

Mass Mentoring Counts 2010

Executive Summary



The State of Mentoring in Massachusetts:

- Quality and quantity of mentoring relationships
- Sustainability, growth, gaps, and future implications

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Mass Mentoring Counts 2010 Executive Summary

One hundred twenty organizations, representing a 62% response rate, completed the *Mass Mentoring Counts (MMC)* web survey, providing information on single or multiple programs. In addition, six organizations, initially unknown to Mass Mentoring Partnership, completed an “open link” survey. **Therefore, this report provides information from the 172 youth mentoring programs run by these 126 organizations.**

Comparing Current and Prior *Mass Mentoring Counts* Samples (2006 & 2008)

- **Greater Outreach in 2010** – MMC continued to increase its outreach each survey implementation year. MMC was distributed to 117 organizations with mentoring programs in 2006, 171 in 2008, and 194 in 2010.
- **High Response Rate from Eligible 2006 and 2008 Respondents¹** – Eighty-five percent of *eligible* 2006 respondents completed MMC in 2010. Eighty-three percent of *eligible* 2008 respondents completed MMC in 2010.
- **Consistency of Data** – One hundred respondents (58%) responding to this year’s survey also completed MMC in either 2006 or 2008. Moreover, approximately one-third of 2010 respondents completed all three years of MMC.
- **Additional Program Information Captured** – Seventy-two mentoring programs completed *MMC* for the first time in 2010. Twenty-five of these programs were developed since 2009.

Key findings from the 172 mentoring programs responding to the *MMC 2010* survey are highlighted below. Statistically significant differences between key subgroups of respondents as well as across prior survey years are highlighted.

Snapshot of Structured Youth Mentoring Programs in Massachusetts

- **The programs are primarily located in urban areas.** Nearly 80% of the structured youth mentoring programs are located in urban areas with populations of 50,000 or more people; the highest concentrations are found in Boston.
- **Nearly 60 percent of the programs are located in the Greater Boston Region.** The remainder are well distributed across the regions of western (16%), northeastern (12%), southeastern (11%), and central (5%) Massachusetts.
- **There is a wide diversity in the programs’ length of time in operation.** Many programs (more than 40%) are well-established having been in existence for 10 or more years. Of the remaining programs, approximately one-third have been in existence for less than 5 years and nearly one-quarter have been in existence for 5-10 years.

¹ Forty-five programs that responded to MMC 2006 and 20 programs that responded to MMC 2008 did not receive MMC 2010 due to the following reasons: programs closures, programs never developed, organizational mergers, data captured under other programs, and redefining as not a structured mentoring program.

Snapshot of Structured Youth Mentoring Programs in Massachusetts (cont.)

- **The majority of youth mentoring programs are components of larger organizations.** Three-quarters described their mentoring program as a component of a larger organization and one-quarter as a stand-alone mentoring organization.
- **Nearly two-thirds of the youth mentoring programs are site-based,** with youth–mentor meetings taking place at a designated location. Approximately three-quarters of site-based programs take place at either local schools or community centers. **The remaining 37% of programs reflect the community-based model,** with youth and their adult mentors planning their activities on an individualized basis and meeting at varied locations in the community.
- **One-to-one matches of a young person with an adult comprise the largest segment of mentoring program models.** Nearly 30% of the programs reported utilizing other mentoring models (i.e., group, team, and cross-age peer mentoring). Community-based programs promote one-on-one mentoring services almost exclusively. Site-based programs are significantly more likely to offer other mentoring models.
- **The Majority of Youth Mentoring Programs Serve Less than 50 Youths** – Youth mentoring programs vary widely in the number of youth served. Reported numbers of youth served annually range from zero (newly developed) to 3,200. Nearly sixty percent of programs are small in size (*in development or serving less than 50 youth*), nearly 30% are mid-size (*serving between 50–249 youth*), and only 12% are large in size (*serving 250 or more youth*).

Numbers of Youth Served Annually (Most Recent 12 Months of Data)	Number of Mentoring Programs Responding	
	Frequency	Percent
In development / Newly established – 0 youth served	10	6.0
Less than 50	89	53.0
50 – 249	49	29.2
250 – 500	10	6.0
500 or more	10	6.0
TOTAL	168	100.0

- **Few Programs Serve the Majority of Youth** – The ten largest programs serve more than one half (53%) of all youth. The twenty largest programs, representing all of the mid-size and large youth mentoring programs, serve approximately two-thirds of all youth.

Drivers of Quality Youth Mentoring Relationships

- **The vast majority (90%) of the mentoring programs reported expecting their matches to last at least one school year, and 43% of programs ask for a commitment of at least 12 months from mentors.**
 - **Programs promoting one-on-one relationships are significantly more likely to expect longer match commitments.** 55% of programs promoting one-on-one relationships reported expected match length commitments of one year or more compared with 15% reported by other program models.



Drivers of Quality Youth Mentoring Relationships (cont.)

- **Community based programs are significantly more likely to expect longer match commitments.** 67% of community based programs reported expected match length commitments of one year or more compared with 29% reported by site-based programs.
- **Consistency was also valued by the state’s mentoring programs,** with 73% of the mentoring programs requiring at least weekly meetings between mentors and youth, and another 19% requiring mentors and mentees to meet 2–3 times a month.
 - **Older / more established programs are significantly more likely to require more frequent meetings between mentors and youth.** 78% of programs at least 5 years in existence required at least weekly meetings between mentors and youth compared with 59% of programs in existence for less than 5 years.

Sub-Populations Served and Anticipated Youth Impacts

- **At-Risk Subgroups Served** – Massachusetts structured mentoring programs are reaching youth populations in need of mentors. Mentoring programs were asked to report the youth subgroups (at least 25% of their youth population) they serve. The most frequently cited subgroups include: youth from low-income families, from single-parent families, and those at academic risk. All of these circumstances are correlated with risk factors for youth.

Youth Subgroups (25% + of mentees)	Frequency N=162	Percent of Programs Serving
Youth from low-income families	155	95.7
Youth from single parent household	130	80.2
Youth at academic risk	101	62.3
Youth who represent first generation of family to go to college	71	43.8
Recent immigrant / refugee populations	45	27.8
Youth in foster, residential, or kinship care	21	13.0
Children of incarcerated parents	20	12.3
Adjudicated / court involved	17	10.5
Youth who have dropped out of school	14	8.6
Youth with disabilities or special health care needs	13	8.0
Pregnant or parenting teens	11	6.8
Youth who are gay, lesbian, bisexual, transgender, questioning (GLBTQ)	9	5.6

- **Trend for Mentoring Programs to Increasingly Serve Youth from Low-Income Families** – The mentoring programs completing MMC 2010 are significantly more likely to report that their programs serve a substantive proportion of youth from low-income families compared with programs responding in 2006 and 2008. Nearly all programs (96%) responding to MMC 2010 reported that at least 25% of youth served were from low-income families as compared to 87% in 2008 and 48% in 2006.

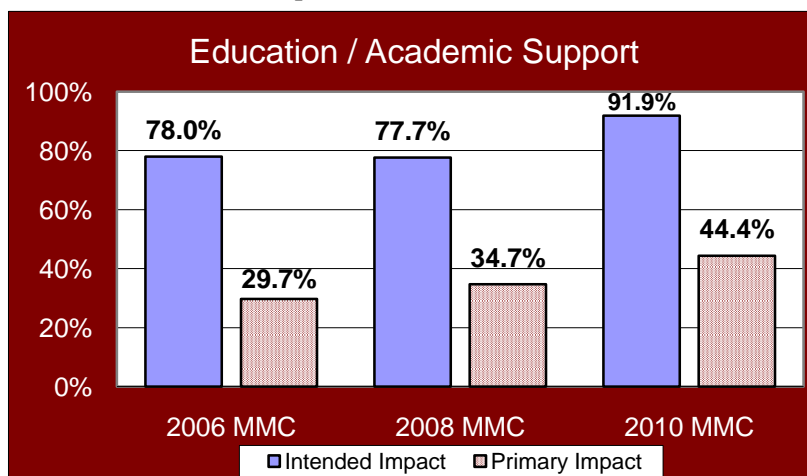


Sub-Populations Served and Anticipated Youth Impacts (cont.)

- **Intended Youth Impacts** - The most frequently cited intended impacts of youth mentoring programs are educational and academic support, increasing self-esteem, and improving social competence of youth served.

Intended Youth Impacts	% Reporting As Intended Impact of Program (n=161)	% Reporting As Primary Impact of Program (n=108)
Education / academic support:	91.9%	44.4%
General education / academic support	87.0%	21.3%
Education support for youth who are academically behind	55.9%	20.4%
Entrance and retention support for youth in college	29.8%	10.2%
Self-esteem	91.9%	40.7%
Social competence	82.6%	14.8%
Promoting community / civic involvement	55.3%	5.6%
Job skills / work readiness / career exploration	41.6%	7.4%
Violence prevention	41.0%	4.6%
Substance abuse prevention	37.9%	2.8%
Youth identity / Connection to ethnic, religious, social, cultural group	36.0%	6.5%
Avoidance of early pregnancy	32.3%	2.8%

- **Trend for Mentoring Programs to Focus on Education and Academic Support** – The mentoring programs completing MMC 2010 are significantly more likely to report that their programs were designed to address education and academic support of mentees compared with programs responding in 2006 and 2008. More than 90% reported education / academic support as an intended impact their program is designed to address compared with just above 75% of programs that responded in 2006 and 2008. Moreover, the percentage of programs reporting education / academic support as their primary focus of impact has significantly increased from 30% in 2006 to 35% in 2008 and up to 44% in 2010.



Additional analyses do not reveal significant differences by program demographic, further supporting the overarching trend towards education and academic support of youth served.

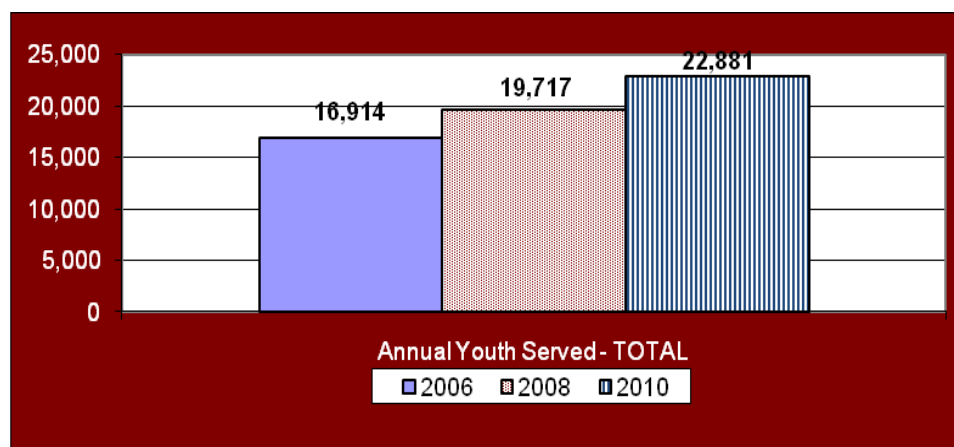
- **Youth Served in Mentoring Programs with Education / Academic Support as Intended Impact** 94% (21,535) of the youth were served by programs reporting that education and academic support was one of the intended impacts of their program. Approximately one-third of youth (7,747) were served in programs where education or academic support was the primary intended impact.



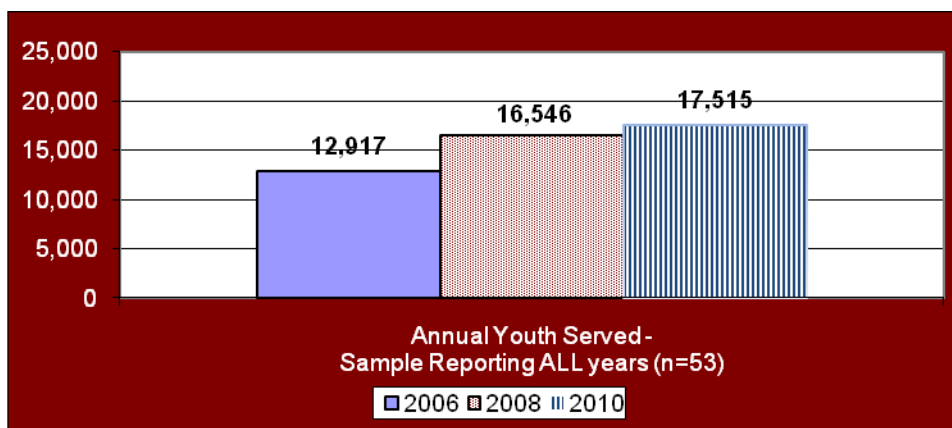
Snapshot of the Youth Served at Structured Mentoring Programs in Massachusetts

Please keep in mind these are absolute minimum numbers for youth being mentored in Massachusetts. These numbers reflect only those relationships at structured mentoring programs that responded to the 2010 MMC survey and provided youth counts.

- **Youth Served Annually** – More than 22,800 youth, ages 6–24, participated in formal mentoring relationships in 2009-2010.
- **Increased Youth Served Counts** – Mentoring programs reported an additional 3,164 youth in formal mentoring relationships for *Mass Mentoring Counts 2010*, a 16% increase between 2008 and 2010 and a 35% increase – since 2006.



- **Program Growth Slowing Over Last 2 Years** – Further analysis was conducted on the 53 programs that reported annual youth-served counts in all three *Mass Mentoring Counts* surveys. Over the past four years, approximately 4,600 additional youth have been served representing more than a one-third increase in youth served by these programs. However, it is important to note the vast majority of this increase occurred between 2006 and 2008. The percentage of increase between 2008 and 2010 was only 6% for these programs.²



² Similarly, examining all programs that reported 2008 and 2010 annual youth counts data reveals an additional 1100 youth served - or a 6% increase - in 2010 by these 89 programs.

Snapshot of the Youth Served at Structured Mentoring Programs in Massachusetts (cont.)

- **Youth Served By Program Model** – 58% (13,295) of the youth served were supported in one-on-one mentoring relationships. 25% (5,822) of youth participated in team mentoring and 16% (3,549) in group mentoring programs. The remaining youths (215) were placed in cross-age peer mentoring relationships.
- **Gender of Youth Served** – Mentoring is well utilized as a youth development strategy across gender. Survey respondents reported that 55% of youth served were female and 45% male.
- **Race/Ethnicity of Youth Served** – In terms of racial/cultural identity, youth of color are more likely to be engaged in mentoring relationships. Survey respondents cited that more than three-quarters of those mentored are youth of color, with the majority being Hispanic/Latino(a) (29%) and African American (27%).
- **Age of Youth Served** – Youth of all ages participate in mentoring programs, with the majority being 10–14 years old. Reported age breakdowns of youth served are as follows: ages 6–9 (22%), 10–14 (51%), 15–19 (26%), and 20–24 (2%).
- **Where Youth Reside** – Forty-five percent of the mentored youth from the Commonwealth reside in Boston, primarily in the neighborhoods of Dorchester and Roxbury. When exploring by region, the number of mentored youth in the Greater Boston region expands to more than 60%. Beyond Greater Boston, youth in formal mentoring relationships are fairly equally divided by region—Central (15%), Southeast and Islands (10%), West (8%), Northeast (6%)—with a concentration in large urban areas.

Cities & Towns Where the Largest Reported # of Youth in Mentoring Relationships Reside

Boston – 7,133 youth
Worcester – 994 youth
Cambridge – 819 youth
Springfield – 725 youth
Revere – 631 youth
Lawrence – 519 youth

Newton – 374 youth
Framingham – 358 youth
New Bedford – 275 youth
Waltham – 243 youth
Fall River – 242 youth

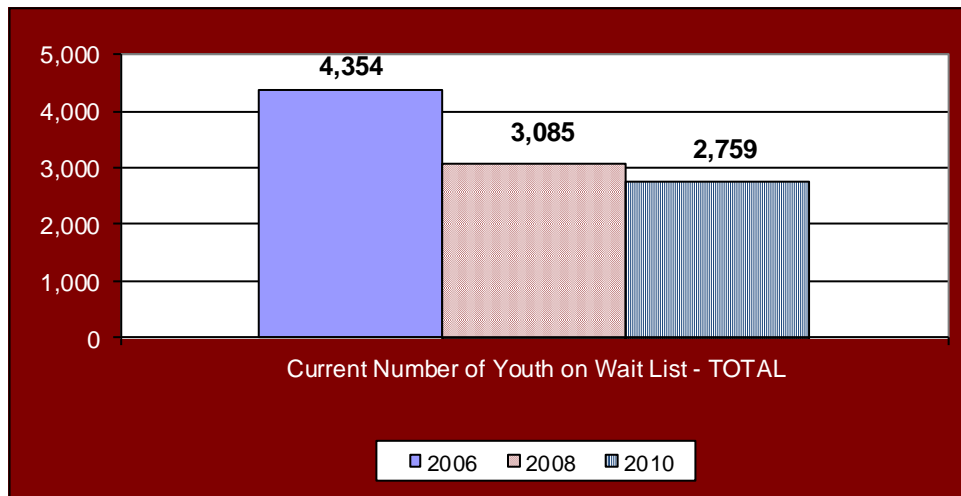
Snapshot of Youth Currently on Waiting Lists at Structured Mentoring Programs in MA

- **Programs with Waiting Lists** – Sixty-six programs—approximately 40% of mentoring programs—reported having youth currently on their wait lists.
- **Youth on Waiting Lists** – More than 2,700 youth are currently waiting to be matched with a mentor in Massachusetts. For every eight youth benefiting from a formal mentoring relationship, there is one youth on the waiting list. Male and female youth are equally represented on wait lists.

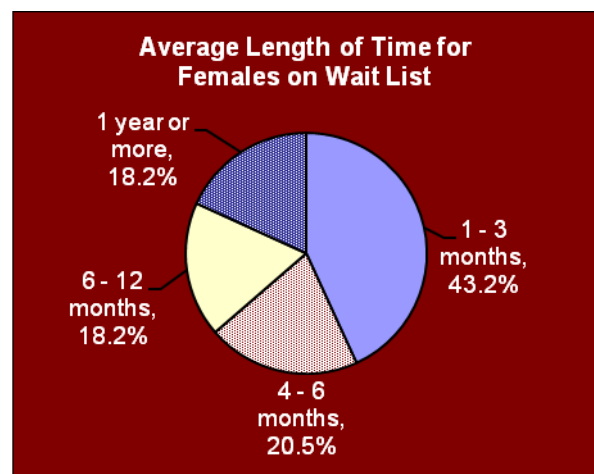
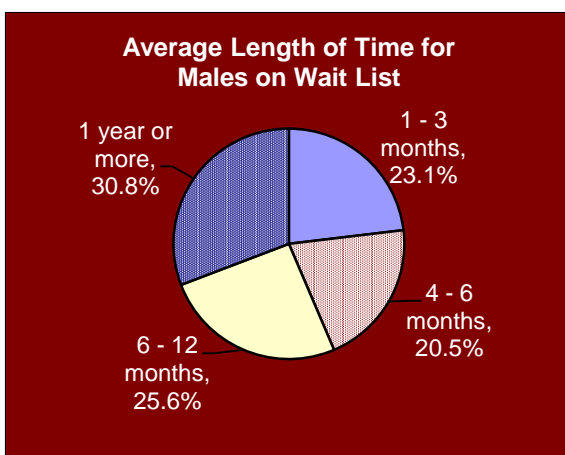


Snapshot of Youth Currently on Waiting Lists at Structured Mentoring Programs in MA (cont.)

- **Decreased Youth Counts on Wait List** – Mentoring programs reported 326 fewer youth on the wait lists over the last two years. This represents an 11% decrease in the number of youth reported on waitlists between 2008 and 2010 and a 37% decrease—or 1,595 less youth—since 2006. As highlighted below, the decrease largely took place between 2006 and 2008. Similar findings are found when examining wait list counts for those programs that responded to all three years of MMC.³



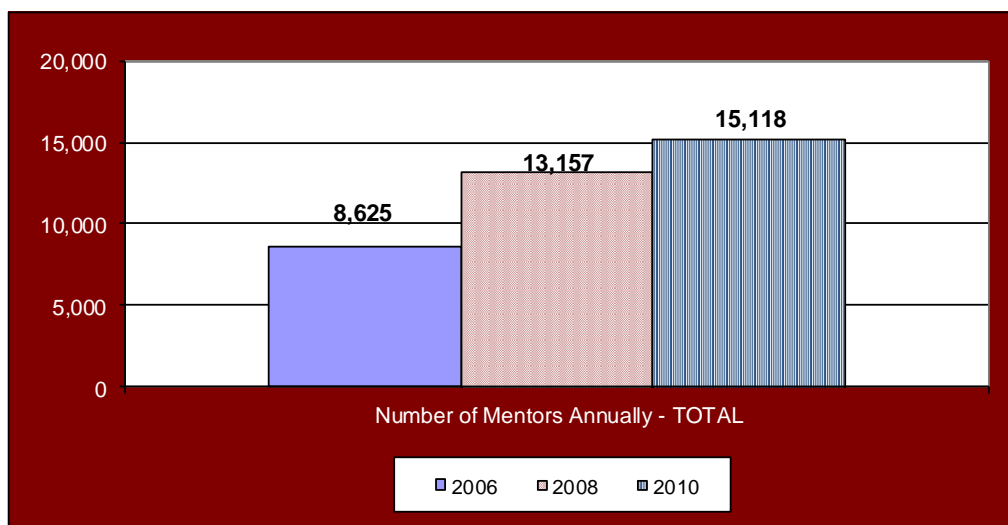
- **Average Length of Time Spent on Waiting Lists** – Of those programs with waiting lists, two-fifths reported average wait lists of 1-3 months and approximately one-fifth each reported average wait lists of 4-6 months, 6-12 months, and one year or more.
- **Male Youth Spend Longer on Program Waiting Lists** – While both sexes are equally represented on waiting lists, male youth spend a significantly longer amount of time on the waiting lists.



³ Similar results are found when examining wait list counts for those 57 programs completing MMC 2006, 2008, and 2010. Analysis of this sample reveals 3684 youth reported on waitlist in 2006, 2705 in 2008, and 2428 in 2010, representing a 27% reduction between 2006 and 2008 and an additional reduction of 10% between 2008 and 2010.

Snapshot of the Adults Serving as Mentors at Structured Mentoring Programs in Massachusetts

- **Mentors Matched Annually** – More than 15,000 individuals (ages 14+) served as mentors in formal mentoring relationships in 2010.
- **Increased Mentor Counts** – Mentoring programs reported an additional 1,961 individuals serving as mentors over the last two years, a 15% increase between 2008 and 2010 and a 75% increase—or an additional 6,493 mentors reported—since 2006. The sizeable increase between 2006 and 2010 is largely due to the increased number of programs reporting data in 2010.⁴



- **Age and Gender of Mentors** – Mentors are well represented by both genders and across broad age ranges. Program respondents cited that 59% of mentors are female and 41% are male. Reported age breakdowns of mentors are as follows: 14–22 (20%), 23–35 (43%), 36–49 (20%), 50–64 (12%), and 65 years or more (4%).
- **Race/Ethnicity of Mentors** – Nearly three-quarters of individuals serving as mentors are Caucasian. In addition, 9% of mentors are Black/African American, 6% are Hispanic/Latino(a) and 5% are Asian.
- **Mentor Recruitment Strategies** – The most common strategies for mentor recruitment are word of mouth and use of current mentors.
- **Challenges to Mentor Recruitment** – The most frequently cited challenges for recruiting mentors are recruiting mentors of color (56%), recruiting male mentors (53%), and lack of available time for staff to devote to recruitment and volunteer follow-up (40%).

⁴ Analysis of mentor counts for the sample of programs completing both MMC 2006 and 2010 reveals an increase of 3,990 mentors, representing a 35% increase between 2006 and 2010. This percentage increase is in line with the increase in youth served counts over this time frame.

Mapping Risk Factors and Correlation with Program Availability

- **Mentoring Programs are Successfully Reaching High Risk Youth** – The full report will provide maps to illustrate the current needs and gaps in the mentoring field. Maps of annual number of youth served are based on the following risk factors by place of residence:
 - **Single Parent Families in Poverty** – More than one-quarter (28%) of all single parent families with children ages 6–17 are living in poverty in the state of Massachusetts. **Towns with above average percentages of single parent families in poverty are significantly more likely to have multiple youth engaged in formal mentoring relationships.** Multiple youth residents are engaged in formal mentoring relationships in 64% of towns with the percentage of single parent families in poverty *above* the state average as compared with 47% of towns with the percentage of single parent families in poverty equal to or less than the average.
 - **Disconnected Youth - (Youth, aged 16–19, who are Unemployed and Not Attending School)** – 5.5% of all youth, aged 16–19, living in Massachusetts are both not working (unemployed or not in the labor force) and not attending school. **Towns with above average percentages of disconnected youth are significantly more likely to have any youth engaged in formal mentoring relationships.** Youth residents are engaged in formal mentoring relationships in 70% of towns with the percentage of disconnected youth *above* the state average as compared with 58% of towns with the percentage of disconnected youth equal to or less than the state average.
- **Unmet Need is Still Very High, Especially Outside of Boston** – While mentoring programs across the state are successfully targeting specific high-risk youth subgroups, including youth from low-income and single parent families, there is still an extremely high need to be met.

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

	<u># of Youth in Single Parent Families in Poverty⁵</u>	<u>% of Need Being Met⁶</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%

⁵ The numbers of children (age 6 – 17) from single-parent families in poverty are estimates based on the 2005 – 2009 American Community Survey.

⁶ 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.



Program Challenges

- **Program Needs** – Mentoring programs identified the need to build their financial resource development infrastructure as the number one challenge that confronts Massachusetts mentoring programs. In addition, mentoring programs frequently cited the challenges of identification and the diversification of funding opportunities, mentor recruitment, and mentor retention.

Growth Forecast for Participant Services

- **Approximately One-Half of Programs Predict Growth in Participant Services** – 53% of programs predict growth in the number of youth served within two years. Nearly two-fifths predict participant services to remain stable, and less than 10% forecast a reduction in number of youth served in the next two years. Approximately two-thirds of programs located in northeast and southeast Massachusetts and approximately one-half of programs located in greater Boston, central, and western Massachusetts forecast growth in participant services.

