



Mentoring Training

Coming Up Today

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Program Overview

The National PAL Mentoring Program connects youth and teens ages 8-17 with caring mentors to engage in structured hands-on educational and social development activities on a weekly or bi-weekly basis available through PAL Chapters.

Key Program Elements

- Time commitment – This is a one year program
- All mentors must volunteer their time
- Mentors and mentees will meet in small groups (7-to-1 mentee-to-mentor ratio) *at least* two times per month, for a total of no less than 4 hours per month during each NPAL Mentoring module (sessions can be weekly for one hour a week)
- Mentees and mentors will participate in NPAL enrichment activities, engaging youth in leadership activities, community service, and decision-making trainings



Goals and Objectives

- Decreasing juvenile delinquency
- Increasing participation and creating a sense of ownership in their community
- Reducing risk factors that lead to gang involvement and drug use
- Improving youth's perception of law enforcement and decreasing involvement in the juvenile justice system



Benefits of Mentoring

For Mentees

- Greater feeling of belonging
- Increased social skills
- Decreased likelihood to partake in risky behaviors
- Higher graduation & attendance rates

For Mentors

- Gain Perspective
- Improves leadership capacity and communication skills
- Greater patience
- Increased empathy
- Feeling satisfied and fulfilled
- Practicing underutilized skills



Characteristics of Mentors

- Be there.
- Be a trusted leader, not an all-knowing authority.
- Be a positive role model.
- Model professional behavior.
- Be ready to help out.
- Be an active listener.
- Always proceed with respect.
- Value diversity of perspectives.



Characteristics of Mentors

- Empathize with the mentee's struggles
- Set realistic expectations and goals.
- See solutions and opportunities as well as barriers.
- Be flexible and open.
- Remain consistent.
- Provide guidance, motivation, and emotional support.
- Provide constructive feedback.
- Be honest and candid.



A Mentor Does Not.....

- Expect dramatic changes overnight.
- Serve as a youth's financial provider or ATM machine.
- Pretend to know all the answers.
- Provide the solutions to all issues facing youth today.
- Interact with mentees outside the NPAL mentoring program.
- Talk when they should be listening.
- Make personal requests of the mentee.



Mentors are Advocates

Mentors help mentees by:

- Finding and connecting them with available resources at your PAL Chapter.
- Seeking necessary help for them such as a tutor for academics.
- Noticing any changes in attitude and seeking the help of professionals at the PAL if necessary.
- Defining goals and specific needs.



Boundaries

- Physical
- Monetary
- Social



Boundaries - Physical

- Youth sometimes have a strong need for positive physical contact.
- Touch should always be mentee-initiated to ensure their safety.
- “Safe touch” areas are:
 - Elbows
 - Shoulders
 - Hands
- All interactions should be continuously observable and interruptible.
- Limited one-on-one interactions can occur within the overall group setting.
- Maintain the required 7:1 ratio (for health and safety concerns changes can be made to youth per adult ratio).



Boundaries - Monetary

- No gifts are permitted – monetary or otherwise.
- The National PAL Mentoring program is site-based. Use all the resources of your PAL.



Boundaries - Social

- Your Personal Information: Age, Telephone #, Address – do not share.
- E-mails, Facebook posts, Twitter, Instagram, TikTok are not permitted.
- Do not take photos of mentees on your personal devices.



Confidentiality

- Information your mentee tells you must be kept in confidence. Sharing that information is a violation.
- ***If you hear anything from your mentee about themselves or others:***
 - Child Abuse and/or neglect
 - Physical Abuse
 - Sexual Abuse
 - General Child Safety
 - Report to the mandatory reporter hotline in your state— see information on next slide



Mandatory Reporting

- What to Report
 - Substance use and abuse
 - Abuse, neglect, violence, and bullying
 - Mental health issues (including suicidal and homicidal)
 - Peer pressure
 - Death
 - Sexual relationships
 - Firearms, weapons
- For more information, contact the Child Welfare Information Gateway at: <https://www.childwelfare.gov/> or 1-800-394-3366



Elements of Effective Practice for Mentoring™

- Research-Informed and Practitioner-Approved Best Practices for Creating and Sustaining Impactful Mentoring Relationships and Strong Program Services.
- The *Elements of Effective Practice for Mentoring™* is the cornerstone of all of our efforts, developed and disseminated to ensure that as the quantity of mentoring grows, quality remains front and center.
- The *Elements* are widely accepted as the national and global standards for quality youth mentoring.
- Click this [link](#) to download *Elements of Effective Practice for Mentoring™* for reference.



Survey Instructions

To successfully complete this training and participate as a National PAL mentor you will be required to take a brief survey to acknowledge your understanding of the mentor training material.

[Mentor Training Survey/Assessment](#)



Contact Information

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[Mentor Training Survey/Assessment](#)

