

## 2006 Mentor Recruitment Survey Results

The Center for Applied Research Solutions (CARS) created an online mentor survey to poll the motivations and needs of mentors in order to provide the field with research based guidance on the best strategies for recruiting mentors, especially males.

The following programs had mentors that participated in the survey:

100 Men Association of University Park  
ARK  
Aspen Community Services  
Barnabas Ministries  
Best Friends Mentoring Program  
Big Brothers Big Sisters of America  
Big Brothers Big Sisters of San Francisco  
Big Brothers Big Sisters of Lorain County  
Big Brothers Big Sisters of Santa Clara  
Big Brothers Big Sisters of the Bay Area  
Big Brothers of the East Bay  
Big Brothers Big Sisters of Oremi  
Big Brothers Big Sisters of Silicon Valley  
Big Brothers Big Sisters of Sonoma County  
Bresee Foundation  
CADA  
CASA of Ottawa County  
Catholic Big Brothers Big Sisters of Los Angeles  
Circle Urban Ministries  
City of La Mesa, Community Services Department  
Cordova Gardens Elementary  
COTS  
Council of Drug and Alcohol Abuse  
C-U One-to-One  
CYS Mentoring  
Douglas Cherokee Authority Hispanic Mentoring Program  
Dream, Inc. TMP  
EHC Lifebuilders  
Emergency Housing Consortium  
Family Care Network  
Family Connection  
FCNI  
Fighting Back Mentor Program  
Five Points  
Foshay Learning Center mPlay  
Franchise Tax Board  
Friends of Walla Walla

FYCC  
Geico  
Girls, Inc.  
Girls, Inc. of Holyoke  
Give Every Child a Chance  
Glide Memorial Family  
Goodwill  
Health Professions Academy  
Helpline's Pathways  
Higher Horizons  
Hispanic Mentoring Program  
HK Mentor Program  
Holy Family Institute  
Horizon's Mentoring Program  
I Have a Dream Foundation  
I Have a Dream Foundation, Los Angeles  
I Have a Dream Foundation, Houston  
Independence  
Invest in Kids  
Journey  
Juvenile Enrichment Through Mentoring Program  
Kinship of Greater Minneapolis  
Mentors, Inc.  
Mentor Link  
Mother Net LA  
Mentors Plus, Family Connections  
mPlay  
MSUE Journey  
Nuview Mentor Program  
NFL Youth Education Town  
Nutmeg Big Brothers and Big Sisters  
Operation JumpStart  
Pathways  
Power 4 Youth  
Project JEM  
Project Together  
Providence Community Services  
Queen City Best Friends Program  
San Diego Youth and Community Services  
Schools Partnership Program  
SDYCS  
Shasta Family PlusOne Mentor Program  
Spectrum Youth and Family Services  
Squaxin Island Tribe  
Teen Choices San Diego  
Tehama County Department of Education

Tehama County Mentoring Program  
The Arc of Omaha Just Friends Program  
The Midlands  
Transitions Mentoring Project  
Villa Maria  
Westway Gardens  
YET  
YMCA  
YMCA Arc Program  
YMCA Building Futures Program  
YMCA PlusOne Mentor Program  
YMCA Mentor Duluth  
Youthworks!

Thank you to all of the programs that motivated their mentors to participate!

The following is a short summary of the information gathered from the mentor recruitment survey completed by mentors. Approximately 658 mentors completed the survey which will be used to create a succinct report on mentor motivations. The information gathered will also be used to create the training curriculum for our upcoming regional symposium training: Recruiting Mentors. Please check our website for training dates and locations.

All information was self-reported and anonymous.

### **Mentor Demographic Information**

#### Age:

18-26	40%
27-35	18%
36-44	13%
45-53	13%
54-62	10%
62+	6%

- 85% of the respondents are over the age of 18.
- 66% of the respondents are female and 34% are males.
- 57% of the respondents are single, 36% are married, and 7% are divorced.

#### Ethnicity:

African American	5%
Native American	1%
Asian American	6%
Pacific Islander	1%
Caucasian	67%
Hispanic/Latino	15%
Other	5%

#### Education Level:

High School	21%
Trade School	2%
College	53%
Master's Degree	20%
Ph.D.	4%

### Mentoring Experience

- 25% of the mentors that completed this survey have been mentoring less than 6 months
- 22% have mentored less than one year

- 6% have mentored less than two years
- 8% have mentored for three years
- 9% have mentored three to five years
- 6% have mentored five to ten years
- 1% have mentored 11 to 25 years.

### Meeting Frequency

Once per week	61%
Twice per month	20%
Once per month	8%
Other	11%

### **Recruitment Strategy**

- 23% of mentors were recruited by a friend
- 12% from a coworker
- 11% from the internet
- 9% from the newspaper
- 5% from the television and from a flier
- 3% from a relative
- 1% from a significant other

However, 37% of the respondents stated that they heard about the mentoring opportunity from other sources:

- Church
- School
- Teacher
- Don't really remember
- Radio
- Work

### **Volunteer Hesitations**

When asked what their top three hesitations were in becoming a mentor, the responses included:

1. time commitment
2. unsure of what to do at each meeting
3. potential mismatch

### **Mentor Motivations**

When asked why they wanted to become mentors, ***the number one reason was to make a difference***. Participants also responded with other reasons:

- use their time in a meaningful way

- work with youth
- get involved with the community
- have fun
- pass on their experiences
- provide academic support
- create shared interests/hobbies
- develop one-on-one work
- support the program
- meet other volunteers

### Youth Experience

When asked whether or not they had previous experience working with youth, 78% stated they had and 22% stated they had not.

## **Open-Ended Question Responses**

### Ideal Mentoring Program

The mentors were asked to share their opinion on what components they thought would make an ideal mentoring program. Below are the most common responses:

- Program Support – support from the program staff
- Proper, initial mentor training
- Screening
- Communication between program staff and mentors
- An effective matching process
- Creating a mentor network for support and socialization
- Having a specific and succinct program structure

### Referring Peers

When asked what the current mentors would tell others that are interested in becoming mentors, they responded:

- Encourage them to become a mentor. “If you have the time and can put forth the effort, it is an amazing experience that you won’t regret and gives you the opportunity to get to know the youth in your community. It also makes you feel good...knowing you are making a difference in within the community.”
- “It’s a great experience!”
- It’s a big time commitment, but worth it.”