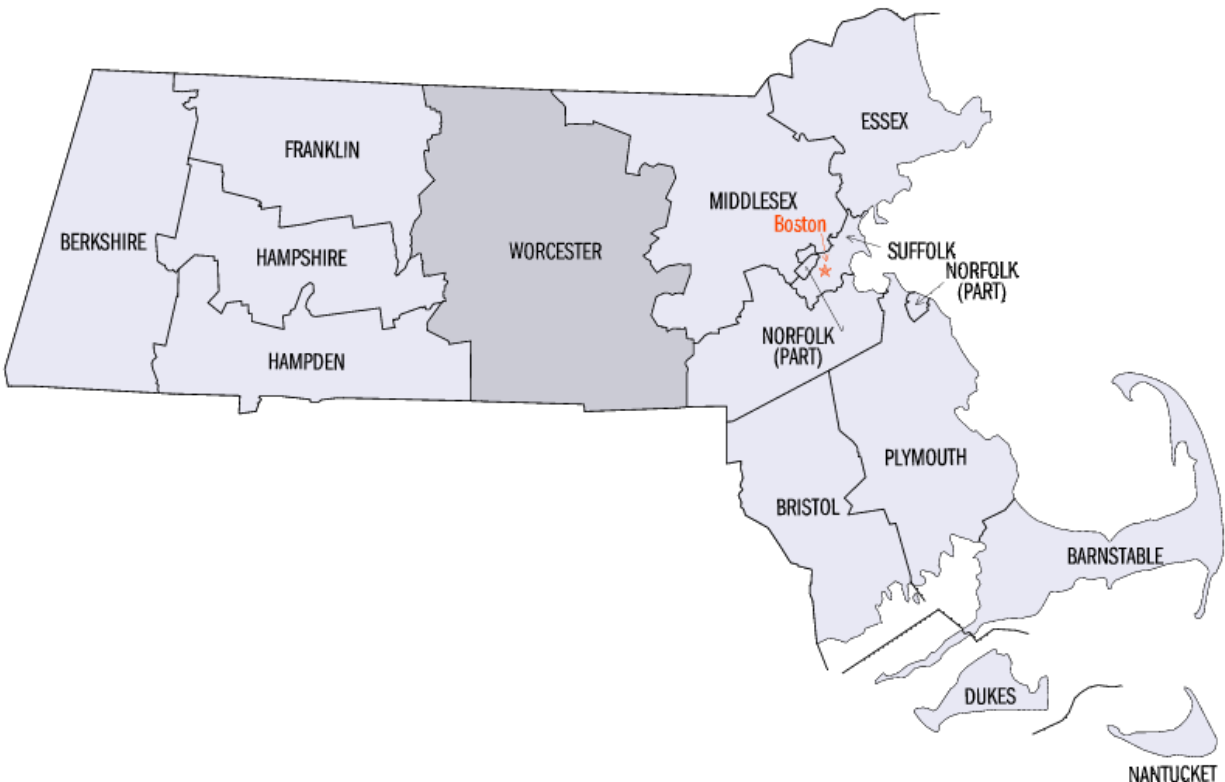


Mass Mentoring Counts 2010: Central Massachusetts Regional Report



Introduction

Mass Mentoring Partnership (MMP), the umbrella organization for youth mentoring in the state of Massachusetts, in collaboration with the University of Massachusetts Donahue Institute conducted the biennial *Mass Mentoring Counts* survey. Originally launched in 2006 and repeated in 2008, *Mass Mentoring Counts 2010* provides a current snapshot of the state of mentoring in Massachusetts and offers comparative analysis of changes in the field over the last four years.

The primary goals of *Mass Mentoring Counts* are to:

- ❖ Map and report on structured youth mentoring programs serving youth in formal mentoring relationships in Massachusetts
- ❖ Document and analyze key trends
- ❖ Identify unmet need

Mass Mentoring Counts 2010 targeted all structured youth mentoring programs operating in the state of Massachusetts. MMP's Youth Mentoring Program Database served as the primary resource for needed program and contact information. In addition, MMP staff conducted extensive outreach efforts to the field prior to survey distribution, including calls to the field to update and identify new mentoring programs and correct contact information, as well as marketing and promotion efforts through MMP E-Bulletins, and relevant workshops or trainings.

For *Mass Mentoring Counts 2010*, MMP has identified 194 organizations running youth mentoring programs for inclusion and 120 of the 194 (62%) identified mentoring organizations completed the web or paper version of the survey. Seventeen of the responsive organizations run multiple youth mentoring programs. All *Mass Mentoring Counts 2010* reports are based on the information provided by 172 youth mentoring programs run by 126 organizations. The executive summary and the full report of *Mass Mentoring Counts* can also be found on MMP's website, www.massmentors.org/massachusetts.

This supplemental report provides the *Mass Mentoring Counts* survey results for region specific programs. Key details about mentoring programs in the Central region of Massachusetts are noted, as well as noteworthy differences between the regional and statewide findings.

This regional report's contents include:

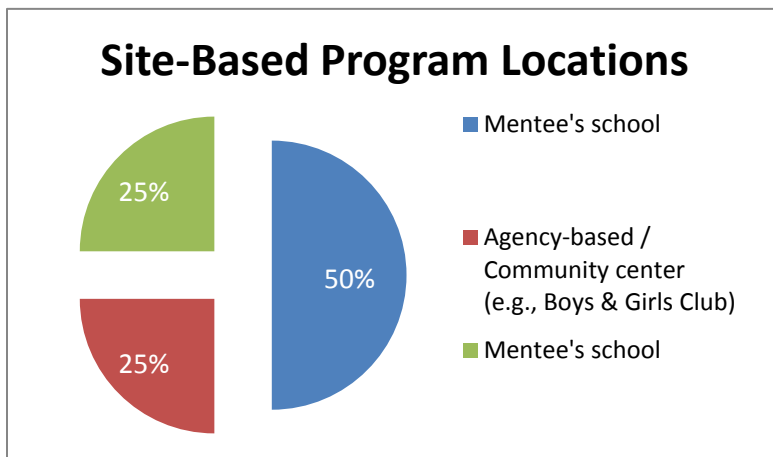
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Snapshot of Central Massachusetts Programs

From the Central region of Massachusetts (MA), **eight programs** participated in the Mass Mentoring Counts (MMC) 2010. 75% of the reported mentoring programs are from Worcester County while 25% of the programs are from Middlesex. These programs comprise about 5% of all the programs that have participated in Mass Mentoring Counts 2010.

For the region of Central Massachusetts, a distinct characteristic has been discovered in the programs' length of time in operation.

75% of the programs are well-established having been in existence for 10 or more years. Of the remaining programs, one of the programs has been established between 5 and 10 years, and another program has been in existence for less than 5 years.



There is an equal distribution of site-based and community-based youth mentoring programs in the Central Massachusetts. **50% of the youth mentoring programs are site-based**, in which meetings of mentors and mentees primarily take place in a designated location, reported mostly at agency-based or community centers, or the Mentee's school. **50% of the youth mentoring programs are**

community-based, in which youth and mentors can choose to meet at different locations throughout the community.

Program Description

Mass Mentoring Counts asks mentoring programs to identify the goals designed to address the needs of their mentees. Seven of the eight reported programs in the Central Massachusetts have identified their program goals.

For the Central MA programs, the most commonly selected **intended areas of impact** are:

- education/academic support for youth who are academically behind (100%)
- self esteem (100%)
- job skill readiness (100%)
- social competence (100%)
- promoting community/civic involvement (100%)
- general education/academic support (86%)
- avoidance of early pregnancy (71%)
- youth identity/connection to ethnic, religious, social, cultural group (57%)
- violence prevention (57%)
- substance abuse prevention (57%)

One-to-one matches of a young person with an adult comprise the largest segment (75%) of mentoring program models. 25% of the Central MA programs reported using group mentoring, where one adult mentor meets with more than one young person.

63% of the Central MA programs expect their mentors to meet their mentees in-person weekly. One program expects their mentors to meet their mentees in person more than once a week and another program expects their matches to meet in-person two or three times per month and another. One program does not have any expectations or requirements for matches to meet in-person. **75% of the programs in the Central MA encourage their matches to meet beyond the expected/designated commitment term.**

The programs have also reported the average amount of hours the mentors meet in-person with their mentees per month. **43% of the Central MA programs report to have their matches to meet for the average of more than nine hours.** Another 43% of the programs reported their matches to meet for the average of four hours or less. One program reported their matches to meet for the average of five to eight hours per month.

Program Description

MMC requests programs to list the top **three factors that are associated with early termination of matches** in their program.

For the five Central Massachusetts programs:

- 80% of the reported programs identify that the **mentor had change in life circumstances (marriage, divorce, job change or loss, moved out of town, etc).**
- 80% of the programs identify that the mentee had change in life circumstances (moved out of town, changed schools, left school, etc).
- 40% of the programs identify that the mentee had unfulfilled and/or unrealistic expectations of mentoring experience.
- 40% of the programs identify family interference/lack of support as associated with early termination of matches.

Program Challenges

Six of the eight Central MA programs have identified their top three challenges faced by their program.

The identified *primary* challenge is **financial resource development infrastructure** (50%). Other identified *primary* challenges are mentor recruitment, identification and diversification of funding opportunities, and support from collaborating partners.

Other *commonly reported* challenges of the programs are:

- **Financial resource development infrastructure (100%)**
- Identification and diversification of funding opportunities (83%)
- Mentor recruitment (67%)
- Support from collaborating partners (50%)
- Ability to effectively evaluate program (50%)
- Parental support (50%)

Program Forecast

50% of Central MA programs predict growth in the number of youth served within two years. The rest of the reported programs predict participant services to remain stable.

Youth Served

1,709 youth are being served by the formal mentoring programs in the Central Massachusetts. The five programs that have participated in Mass Mentoring Counts since 2006 show an extreme amount of growth (185%) from 2006 to 2008 due to one program's significant growth but a 27% increase from 2008 to 2010.

From all the cities of Massachusetts, the city of **Worcester** is one of the largest cities with youth who are in mentoring relationships. Three out of the eight participating Central MA programs are located in the city of Worcester.

Cities and Towns Where the Largest Reported Number of Youth in Mentoring Relationships Reside

<i>Boston – 7,133 youth</i>	<i>Newton – 374 youth</i>
<i>Worcester – 994 youth</i>	<i>Framingham – 358 youth</i>
<i>Cambridge – 819 youth</i>	<i>New Bedford – 275 youth</i>
<i>Springfield – 725 youth</i>	<i>Waltham – 243 youth</i>
<i>Revere – 631 youth</i>	<i>Fall River – 242 youth</i>
<i>Lawrence – 519 youth</i>	

Mass Mentoring Counts asked programs to report on **at-risk subgroups** of any significant percentage (at least 25% of their youth population) for the mentees served by the program.

- Seven reported programs (100%) in the Central MA region reported to serve youth who are from **low-income (eligible for free or reduced lunch) families**.
- 100% of the Central MA programs reported to serve youth who are from **single parent households**.
- 57% of the programs reported to serve youth who are **academically at-risk**.
- 43% of the programs reported to serve youth who represent **first generation of their family to go to college**.

Cities with the Highest Numbers of Youth from Single-Parent Families in Poverty

	<u># of Youth in Single Parent Families in Poverty¹</u>	<u>% of Need Being Met²</u>
Boston	16,631	42.9%
Worcester	5,057	19.7%
Lawrence	4,446	11.7%
Fall River	2,868	8.4%
Springfield	8,913	8.1%
New Bedford	3,748	7.3%
Holyoke	2,194	5.2%
Brockton	2,004	4.1%
Lynn	2,705	3.5%
Lowell	3,479	2.1%

Numbers of Youth from Single-Parent Families in Poverty

Highlighting Central Massachusetts County

	<u># of Youth in Single Parent Families in Poverty³</u>	<u>% of Need Being Met⁴</u>
Barnstable	1,742	4.9%
Berkshire	1,374	1.2%
Bristol	9,033	7.9%
Essex	12,349	7%
Franklin	1,150	19%
Hampden	14,461	6.3%
Hampshire	1,214	13%
Middlesex	12,022	24.6%
Norfolk	3,933	14%
Plymouth	4,000	2.8%
Suffolk	21,169	17.8%
Worcester	9,749	11.4%

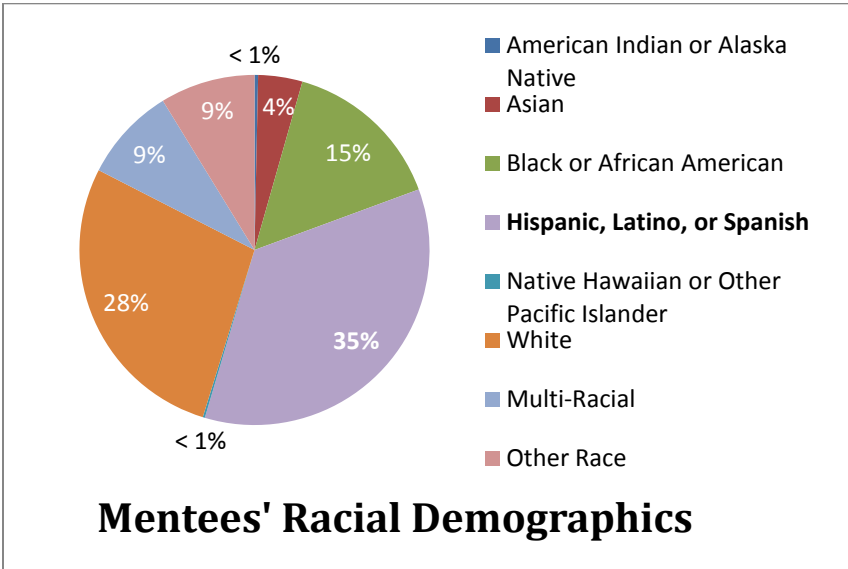
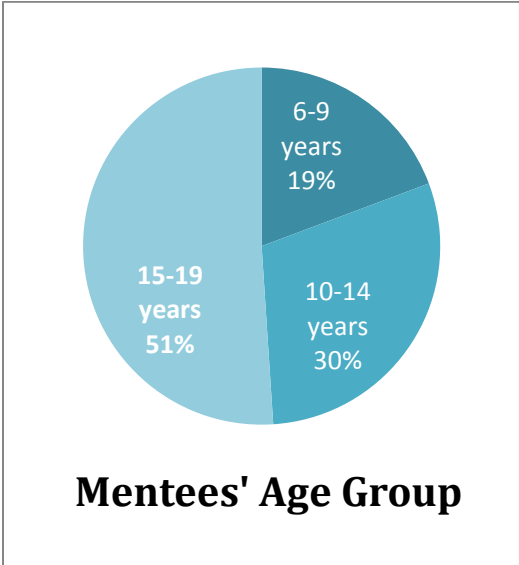
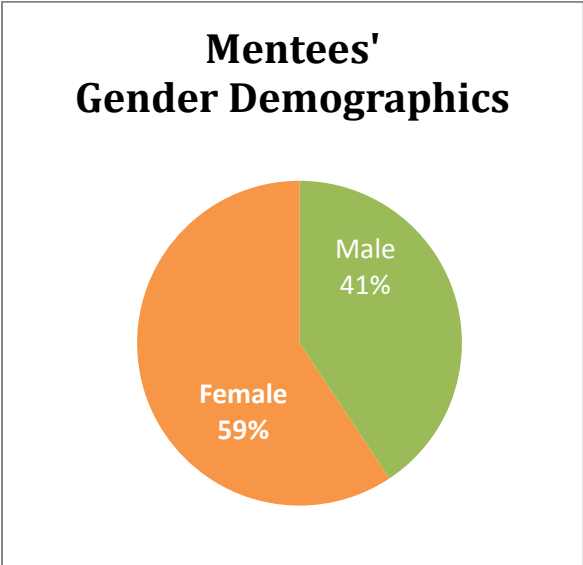
¹ The numbers of children (age 6 – 17) from single-parent families in poverty are estimates based on the 2005 – 2009 American Community Survey.

² The percentage of met need is based on the numbers of youth in mentoring relationships reported in MMC 2010. It is important to note that MMC 2010 youth residence data does not specify if youth are from single parent families in poverty. Responses do indicate that the vast majority of mentoring programs serve substantive proportions of youth from low income, single parent families.

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Youth Served Demographics



Waiting List

Five programs in the Central MA reported maintaining waiting lists for youth who have expressed an interest and are waiting for the next available mentor. These programs comprise 7% of all the programs that reported having youth currently on their wait lists in Massachusetts. Out of these five programs, there are 325 youth reported as waiting to be matched with a mentor, about 12% of the reported waiting list youth in the state.

Most prevalent reason for youth on the waiting list is that **mentors are not available to be matched due to gender match criteria**. Other reasons indicated are: mentors are not available to be matched in general or due to geographic match criteria.

Waitlist Demographics		
Gender	Number of youth	Percentage
Male	197	61%
Female	128	39%
Age	Number of youth	Percentage
6 - 9 years old	97	30%
10 - 14 years old	114	35%
15 - 19 years old	114	35%
Racial/Ethnic	Number of youth	Percentage
Asian	4	1%
Black, or African American	52	16%
Hispanic, Latino, or Spanish	115	35.5%
Native Hawaiian or Other Pacific Islander	10	3%
White	91	28%
Multi-Racial	19	6%
Reported Other Race	34	10.5%

Mentor Recruitment

For the first time, Mass Mentoring Counts 2010 has included questions on mentor recruitment to better understand the current recruitment strategies utilized and the challenges faced by the youth mentoring programs in Massachusetts.

Mentor Recruitment Strategies

Consistent with the rest of the Massachusetts mentoring programs, the most common recruitment strategies (100%) that are utilized by the reported programs of the Central MA is the **use current mentors**. Other mentor recruitment strategies reported are:

- 83% : use the word of mouth.
- 83% : develop partnerships with corporations, affinity groups, and nonprofits.
- 67% : attend tabling events.
- 67% : attend information sessions and open house.
- 67% : attend community meetings or networking opportunities.
- 67% : use the mentor referrals from Mass Mentoring Partnership.
- 67 % : utilize online volunteer databases.
- 50% : distribute marketing materials to local organizations
- 50% : utilize media outreach.
- 50% : attend volunteer fairs.
- 33% : utilize social media.
- Lastly, donated advertisement (17%) is the least utilized recruitment strategy by the reported programs of the Central MA.

Mentor Recruitment Challenges

Five out of the eight programs have reported on the top challenges that their program face in recruiting mentors. The findings indicate that the reported top challenges are consistent with the mentor recruitment challenges commonly reported by the rest of the state. The **top challenges** for recruiting mentors reported by the Central MA programs are:

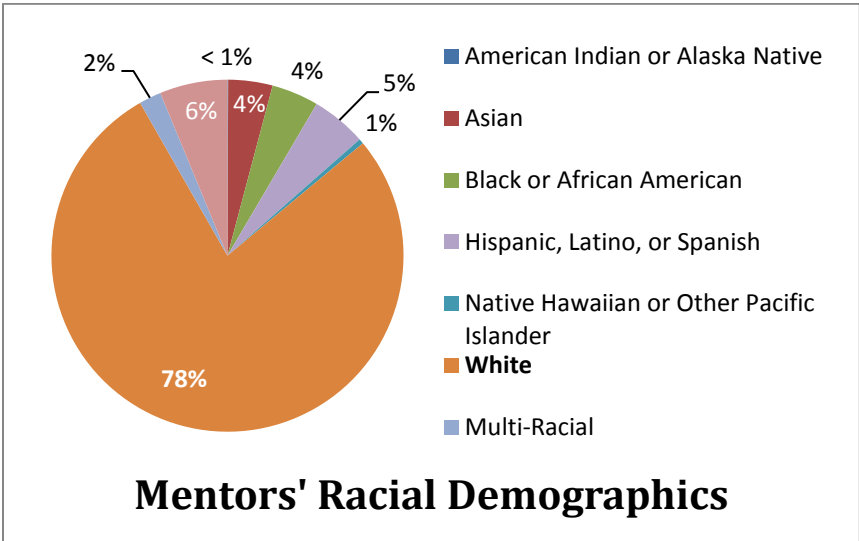
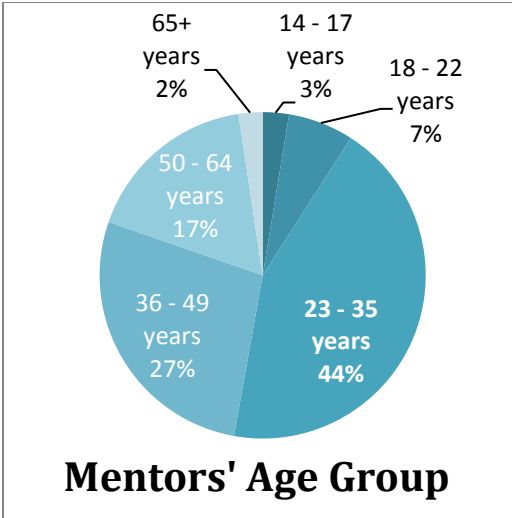
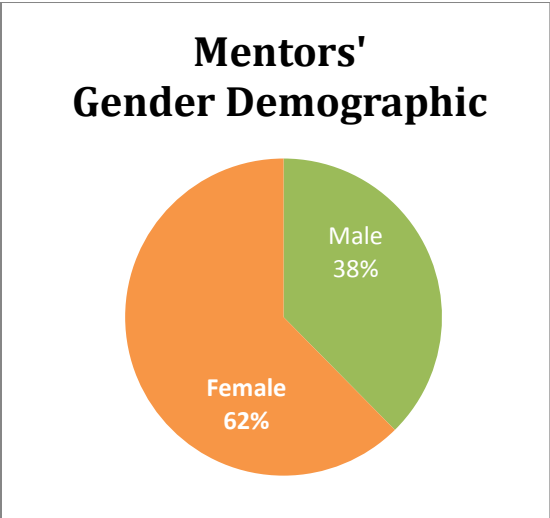
- 100% : have difficulty recruiting mentors of color
- 60% : do not have staff time to devote to recruitment and volunteer follow-up
- 40% : have difficulty recruiting male mentors
- One program finds that current recruitment efforts do not generate sufficient interest.
- Another program finds that current recruitment efforts generate sufficient interest, but inquiries do not follow through.

Mentors

In the past program year, **1,511 individuals** have been serving as mentors in Central Massachusetts.

Most commonly reported population to serve as mentors is **college students**, with 50% of the programs indicating college students as a significant percentage (25% or higher) of their mentors. Other reported populations are someone who has come through an affinity group, corporate partners, local/state employees, and educators at the mentee’s school.

Mentor Demographics



Participating Youth Mentoring Programs

To learn more about the mentoring programs near you, please visit <http://massmentors.org/becoming-a-mentor>.

Mentoring Agency	Mentoring Program Name	City
Big Brothers Big Sisters of Central Massachusetts/ MetroWest, Inc.	<ul style="list-style-type: none"> ▪ Site-based mentoring ^{1 2} ▪ Community Based Mentoring Program ^{1 2} 	Worcester
Boys and Girls Club of Worcester	Youth Development Program ²	Worcester
John Andrew Mazie Memorial Foundation	Mazie Mentoring Program ^{1 2}	Wayland
LUK Inc.	LUK Mentoring Program ^{1 2}	Fitchburg
Montachusett Opportunity Council	Yo Tengo Una Oportunidad	Fitchburg
Piecework Partners Foundation	Step Up to Excellence Mentoring Program ²	Lincoln
University of Massachusetts Medical School	Worcester Pipeline Collaborative ^{1 2}	Worcester

¹ program also completed 2006 MMC survey

² program also completed 2008 MMC survey

*program currently in development or zero youth served in annual numbers reported