet needs than unmentored youth; this does not seem to be the case in the U.S.

The **Power** of Relationships



MENTOR

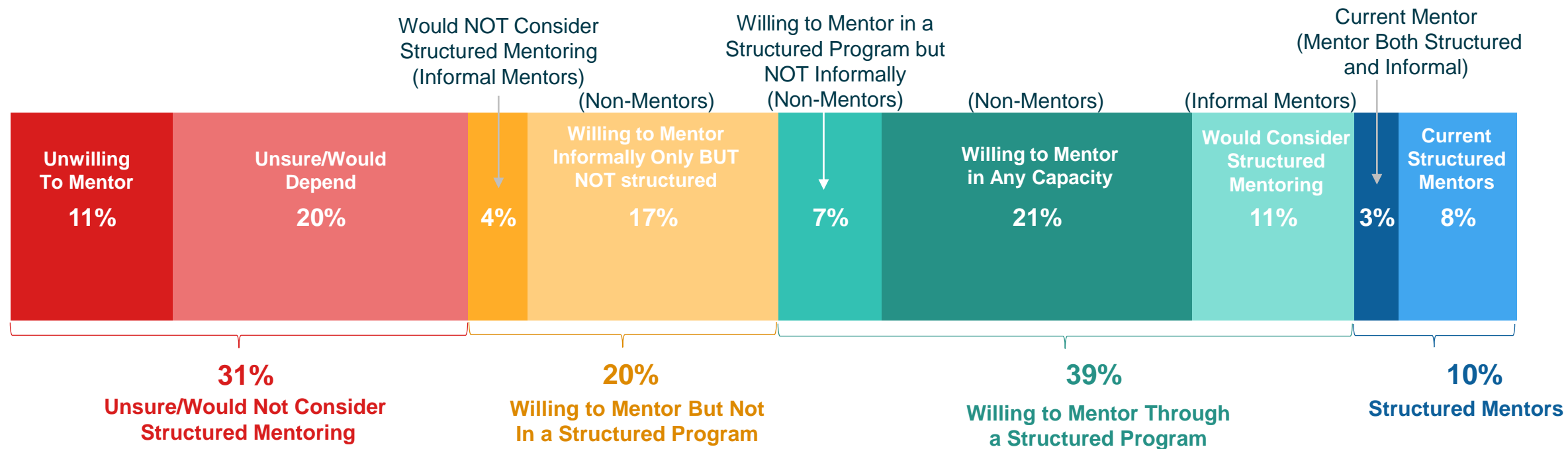
First examination in the U.S. of how adults step up

- Examined rates of mentoring among adult population (1,700+ online surveys; weighted; margin of error of +/- 2.38%)
- Who mentors and why?
- Why *don't* people mentor? And is it changeable?
- How do adults meet their mentees?
- What do they think they are doing when they meet with their mentees?
- What do they get out of it and will they support the movement in other ways?

Half (49%) of the American population is either currently a Structured mentor, or would be willing to consider it. An additional 20 percent would consider informal mentoring; however, they do not believe structured mentoring is right for them.

- Thirty-one percent are either unsure about mentoring (20%) or unwilling to mentor in any capacity (11%).

Consideration of Structured or Informal Mentoring



Base: Total Respondents, n=1700
QE1. In the future, would you also consider mentoring a child through a structured mentoring program? (Base: Engage in Informal Mentoring but not Structured, n=336)
QH3. How willing are you to consider mentoring in the future? (Base: Non-Mentors, n=1150)

National Program Survey



Deepest dive to date on America's mentoring programs

- “Agency” level information
- Youth served
- Mentor characteristics
- Program staffing and budgets
 - Cost per youth for different types of programs
 - Staff per youth
- Program goals, areas of emphasis
- Program challenges helped fuel MENTOR's advocacy, mentor recruitment, and technical assistance work

Dr. Christina Rinaldi, University of Alberta

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Canadian
Mentoring
Partnership

Canadian Centre for Mentoring Research (CCMR)

A New Partnership

Centre established 2019

Current composition:

- Christina Rinaldi, Faculty of Education, Educational Psychology, University of Alberta
- Amber Mosewich, Assistant Professor, Faculty of Kinesiology, Sport, and Recreation, University of Alberta
- Phil Sevigny, Assistant Professor, Faculty of Education, University of Alberta
- Kate Storey, Associate Professor, School of Public Health, University of Alberta
- Jacqueline Pei, Faculty of Education, University of Alberta
- Erica Partridge, Doctoral Student, Educational Psychology, University of Alberta

Partners and Executive Team make up:

- Alberta Mentorship Partnership (Rachelle Tong)
- Canadian Mentoring Partnership (Veronique Church-Duplessis)
- Faculty of Education (Christina Rinaldi)

CCMR Mission

The Canadian Centre for Mentoring Research advances knowledge about youth mentoring in Canada by generating and supporting rigorous and innovative research.

CCMR Goals

- The CCMR works with scholars to generate original interdisciplinary research on youth mentoring in Canada
- The CCMR raises the profile of Canadian research related to youth mentoring
- The CCMR facilitates access to Canadian youth mentoring data for research purposes

CCMR Goals (*cont'd*)

- The CCMR acts as a convener by fostering connections and providing exchange opportunities between Canadian academics interested in youth mentoring and related topics.
- The CCMR works with its founding partners (the Alberta Mentoring Partnership and the Canadian Mentoring Partnership) to enhance the knowledge mobilization and impact of research findings and to foster connections between Canadian researchers, practitioners, and policymakers
- The Center helps to mentor the next generation of Canadian scholars by providing research and skills development opportunities for graduate students

Forthcoming...

- Website presence
 - Highlight existing Canadian research
 - Research resource platform development
- Electronic news and communications



**Canadian
Mentoring
Partnership**

Audience Q&A

CMP NEEDS YOUR HELP!

National Youth
Mentoring Survey

Survey of Youth
Development &
Mentoring
Organizations



Visit mentoringcanada.ca/state-of-mentoring

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Upcoming Conversations

- May 6th 2020 1:00PM EST Designing a National Collaborative
- www.mentoringcanada.ca/events



**Canadian
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Thank You!