



# To Study & Implement the Impact of Youth Mentoring

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## ABSTRACT

*Youth Mentoring is the process of matching mentors with young people who need or want a caring responsible adult in their lives. It is defined as an on-going relationship between a caring adult and a young person which is required for self-development, professional growth and carrier development of the mentee and mentors both and all this must be placed within a specific institution context. The purpose of this article is to quantitatively review the three major areas of mentoring research (youth, academic, and workplace) to determine the overall effect size associated with mentoring outcomes for students.*

## INTRODUCTION

Mentoring is a part of educational training to develop people in the professions and youth mentoring has experienced exponential growth in the UK over the last decade and is

typically used to help young people in employment, education and training. There are now more than 3500 programmes running mentoring schemes in on (a large proposition of which are youth mentoring programmes. This mentoring relationship has been described as an invaluable learning activity for beginners as well as experienced practitioners such as teachers, administrator, managers and other professionals. Mentors implement mentoring programmes in organization that want to establish a more connected work environment for their people. It is a sought of method of development. It gives areas to skills, knowledge, experience and insight that other initiative are unable to do.

Recent years have been youth mentoring programmes flourish in a variety of setting, such as institution community centers, faith Institutions, and in conjunction with other



support service such as tutoring, counseling and job training.

Youth Mentoring is poised to “Come of age” as a preventioners operate from a shared understanding of the research into effective strategies and best practices while mentoring in many ways an easily understood constant, those is little agreement on how mentoring creates in particular youth or on the amount and types of impact it can have.

Youth Mentoring will involve pairing up a young person with a professional and working in the field in which the mentor would like to work. The professional who will become the young person’s mentor, will thus be able to offer their mentor specific, tailored advice and support them in their efforts, depending on the individuals involved the mentoring relationship will offer a clear insight into the world of work and the requirements of businesses, the opportunities and conditions in the employment market, tools and techniques for job tenting, Interview preparation and also provide ideas about career prospects and career planning.

## PROBLEM FORMULATION

This article discusses about concept of youth mentoring and the main purpose of this particular research to know about the general impacts of youth mentoring special in the concept of academic institution. So the main questions arrive in our mind as following below.

Qun 1. What is the concept of Youth Mentoring?

Qun 2. What types of Mentoring Programmers’ has an Impact on academic retention and career outcomes of students?

Qun 3. How do youth mentoring relationship work?

Qun 4. What is the significance of Youth Mentoring?

Qun 5. When and how is Mentoring Relationship for Youth beneficial?

## RESEARCH METHODOLOGY

### BASIC RESEARCH

Our prime focuses on observation of the Institution their students and the work



culture on academic Institution. How they retain and work in the Institution and their learning development and actual outcome through Youth Mentoring.

Our research type is exploratory research. Theoretically, a wide range of conditions and process should be important in mediating and moderating the impact of mentoring relationships on youth outcomes (Rhodes, 2002, 2005; See also Keller 2005, sipe 2005, Spencer and Rhodes, 2005). These include but are not limited to,

1. Attributes that the mentor and youth each take to the relationship such as the mentor's skills and confidence and the youth's relationship history and current level of functioning
2. Characteristics of the relationship such as the extent to which mentor and youth form an emotional bond characterized by feelings of trust, empathy and positive regard, the frequency and pattern of their contacts, the types of activities and discussion in which they engage, the ways in which needs for attention to

both relationship development and goal focused concerns are integrated and balanced.

**Methodological Considerations** relating to sampling study design, assessment, and data analysis need to be addressed to begin to fill existing gaps.

**Sampling** to date, most studies of mentoring relationships for youth have been based on relatively small sample of convenience. The size of the sample poses at least two significant problems.

1. Investigation
2. General findings

**Design** from a design standpoint, studies of youth mentoring has been cross sectional. Such design lack of the repeated observations necessary for refined assessment of the growth and evolution of relationship. Its effect on youth that reach well into adulthood. There is a need, however for empirical data that would allow for an evaluation of this assumption and the conditions under it. (Rhodes 2004)

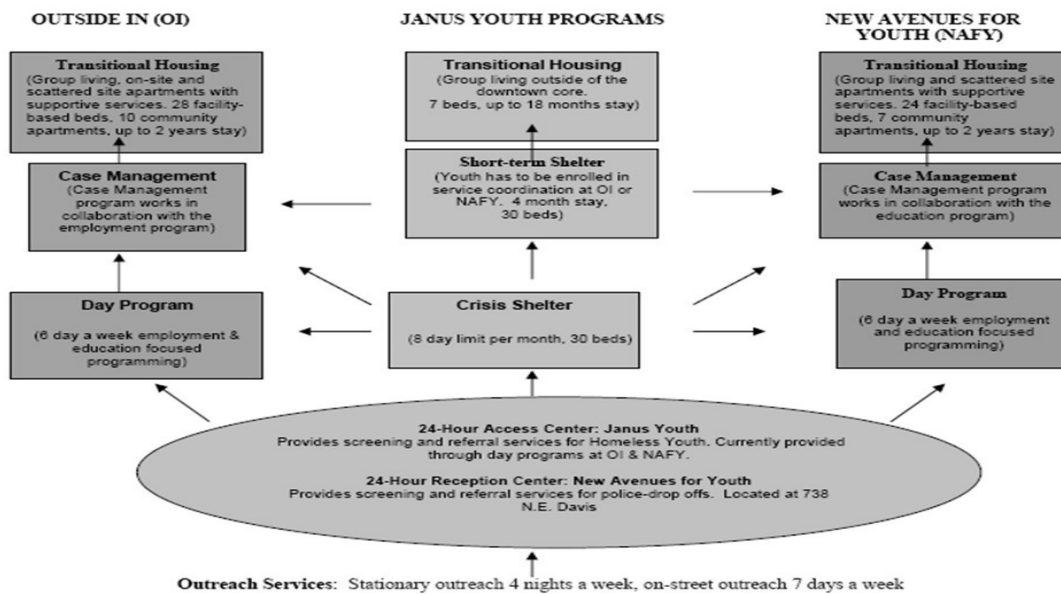
## RESULT

**EXPERIMENTAL RESULTS**

**MODEL OF YOUTH MENTORING**

We consider here the Model of Youth Mentoring given by John.

**Portland Homeless Youth Continuum**



**Figure: - Model of Youth Mentoring by John.**

Also we considered some core standard identified in Youth Mentoring.

1. Design
2. Implementation
3. Matching
4. Training
5. Role of the Youth Mentor

6. Informal Mentoring
7. Institutions benefits indirectly

**Formal Mentoring**

1. Goal Establishment
2. Outcome measured
3. Training and support provided
4. Institutions benefits directly



Effective youth mentoring is directly tied to your strategic and business objectives. E.g. of how our clients have linked their programs with their objectives include.

- Executive / Career / Professional Development
  - High Potential
  - Succession Planning
  - Attract and retain talent.
- Support diversity goals for
  - Recruitment
  - Retention
  - Visibility and overcoming “Glass Ceiling”
- Commitment

Supportive healthy relationships formed between Mentors and Mentees are both immediate and long term and contribute to a host of benefits for mentors and mentees.

#### Benefits for Youth

- Increased high school graduation rates.
- Healthier relationships and life style choices.

- Better attitude about college / Institution.
- Enhanced self – esteem and Self – Confidence.
- Stronger relationships with parents, teachers and peers.
- Improved Interpersonal skills.

#### Benefits for Mentors

- Increased Self – esteem
- A sense of accomplishment
- Increased patience and improved supersonic skills (U.S department of Labor)

Youth Mentoring can help youth as they go through challenging life transitions, including dealing with stressful changes at home or transitioning to adulthood.

#### **CONCLUSION AND FUTURE WORK**

This chapter is based upon the conclusion of what we have done so far and how the system can be further enhanced with an increase in requirements.

#### **Summary & Conclusion**



Youth Mentoring is related to self – development, professional growth and carrier development of the mentees. The Mentor’s role is to help learners to achieve their goals by acting as counselor, facilitator and advisor. Counseling is an important function is relative to the Youth Mentoring because it can lead to an improved relationship between the mentor and mentee. This view is supported by many authors who have mentioned that the mentor is someone who has greater experience and helpless skilled or less experiences practitioners to achieve professional abilities.

In order to react effectively a mentor must:

1. Have certain goals and plans,
2. be a good communicator,
3. Have the knowledge and relevant skills about the candidate’s area of interest,
4. be able to establish a good and professional relationship; &
5. Be flexible in supervision strategies depending on the individual requirements.

The relationship will focus on these and both parties must trust, respect, empathies and be honest with each other.

Youth Mentoring helps mentees for their new challenges.

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