

2023 CATALOG



MENTORING
CENTRAL

innovation Research & Training (iRT)



Asynchronous, web-based mentor training and so much more...

Our research-based training and other services can help you improve outcomes and achieve excellence with ease by using our online, state-of-the art technology.



We co-wrote **the** book on mentoring.

The Elements of Effective Practice for Mentoring™ (Fourth Edition; Garringer, Kupersmidt, Rhodes, Stelter, & Tai, 2015; EEPM) describes the Standards of practice for youth mentoring programs. By adhering to the *EEPM*, mentoring programs can enhance their program quality and help build strong mentoring relationships. Drs. Janis Kupersmidt and Rebecca Stelter, Research Scientists at Mentoring Central, have also co-written a series of Supplements to the EEPM that provide research- and practitioner-informed recommendations for STEM (Kupersmidt, Stelter, Garringer, & Bourgoin, 2018); workplace (Kupersmidt, Stelter, Garringer, & Mayhew, 2019), e- (Garringer, Kaufman, Stelter, Shane, & Kupersmidt, 2019), group (Kupersmidt, Stelter, Kuperminc, Garringer & Shane, 2020), and peer (Kupersmidt, Stelter, Karcher, Garringer, & Shane, 2020) mentoring programs! In addition, Dr. Kupersmidt served on the working group that helped create the new *Inclusive Mentoring for Youth with Disabilities Supplement* that was published in 2023.



Fueled by science. Powered by people.

Our mission....Your program's success.

We're committed to changing the lives of youth. We develop and deliver products and services designed to produce effective mentoring relationships—and we partner with mentoring programs to take them to their highest level.

Our multidisciplinary team of scientists, mentoring practitioners, designers, and developers combine science, real world perspectives, technology, beautiful design, and field-tested studies. The result? First-of-their-kind products and services that are effective, engaging, attractive, and usable by your staff and stakeholders.



Our research benefits your results.

Through researching and writing publications, technical reports, presentations, and professional development workshops, our Mentoring Central research team disseminates cutting-edge strategies and results that help elevate the quality of mentoring programs across the country.



Training. Tools. Services.

Consider us your program partner—your single source for training, evaluation, and customized services. We support and enhance youth mentoring programs across the U.S. and around the world.

MENTOR TRAINING

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BUILDING THE FOUNDATION e-Mentoring

MENTORING LOOKS DIFFERENT THESE DAYS...



Average length: 2 hours

Has your program recently started offering e-Mentoring? Do you need to train your mentors virtually?

Mentoring programs are embracing e-Mentoring to find new and safe ways to connect mentors and mentees together.

The *Building the Foundation for e-Mentoring* course includes the core foundational topics that all mentors need to learn, tailored for the e-mentoring experience.



EMPOWER YOUR E-MENTORS WITH HIGH-QUALITY, INTERACTIVE, ENGAGING, AND EASY-TO-USE TRAINING.



e-Mentors need training tailored to their unique mentoring experience so they:

- **Know what to expect when mentoring a mentee they may never meet in-person**
- **Understand the unique role and boundary issues that can arise even in the context of an e-mentoring relationship**
- **Are prepared to meet and get to know their mentee virtually**

Online mentor training is the ideal format to use for providing training to e-mentors, because they should be trained in a format that is similar to how they will interact with their mentee.

PRICING

One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person
Mentoring Central Membership Package	included in package

Price includes access to online course for one year.



HELP MENTORS SUPPORT MENTEES IMPACTED BY OPIOIDS OR OTHER DRUGS



Average length: 1.5 hours

The opioid epidemic, as well as misuse of other addictive substances, has impacted children and families across America. Mentoring provides an avenue where a caring adult can provide support, connections, and respite to youth affected by the trauma or stress associated with this problem.



Your mentors need basic information about opioids as well as guidance for how they can be supportive and helpful to their mentees, who may be recovering, using, or at risk of using opioids or other drugs.

The *Substance of Change: Building Assets in Mentees Affected by Substance Misuse* course is a key resource for your mentoring program if you are interested in training your mentors about opioids, how opioids can affect the lives of mentees, and practical strategies mentors can easily learn and use in their everyday interactions so they can be a positive change agent in the lives of their mentees.

Participants will:

- **Understand pathways to addiction**
- **Learn how to support positive growth in their mentee**
- **Learn key goals for their mentee who may be impacted by opioids or other drugs**

LESSONS:

4 core lessons:

1. **Why train mentors about opioids and other drugs?**
2. **What are opioids?**
3. **Why do people use opioids?**
4. **How can mentors be positive change agents in the life of their mentee?**

Mentors also pick from additional lessons including:

1. **How can mentors support mentees who are in treatment or recovery from drug misuse?**
2. **How can mentors support mentees who are close to someone who is misusing opioids or other drugs?**
3. **How can mentors support mentees exposed to risk factors associated with misuse of opioids or other drugs?**



PRICING

One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person
Mentoring Central Membership Package	included in package

Price includes access to online course for one year.

MENTORING CENTRAL'S SUGGESTED

PREPARING FOR MENTORING



Building the Foundation

PREP MENTORS

1 Mentors learn realistic expectations and actionable relationship initiation skills.

Versions:
Community-based
Site-based
Group
e-Mentoring
Young Adult

pre-match



Ethics & Safety

3 PREVENT HARM

Protect your mentees, mentors, and program by training your mentors to proactively minimize risks before they occur.



2

PRACTICE FOR RELATIONSHIP INITIATION

Provide mentors with opportunities to practice the skills they will need to establish an effective mentoring relationship with their mentees in an instructor-led training workshop using this curriculum.



Building Your Mentoring Skills Workshop



RESEARCH CORNER

Mentoring Central researchers conducted a randomized controlled trial (RCT) to evaluate the effectiveness of the *Preparing for Mentoring* online mentor training program consisting of *Building the Foundation*, *Ethics & Safety*, and *Building & Maintaining the Relationship*. Mentors who enrolled in the study were randomly assigned to receive either Mentoring Central training, in addition to their mentoring program's own training, or their programs' training only. Mentors who completed the *Preparing for Mentoring* program reported being **more ready to begin mentoring, self-efficacious, and knowledgeable about the roles that mentors should and should not play, and had less unrealistically positive expectations about mentoring**, than mentors who didn't receive this training program.

Kupersmidt, J. B., Stelter, R. L., Rhodes, J. E., & Stump, K. N. (2017). Enhancing mentor efficacy and preparedness through web-based, pre-match training. *Journal of Nonprofit Education and Leadership*, 7(3).

TIMELINE FOR MENTOR TRAINING



Building & Maintaining the Relationship

4 BUILD SKILLS

Train mentors in five research-informed sets of skills associated with longer and stronger mentoring relationships.

0-4 months



PERL (Promoting Enhanced Resilience & Learning)

6 ENHANCE ACADEMIC FUNCTIONING

Train mentors in strategies to enhance goal setting skills, growth mindset, and school engagement to promote academic and personal achievement in mentees.

6 months +



5

PROVIDE SUPPORT, BE A CHANGE AGENT

Provide support, connections, and respite to youth affected by the trauma or stress associated with the opioid epidemic or misuse of other addictive substances.



Substance of Change:
Building Assets in Mentees
Affected by Substance Misuse



7

PRACTICE AND APPLY

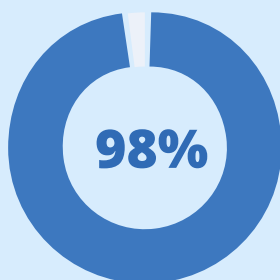
Mentors gain practice applying the key concepts of the PERL online training to help support their mentee's school functioning in an instructor-led training workshop using this curriculum.



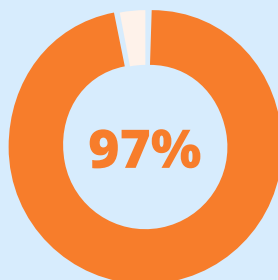
PERL (Promoting Enhanced Resilience & Learning) Workshop



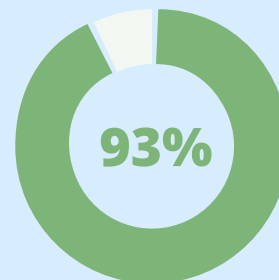
WHAT DO OUR USERS SAY? AFTER COMPLETING ONLINE TRAINING:



of mentors report
**being excited to start
mentoring**



of mentors report that the
**training was a good introduction
to the topic of mentoring**



of mentors would
**recommend the training
to others**

PREPARING FOR MENTORING PROGRAM OVERVIEW

THREE CORE COURSES SPAN THE LIFE OF A MENTORING RELATIONSHIP.



IMPROVE READINESS

Before meeting their mentees, potential mentors establish realistic expectations, identify their goals, and learn actionable relationship initiation skills.



INCREASE PREPAREDNESS

Mentors prepare for common ethical and safety issues, and learn a code of conduct, contributing to healthier, more confident decision-making.



STRENGTHEN EFFECTIVENESS

Mentors access a toolbox of ideas and strategies to help them form relationships that are stronger and longer lasting.

We were the first team to create interactive, evidence-based, online training for mentors.

Why? To meet the needs of mentoring programs for high quality, effective training delivered consistently to every volunteer.

“ I learned so much with this training...

Now, I feel ready, prepared, and excited for the journey ahead. I feel very confident.”

-Mentor who completed the Preparing for Mentoring program

OUR EFFECTIVE MENTOR TRAINING PROGRAM.

Helps improve your mentoring program in the following ways:

- Ensures your mentors are knowledgeable
- Increases your mentors' readiness and feelings of preparedness
- Helps your mentors establish realistic expectations
- Prepares your mentors to anticipate and handle common challenges
- Helps you to eliminate unsuitable volunteers early

A breakthrough approach to mentor training:

- Convenient web-based training, on-demand, 24/7
- PC, Mac, and tablet accessible
- Extensively piloted and tested
- Used by mentoring programs around the world
- Aligned with national Standards (MENTOR, 2015)
- Continually updated, accurate, research-based, and practice-informed content



GREAT RELATIONSHIPS START WITH A STRONG FOUNDATION.



Average length: 2 hours

This course helps potential prospective mentors:

- **Determine if they're ready to begin mentoring**
- **Examine their motivations to be a mentor**
- **Understand the roles mentors should and should not play**
- **Prepare for meeting their mentees**
- **Commit to the mentoring relationship**

AVAILABLE VERSIONS:

	Web-based Training	In-person Training
Community-based	✓	✓
Site-based	✓	✓
Group-based	✓	
Young adults	✓	
e-Mentoring	✓	

SIX MOTIVATING LESSONS. PRACTICAL. INTERACTIVE. FUN.

IMPROVE READINESS

Learn why 'readiness training' leads to more effective mentoring relationships and more success.

EVALUATE EXPECTATIONS

Establish realistic expectations for your mentoring relationship to achieve better outcomes.

UNDERSTAND BOUNDARIES

Discover the importance of maintaining boundaries and how they promote healthy, safe relationships.

MANAGE MOTIVATIONS

Identify motivations for mentoring, and learn to manage differences in the goals of mentors and mentees.

DEFINE ROLES

Understand the essential roles a mentor plays in the lives of children— from trusted friend to role model.

PREPARE FOR INITIATION

Access tips, checklists, and scenarios to prepare for successful first meetings with mentees.



PRICING

Web-based Course

One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person

*Price includes access to online course for one year.

PRICING

Instructional materials for conducting instructor-led workshop:

Includes:

- Instructor's Manual licensed to each individual instructor
- Downloadable PDF workbook to print and provide to your trainees
- Web-based multimedia presentation access for 2 years

\$200 for one instructor to train an unlimited number of mentors



FIRST-OF-ITS-KIND APPROACH TO TRAINING BASED ON THE MENTORING CODE OF ETHICS.



Average length: 45 minutes

This interactive online course is based on the code of six ethical principles of mentoring proposed by Drs. Jean Rhodes, Belle Liang, and Renee Spencer in their seminal paper "First do no harm: Ethical principles for youth mentoring relationship".

Why does ethics training matter for mentors? Just as ethical guidelines are crucial in other professions (e.g., doctors, lawyers, psychologists), training on ethical guidelines is equally fundamental to creating successful mentoring relationships.

Two versions of this course :

- 1. Site-based mentoring**
- 2. Community-based mentoring**

Ethics & Safety participants will:

- **Internalize ethical guidelines**
- **Learn appropriate responses to ambiguous or risky situations with mentees**
- **Practice safe and ethical decision-making in a wide range of everyday activities**
- **Ensure mentee safety**
- **Help build their mentoring program's reputation**

SIX PRINCIPLES APPLIED TO EVERYDAY SITUATIONS.

Prospective mentors complete the self-paced course, which includes six sections — one for each ethical principle.

Mentors encounter a series of everyday situations that require making decisions. Using the code of ethics helps mentors make decisions that will protect both the mentor and the mentee from uncomfortable or problematic situations that can jeopardize their relationship, or the health and safety of mentees or mentors.



PRICING

One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person

Price includes access to online course for one year.



BUILDING ENDURING RELATIONSHIPS.



Average length: 2.5 hours

This course gives mentors ideas, tips, and guidelines for deepening their mentoring relationships.

Real-world applications prepare mentors for success.

For most mentors, building a relationship can initially seem overwhelming. This course provides a practical approach to developing mentoring skills by including real-world scenarios, 'how to' tips, and virtual experiences for establishing the skills needed to build an enduring relationship.

Participants in this course will:

- **Learn how to build trusting relationships with their mentees**
- **Learn ways to have fun with their mentees**
- **Build collaboration skills**
- **Learn how to help mentees to set goals**
- **Explore how to share decision-making with mentees**
- **Review three key behaviors of effective mentors**
- **Learn relationship closure skills**

SIX PRINCIPLES EXPLORED THROUGH SIX UNIQUE SITUATIONS.

BEHAVE FOR SUCCESS

Learn three behavioral characteristics of effective mentors and how to apply them.

OPTIMAL APPROACHES

Learn the four common approaches to establishing new mentoring relationships and discover which two are most likely to lead to more effective relationships.

COMMIT TO FUN

Research shows that engaging in fun activities is a major mentee priority across all age groups. Learn how to have fun together with your mentee or mentees.

PLANNING ACTIVITIES

Discover how setting goals and adhering to plans increases healthy mentoring relationships.

CLOSURE WITH CARE

Grasp the difference between closing and redefining the relationship. See how carefully executed closure impacts future growth for all.



PRICING

One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person

Price includes access to online course for one year.



Building Your Mentoring Skills

The *Building Your Mentoring Skills* toolbox provides all the materials you need to conduct a 2-hour, in-person, instructor-led workshop with pre-match mentors.

By having your volunteers complete this workshop after taking the *Building the Foundation* online course, you will satisfy the length and content benchmarks in the Training Standard in the EEPM (MENTOR, 2015).

The Toolbox includes:

1. Instructor's Manual - fully scripted, downloadable PDF
2. Workbook for mentors - downloadable PDFs
3. Web-based multimedia presentation for use at the workshop (access for two years)

REVIEW, APPLY, AND BUILD ON CONCEPTS FROM THE ONLINE TRAINING

As a result of attending this workshop, mentors will be able to:

- **Demonstrate knowledge of the roles mentors should and should not play**
- **Be prepared for the first meeting with their mentees**
- **Apply the key behaviors of successful mentors to mentoring a youth**
- **Understand the importance of cultural awareness in mentoring**
- **Discuss and resolve difficult situations with their mentees**
- **Understand the importance of a thoughtful, planned closure of a mentoring relationship**



This workshop includes
**community-based, site-based, and
group mentoring**
examples

PRICING

\$200 for one instructor to train an unlimited number of mentors

Price includes access to online course for two years.



PERL PROMOTING ENHANCED RESILIENCE & LEARNING

BUILD POSITIVE ATTITUDES TOWARD SCHOOL AND LIFE.

Average length of online course : 1-1.5 hours

The PERL learning program translates the latest research on the factors that positively influence school functioning into **practical strategies** that mentors can easily learn and use in their **everyday interactions** to create **teachable moments** with their mentees.

Participants will:

- Use everyday interactions and teachable moments to support positive outcomes in mentees
- Learn to support enhanced educational outcomes in their mentees
- Create a growth mindset in mentees

Course Topics:

GROWTH MINDSET

Teaches mentors what a growth mindset is, and how to identify and encourage a growth mindset in their mentees.

GOALS AND PLANNING SKILLS

Discusses the importance of goal setting, and teaches mentors how to apply goal setting and planning strategies in their interactions with their mentees.

SCHOOL ENGAGEMENT

Defines school engagement and suggests strategies for how mentors can increase school engagement in their mentees through their mentoring relationships.

“ PERL’s real-life, practical tools of building a growth mindset, working on achievable goals and planning for them, and emotionally engaging in school are powerful...If I were a mentor just starting to build a relationship with a mentee, the PERL course would give me the clearest understanding of what I need to actually SAY and DO to help my mentee. ”

-Greg Ingle, Executive Director, Youth Wise



PRICING

One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person

Price includes access to online course for one year.



PARENTS ARE PARTNERS

Average length: 1 hour

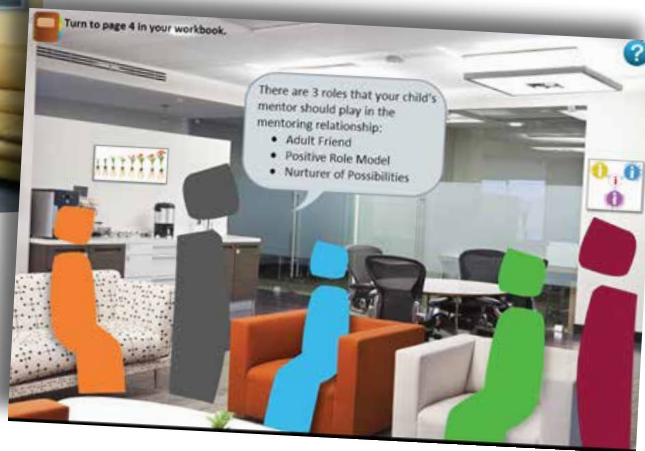
Effective mentoring relationships don't "just happen", it takes dedication from everyone. This training will help your mentoring program lay the foundation for developing an authentic partnership with parents.

Participants in this course will:

- Understand what mentoring is and what a mentor does
- Understand how they can support their child's mentoring relationship
- Understand how to communicate effectively with their child's mentor
- Understand when to communicate with their mentoring program staff

This online course is paired with a downloadable Parent Workbook which accompanies each lesson.

The course is interactive and includes testimonials from both parents and mentees.



PRICING

One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person

Price includes access to online course for one year.



PREPARE MENTEEES FOR SUCCESS

Average length: 30-45 minutes

Many mentees have no idea what it means to be mentored or what they are getting into when their parent signs them up to participate in a mentoring program. Their lack of knowledge or understanding of mentoring can quickly undermine establishing a new mentoring relationship.

Wouldn't it be great if all your new mentees got off to a great start with their mentor? By giving mentees a strong foundation in understanding what they can get from a mentoring relationship to build their motivation as well as what they need to do to help sustain and build a strong, positive mentoring relationship, your program is more likely to achieve positive outcomes. Training helps create more effective mentoring relationships and prevent relationship challenges that can result in premature closure.

This workshop helps mentees:

- **Know what mentoring is and what a mentor does**
- **Understand what they may do when they are with their mentor**
- **Understand their roles and responsibilities as a mentee**
- **Be prepared to meet their mentor for the first time**

This workshop is fun and interactive. It includes testimonials from other mentees and lots of useful information to help mentees prepare for their first match meeting. Mentees earn badges as they move through the course to increase their engagement.

NEW!! Includes a downloadable Trainer's Manual, multimedia presentation, and downloadable Mentee Workbook for use in conducting a live workshop.

The workshop can be conducted in-person with a group of mentees or via a web conferencing software application like Zoom.



PRICING Instructional materials for conducting instructor-led workshop:

For one instructor for 2 years of access to the training materials	\$100
RENEWAL: For one instructor for 2 years of access to the training materials	\$25



TEACH STUDENTS TO BUILD NETWORKS OF SUPPORT



MENTEE-INITIATED MENTORING

Connected Scholars teaches high school and rising college students the rarely taught relationship- and network-building skills needed for college and life success.

What is the Connected Scholars program?

- 15 lessons (50-75 minutes each)
- 1 hour "Making a Successful Transition to College" panel (optional)
- 1.5 hour Networking Event



“Connected Scholars was a godsend. I hadn’t thought about how to be strategic in building relationships and I tend to be shy. So I didn’t know how to talk to someone I don’t know.”

-Connected Scholars College Student

What impact can the Connected Scholars program have on students?

Evaluations of early versions of the program found Connected Scholars students:

- Earned a higher GPA at the end of first year in college
- Built knowledge, skills, and feelings of self-efficacy related to networking and connecting with mentors
- Increased their willingness to seek support from others
- Improved relationships with teachers and school staff



“I know there is a deep connection between my students’ academic success and the community of support they develop.”

-Connected Scholars Instructor



Network and build relationships



Identify mentors from their existing networks



Recruit new mentors



Overcome challenges to networking

In addition, a 2-day teacher training and certification process is available.

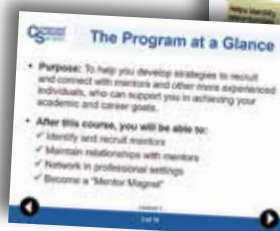
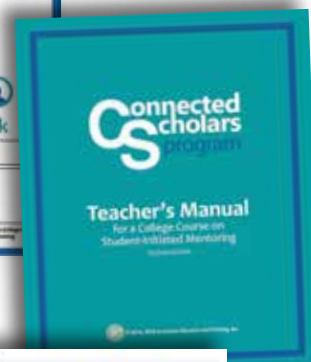
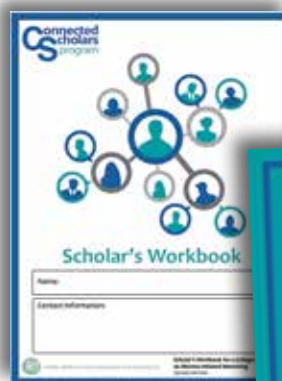
Learn more at
www.connectedscholarsprogram.com

Have your college bookstore contact
us for bookstore sales.

Contact us at mentoringcentral@irtinc.us

What is included in the *Connected Scholars* virtual kit?

- Teacher's Manual
- Teacher's desk copy of the Scholar's Workbook
- Multimedia presentation slides
- Program evaluation materials
- General course materials: customizable syllabus, grading rubric, list of materials needed for each lesson
- EXTRA: Memos to Mentors (suggestions for conversations and activities if students have existing ongoing relationships with mentors)



PRICING

Connected Scholars Kit

Virtual instructor's kit

\$200 per instructor

Scholar's Workbooks

Virtual Workbook (minimum order 30 licenses)

\$138.00 for 30 licenses

Printed Workbook (minimum order 10 Workbooks)

EQUIP **SUCCESS STARTS WITH SELF-ASSESSMENT.**

EQUIP is a breakthrough improvement process that assesses your program against national standards – the *Elements of Effective Practice for Mentoring* (EPPM). The result is an actionable improvement plan.



Before self-assessing your mentoring program's practices, you receive access to the EQUIP Training. This training consists of two online courses for completion by 1-30 mentoring program staff members.



Using EQUIP's web-based software self-assessment tool, you are guided through a series of questions about your program's practices.



Upon completion of the self-assessment, you receive your customized Self-Assessment report. This professional report highlights areas for improving your program practices as well as your current strengths.



Examples of topics covered in the training:

- **Foundation and research basis of the EPPM**
- **Benefits and challenges of engaging in a quality improvement process**
- **How to prepare to complete the program self-assessment**
- **Overview of the EQUIP life cycle**
- **The structure and content of the EQUIP self-assessment tool**
- **How to access and use the EQUIP web-based software tool**

SELF-ASSESSMENT PRICING

1 or more assessments	\$150 per assessment
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Training and access to web-based questionnaire for one year.



RESEARCH CORNER

Mentoring Central conducted a research study to determine whether implementation of the Benchmarks and Standards reported in the EPPM was associated with match outcomes. After conducting the EQUIP program self-assessment with 45 mentoring programs across the United States, and collecting match longevity data from 29,708 community-based matches from those programs, we reported that programs reporting high levels of benchmark implementation on EQUIP (implementing 85% or more benchmarks) had longer matches than programs reporting low to average levels of benchmark implementation. The Training Standard was the only Standard that was significantly, positively associated with match length.

Kupersmidt, J. B., Stump, K. N., Stelter, R. L., & Rhodes, J. E. (2017). Mentoring program practices as predictors of match longevity. *Journal of Community Psychology*, 45, 630-645.

IMPROVE YOUR PROGRAM PRACTICES.

MEET ALL SIX STANDARDS. IN SIX STEPS.

To determine if your program is meeting all six Standards, EQUIP's comprehensive self-assessment tool walks you through a series of questions. Trained external reviewers clarify and verify your results, and identify areas where your program needs improvement. Then, your reviewer develops a detailed quality improvement plan for you to help bring your program into alignment with Standards for the field.

Here's how EQUIP helps you achieve excellence:

- **Measures your program quality against 30+ benchmarks**
- **Identifies exactly which practices you excel in and which need improving**
- **Prioritizes recommendations emphasizing safety**
- **Produces an actionable improvement plan**
- **Systematic and repeatable—allowing you to track progress from year-to-year**



GET CERTIFIED!

CRITERIA FOR ACHIEVEMENT

LEVEL OF CERTIFICATION	Completed EQUIP training	Completed program self-assessment	Completed external review	Compliant with all prioritized safety benchmarks	Compliant with all benchmarks
Self-assessed					
Reviewed					
Recognized					
Accredited					

“EQUIP identified areas that needed to improve and the changes we will make will have a big influence on the quality of our program. In summary, what we gained from this process was priceless.”

EQUIP EVALUATION PRICING

Components

Step 1: Training
 Step 2: Self-Assessment
 Step 3: External Review and Validation
 Step 4: External Reviewer Report
 Step 5: Quality Improvement Consultation
 Step 6: Custom Quality Improvement Plan

Price

\$6,000

EVALUATE PROGRAMS

Mentoring Central can provide your program with graphic-rich and descriptive reports to help track your programs' progress after they complete their self-assessments or engage in the full EQUIP quality improvement planning process.

Are you a single mentoring program?

If yes, then Mentoring Central can provide you with individualized feedback about your adherence to the Benchmarks and Standards in the EEPM. We can also work with you to develop a quality improvement plan tailored to meet your needs. Complete your self-assessment to get a baseline on your use of best practices.

Summary of Compliance

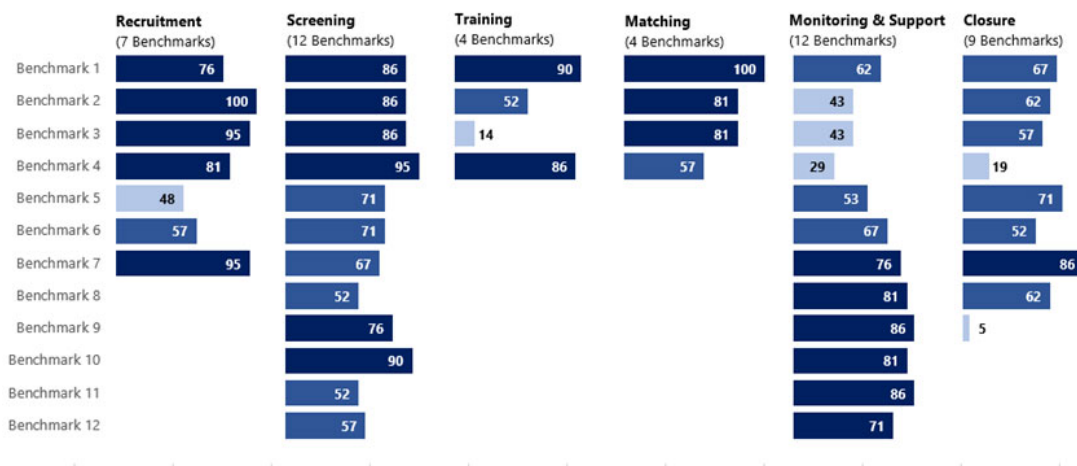
	Met	Total	%Met
Benchmarks			
Recruitment	2	7	42%
Screening	5	12	44%
Training	2	4	42%
Matching and Initiating	2	4	50%
Monitoring and Support	5	12	50%
Closure	4	9	42%
Total	20	48	29%

Do you lead or are you part of a network of mentoring programs?

If yes, then each program in your network can complete the EQUIP self-assessment questionnaire and receive a cross-site report to allow you to identify each programs strengths and needs.

Cross-site benchmark implementation

% of programs that reported implementing each benchmark



RESEARCH CORNER

Mentoring Central examined the relations between program practice implementation and match and youth outcomes for youth in foster care.

Analyses from over 70,000 matches from over 200 mentoring programs revealed that youth in foster care had shorter matches and were more likely to experience premature match closure compared to youth who were not in foster care.

After a subset of mentoring programs serving youth in foster care completed the EQUIP program self-assessment, the results indicated that youth in foster care whose programs implemented at least 75% the practices outlined in the EEPM had matches that lasted disproportionately longer than youth in foster care whose programs implemented fewer practices.

Stelter, R. L., Kupersmidt, J. B., & Stump, K. N. (2018). Supporting mentoring relationships of youth in foster care: Do program practices predict match length?. *American Journal of Community Psychology*, 61, 398-410.

We can detail what resources your programs report that they need, so they can implement each benchmark.

Resource Needs for the Recruitment Standard

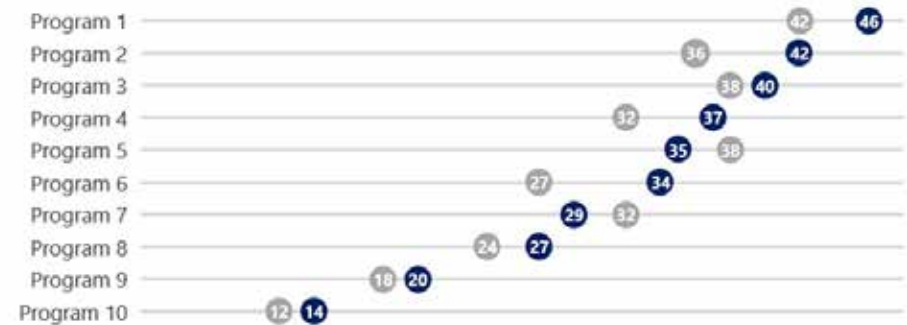
% of programs that reported resource needs for each Benchmark



Complete the EQUIP self-assessment multiple times over the course of your quality improvement initiative and track how your programs change over time. Our reports will highlight which programs are showing the most improvements and which might need technical assistance. Track changes in adherence to specific Benchmarks and Standards over time for each mentoring program.

Total Number of Benchmarks Implemented by Program (Maximum=48 Benchmarks)

Most programs reported implementing more benchmarks in Year 2 compared to Year 1



RESEARCH CORNER

A cornerstone of our mission is to help understand what makes mentoring work, particularly for youth who have experienced stress or trauma. The ultimate goal of this work, is to help support mentoring programs so they can implement the most effective mentoring practices. In support of this goal, Mentoring Central researchers conducted a large, multisite study to identify the best practices of mentoring programs for children who have been impacted by parental incarceration. In this study, 45 mentoring programs, serving over 25,000 mentees completed the EQUIP program self-assessment questionnaire and participated in a follow-up interview. During the interview, programs answered questions about three specific enhancements related to mentoring youth who have a parent who has been incarcerated including whether their program had specific goals for these matches, whether their program sought and received additional funding to better serve these matches, and whether their program provided specialized training to the mentors assigned to these matches. We conducted analyses to determine whether mentees who had an incarcerated parent experienced better outcomes when their programs implemented these three enhancements compared to programs that did not. Results indicated that, among youth who had an incarcerated parent, those whose programs had specific goals for their matches had higher educational expectations, compared to youth participating in programs that did not have specific goals for matches. In addition, children who had a parent who was incarcerated had longer and stronger relationships with their mentors when their program provided specialized mentor training or when their program received additional funding, compared to youth who had a parent who had been incarcerated but who participated in a program that did not offer specialized mentor training or had not received additional funding. This research shows how the EQUIP self-assessment can be used for research purposes, can be easily used by mentoring programs, and is evidence-based. Results from this study provide information about what practices should be used by mentoring programs serving this unique population.

Stump, K. N., Kupersmidt, J. B., Stelter, R. L., & Rhodes, J. E. (2018). Mentoring program enhancements supporting effective mentoring of children of incarcerated parents. *American Journal of Community Psychology*, 62, 163-174.

EVALUATE THE EFFECTIVENESS OF YOUR PROGRAM

Of course, you believe in your program and that it is working...but how do you demonstrate your effectiveness to yourselves, your stakeholders, and others? Let the experts at Mentoring Central help you to evaluate your program's effectiveness.

WHAT TYPES OF HELP CAN I GET?

We can assist you during all stages of the evaluation process including:

- Helping you articulate your mission and desired outcomes into a **logic model, conceptual framework** (grounded in research and theory), and **measurable goals**
- **Working collaboratively** with you to design a feasible evaluation plan that achieves your goals
- **Customizing our software** application to meet your project management and data collection (e.g., use of web-based or mobile surveys) needs
- Conducting **data coding, cleaning, and management**
- Designing and conducting **statistical analyses**
- Describing **technical statistical findings** to you in terms that an educated layperson can understand
- **Interpreting the findings together** to understand their implications for **recommendations for your program model** or **continuous quality improvement processes**
- Helping you to **interpret and present findings** to your stakeholders in terms they can understand
- Producing **attractive infographics** and **reports** for sharing with various audiences
- Providing you with **technical appendices** containing all **methodological** and **statistical details**



WHO WILL HELP ME?

Our team of scientists, researchers, and statisticians—in combination with use of our web-based data collection and project management software—will help you design an evaluation that fits your needs and budget.

Our team's diverse experience includes:

- 40 years of scientific and technical assessment expertise
- Eight behavioral scientists on staff, many of whom are psychologists and mentoring experts
- Recipients of numerous evaluation contracts and Federal grants on mentoring and other positive youth development topics
- Co-authors of peer-reviewed studies on mentoring and preventive interventions



RESEARCH CORNER

Overview

For over five years, researchers from Mentoring Central and University of Massachusetts-Boston partnered with 20 mentoring programs across 15 states to conduct a randomized controlled trial (RCT) to evaluate the effectiveness of program enhancements developed to better serve children of incarcerated parents. Program enhancements delivered by Youth Collaboratory focused on use of a strengths-based approach to mentoring and included providing supplemental training to mentors, conducting more frequent and focused match support contacts, having matches participate in community events and community service activities, and conducting strengths-based supervision discussions with intervention staff members.

Quantifying the impact of your program is a first step towards improving it.



Power your program with accurate data

Understanding the effect specific program factors are having on the youth you serve is powerful knowledge. It

gives you the ability to adjust and modify your practices to make your program more effective—for mentors and mentees, and for your program staff members.

Scientific. Accurate. Essential.

Mentoring Central can work with your program to develop an evaluation protocol that combines your quality improvement goals with your outcome evaluation goals. We can work with you to monitor how your mentees, mentors, and program staff change over time, as your program evolves.

An evaluation of your mentoring program can:



Benefit your community



Help increase funding of your program



Elevate recruitment quality



Boost your reputation

For more details about consultation and evaluation, email mentoringcentral@irtinc.us

Procedures

Mentoring Central worked with staff members at 20 mentoring sites to recruit participants into this large-scale research project. Over 1,300 mentees, along with their mentors and parents, participated in the project. Mentees were randomized to receive either enhanced mentoring or business-as-usual (BAU) mentoring at their program. Researchers collected survey data from mentees, mentors, and parents before matches were made and then, at three follow-up time points.

Results

After 12 months, mentees in the Enhancement Condition reported improved positive self-cognitions, and reduced internalizing behavior problems, substance use, and intentions to use substances, compared to mentees in the BAU Condition. Mentees in the Enhancement Condition, however, had shorter matches than mentees in the BAU Condition. Results provide support for the use of a strengths-based approach to mentoring that is rooted in a positive youth development framework. Purposefully integrating a strengths-based approach with staff members, such as conducting staff supervision discussions that focus on strengths and assets of mentees, can spread to creating positive conversations and interactions among mentors, mentees, and parents.

Our capabilities

Mentoring Central's team of experts designed and managed this complex national, multisite research project. Execution of this project was possible through use of Mentoring Central's eTrove software application. This software allowed for online collection of data from mentors, mentees, parents, and mentoring program staff members, and automation of this longitudinal, multi-informant data collection protocol. This sophisticated software can be used to conduct and manage research and evaluation projects - both big and small - at your mentoring program. Contact us for more information about this study and eTrove.

Stump, K. N., White, K., Stelter, R. L., & Kupersmidt, J. B. (2022, January 27-28). *Results and insights from a multi-year evaluation of mentoring program enhancements developed to better serve children who have a caregiver who has been incarcerated*. Symposium presented at the annual meeting of the National Mentoring Summit, Washington, D.C.

Elevate the Mentoring Central experience for your program participants with customization.

Mentoring Central includes a team of mentoring subject matter experts, highly skilled web applications developers, and talented multimedia and instructional designers. With this powerhouse team, we can offer customization of any Mentoring Central product to help you improve the experience of your staff, mentors, mentees, and parents.

The two types of customization we offer are course customization and Mentoring Central eTrove software customization. Learn more below about how customization can benefit your mentoring program!

Course Customization

Customize Mentoring Central to match your program's branding so your mentors, mentees, and parents feel welcome and safe on the Mentoring Central website. There are several options for course customization.

Option 1: Website login page

This option allows your program to create a custom website address (URL) that features your mentoring program's name, giving program participants an easy-to-remember website address to access online training and resources. The custom website address also helps visitors feel secure knowing that they are visiting a legitimate website that is associated with your program.

Select a photo that features your mentoring program to welcome participants to the website. A friendly and customized image highlights the professionalism of your organization.

Your program's logo will be featured prominently at the top of the login page, so participants know they are in the right place to access online training and resources.



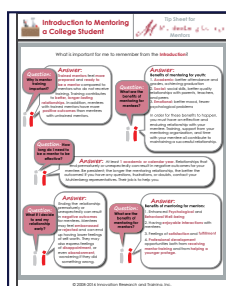
Add your logo, colors, welcome statement, and/or photo



Purchase website login customization in the Mentoring Central store. <https://admin.mentoringcentral.net/mgmt/orders/>



Add your logo and/or colors



Option 2: Handouts and tip sheets

Take your customization of Mentoring Central to the next level by branding the tip sheets and handouts that are included in each course. These are materials that your program staff, mentors, mentees, and parents can download and refer to again and again to remind them of important information that they learned online.

Branding these documents helps program participants identify with the information and trust that it is information they need to know to be an effective participant in your program.

Option 3: Course customization

The ultimate level of customization is tailoring the content of a Mentoring Central course for your unique mentoring program. Perhaps your mentoring program is exclusively for girls or for children in foster care, and you want the language, examples, and animations in your mentor training to reflect your population. If so, then course customization will help you accomplish that goal.

Customization typically involves changing the color scheme of the training to match your program's color palette, integrating your organization's logo into the beginning of lessons, and customizing the content. For example, mentoring program customers have had us include a video of their organization's Executive Director in the introduction to welcome new volunteers to the training and highlight the importance of receiving mentor training. Another customer had us include specific content in a course about their specific child safety policies and procedures. Our mentoring and online learning subject matter experts will work closely with your program to make sure your custom course is of the highest quality, backed by research, and engaging to your participants.



Add your logo, colors, videotaped welcome, animations, custom content, and/or style



Mentoring Central eTrove software customization

The Mentoring Central website is powered by a software platform called eTrove that supports all phases of the mentoring process from onboarding, through training and culminating in match closure. eTrove is both a project management and learning management software (LMS) system.

The eTrove platform has been customized for use by a variety of mentoring program customers. For example, one large national mentoring program uses eTrove to collect applications from prospective volunteer mentors and then, assign them to a local affiliate mentoring program for follow-up. Volunteers are automatically enrolled in preselected Mentoring Central eLearning courses which provides standardization of mentor training across the country. The national office uses the information input by volunteers and captured in the LMS to track progress in the volunteer onboarding process and to monitor the distribution of volunteers to local affiliates across the nation.

Other features available in eTrove include the ability to automate sending emails or texts of surveys to program participants on a desired schedule, keep case notes about mentoring relationships, and enroll program participants in post-match online training on special topics.

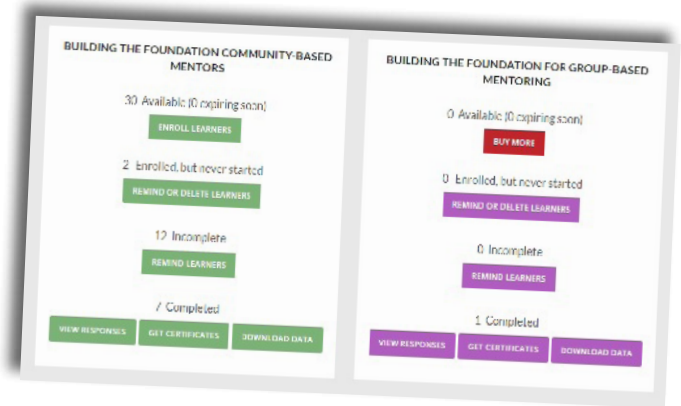
With the eTrove platform providing the foundation and tools for managing your communication and workflow, the possibilities are endless for automating and customizing the operations of your mentoring program.

Contact us (mentoringcentral@irtinc.us) for to discuss your customization needs.

START TRAINING TODAY! ADMINISTERING MENTORING CENTRAL IS **EASY!**

It is EASY to:

- enroll mentors, mentees, parents, and staff in online courses
- track course progress and completion
- read dashboards that provide a quick overview of courses
- purchase courses
- check the knowledge of individuals who completed
- download an overview of progress



Seamless and Simple

Reliable

Personalized customer support

MANAGE YOUR WORKFLOW USING MENTORING CENTRAL'S ADMINISTRATIVE DASHBOARD.

Mentors, mentees, parents, and staff of all ages and levels of technology experience are able to complete online training.

Online training is EASY to:

- login
- navigate
- track progress
- save work
- see what comes next
- return to training at a later time
- view and download training certificates



Each course includes the following components:

- Ethnically and racially diverse individuals in videos
- Interactive activities
- Self-reflective journal
- Scenario-based learning
- Research-informed content
- Downloadable tip sheets
- Knowledge test
- Certificate of completion

ANNUAL MEMBERSHIP

MAXIMIZE THE VALUE OF MENTORING CENTRAL.

Become a member of Mentoring Central and receive access to our mentoring-related products.

There are several tiers of annual membership. Check the Mentoring Central website for the tier that best fits the size of your organization.

TRAINING PRODUCTS

Online mentor training courses:

- *Building the Foundation (community-, site-, group-based, and e-Mentoring versions)*
- *Ethics and Safety (community- and site-based versions)*
- *Building and Maintaining the Relationship*
- *Promoting Enhanced Resilience and Learning (PERL)*
- *Substance of Change*

Online mentee and parent training courses:

- *Building the Foundation*

Instructional materials to conduct in-person training:

- *Building the Foundation (both community- and site-based versions)*
- *Promoting Enhanced Resilience and Learning (PERL)*
- *Building your Mentoring Skills*

EVALUATION PRODUCTS

SURVEYS:

- Create online surveys to send to your mentors, mentees, or parents/guardians
- Use the eTrove data collection system to deploy your surveys

EQUIP

- Complete the EQUIP Program Quality Self-Assessment questionnaire about your program's practices
- Receive EQUIP Self-assessment Report

PRICING

Membership for 5 or more affiliate mentoring programs	\$800 per program
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Licenses are good for one calendar year from initiation date

Contact us at mentoringcentral@irtinc.us to learn about membership for your mentoring program.



DEVELOP AND ELEVATE YOUR MENTORING PROGRAM

Mentoring Central's team of expert researchers and practitioners can help your organization develop and deliver the highest quality mentoring program. Our approach to training and technical assistance (TTA) is always collaborative, systematic, targeted, flexible, customized, and results-driven. Our work is informed by the latest research-based frameworks and findings from the fields of mentoring, implementation science, design thinking, person-centered and strength-based approaches to intervention, and positive youth development, among others.

[Here is an overview of our process:](#)

1 DISCOVERY: Our process begins with understanding the mission and goals of your program. Whether you have a well-established program or you are just getting your program started, this process helps ensure everyone is on the same page. Through the discovery process, we assess the needs, resources, and barriers your program is experiencing in the operations and implementation of your program.

2 RESEARCH: With a foundation of knowledge about your program, we review the research literature relevant to your program that will inform our work together. For mentoring programs, we draw on our deep knowledge of mentoring research. As co-authors of the *Elements of Effective Practice for Mentoring* (EPEM; 4th Edition) and multiple supplements of the EPEM for specific mentoring populations and models, we can ensure your program is following the latest best practice recommendations for mentoring programs.



3 RESOURCE REFERRALS AND DEVELOPMENT: Our talented team of professionals with expertise in mentoring, juvenile justice, substance abuse prevention, mindfulness education, social-emotional development and learning, and peer relations work closely with your organization's leadership to develop the resources your organization needs. TTA can include software solutions, web-based or in-person training, webinars, curriculum materials, and evaluation tools, among many other solutions.

5 EVALUATION: Throughout the TTA process, we consider evaluation. Whether it's evaluating a webinar session or a comprehensive evaluation of a new initiative, we have the expertise and tools to guide your evaluation goals. Our top priority when considering evaluation is how the data will be of value to your organization.

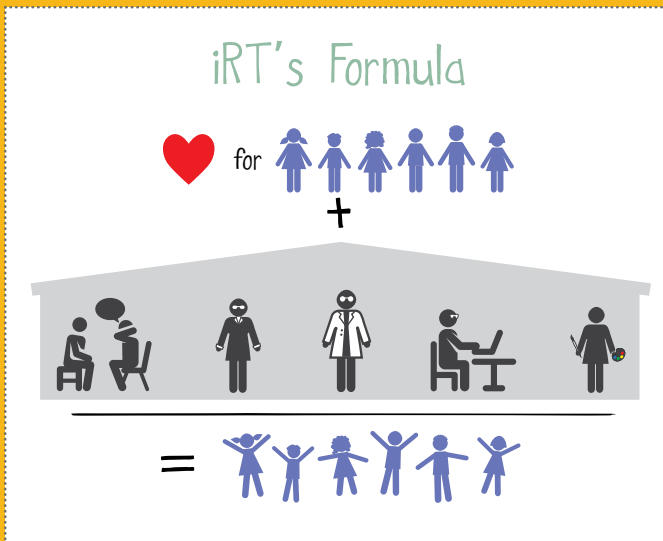
4 IMPLEMENTATION AND MONITORING: Drawing on our expertise in implementation science, and experience implementing programs and research studies, we will guide your organization during the implementation and monitoring phase to ensure success.

To learn more about our training and technical assistance services, contact us (Mentoringcentral@irtinc.us) to schedule a consultation call.

WHY WORK WITH US?

YOU + iRT =  +  + 

iRT's Formula



IRT is a behavioral sciences research company that:

- conducts basic and evaluation research;
- provides training and technical assistance; &
- disseminates research-informed and evidence-based products and services.

We work together in a multidisciplinary team of research and clinical psychologists, web applications developers, multimedia and instructional designers, former mentoring program staff members, social workers, and more.

Our purpose is to improve the health & well-being of youth, families, organizations, & communities.

our process

- Constantly conduct thorough reviews of the theoretical, empirical, and practice literatures
- Conduct basic and applied research studies
- Talk to other scientists; practitioners at mentoring programs; and mentors, mentees, and their parents or guardians



collaboration

We collaborated on writing the *Elements of Effective Practice for Mentoring* with MENTOR to help create Standards for the field.



ONLINE TRAINING



IN-PERSON TRAINING



QUALITY IMPROVEMENT EVALUATION

our results

Drawing upon all of these experiences, we have created a variety of research-informed and evidence-based products to support mentoring programs in providing high quality, effective services.



Mentoring Central is a division of innovation Research & Training (iRT).

iRT is a behavioral science research company that develops and evaluates cutting edge products and services—all designed to improve the lives of youth, families, organizations, and communities.

online training



MENTEES **MENTORS**

customize with your brand:



in-person training



quality improvement evaluations

The Elements Quality Improvement Process (EQUIP) includes the use of a sophisticated, web-based software application that supports the evaluation of your program practices.

1. You self-assess your program practices against the national Standards.
2. Your program is objectively evaluated by an external consultant, who works with you to develop a prioritized action plan to enhance your program quality and meet all the required benchmark practices in the Elements.

EQUIP
ELEMENTS QUALITY IMPROVEMENT PROCESS

what else do we offer?

We also offer evidence-based programs, training, technical assistance, and evaluation services in:

- Media literacy education
- Sexual health
- Substance abuse prevention
- Mindfulness education
- Social-emotional learning

- Program evaluation assistance
- Web-based project management and data collection software system to support the evaluation of your program

...and more!

To learn more, go to www.mentoringcentral.net or call (919) 493-7700



MENTORING CENTRAL

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