

COMMUNITY FOUNDATION

Head Office
St Silas Square
Birmingham
B19 1QW

Tel/Fax: 0121 238 3282
Email: info@thecommunityfoundation.org.uk
Website: www.thecommunityfoundation.org.uk
Facebook: www.facebook.com/communityfoundationuk
Twitter: www.twitter.com/comm_foundation

Our Mission:

Improve the quality of life of marginalised communities living in areas of multiple deprivation.

Our Approach:

Set up initiatives and programmes to develop communities to help themselves.

Our Philosophy:

"Give a person a fish and they will eat for a day. Teach them how to fish and they will eat for a lifetime."



'changing lives, creating opportunities'



Youth Mentoring



WHAT IS MENTORING?

DEFINITION

"A voluntary, mutually beneficial and purposeful relationship in which an individual gives time to support another to enable them to make positive changes in their life."

Community Foundation has started a Youth Mentoring Scheme, which will provide mentors from various professional background to support and encourage a young person to make the right choices to manage their own future direction.

The scheme will help young people to maximise their potential, develop their confidence, improve themselves and become the person they want to be.

BENEFITS OF BEING A MENTOR

Before you start mentoring, you will be confidentially screened to ensure your suitability to work with young people.

After you have been carefully 'matched' with your mentee, you will meet with them at your work place at a date and time agreed by both you and your mentee. Mentoring provides significant benefits. As a mentor, you will:

- Make a real difference in someone's life
- Learn about your mentee as well as yourself
- Have fun
- Give back to the community and contribute to its future development
- Learning skills directly relevant to the workplace
- Build your emotional intelligence (sometimes called EQ or Emotional Quotient)

ROLE OF A MENTOR

A mentor is a caring, friend who devotes time to another person. If you are mentoring young people, a mentor should understand they are not meant to replace a parent, guardian or teacher. A mentor is not a disciplinarian or decision maker for a child.

By sharing fun activities and exposing the young person to new experiences, a mentor encourages positive choices, promotes high self-esteem, supports academic achievement, and introduces the young person to new ideas. A good Mentor will help their mentee by:

- Being a good listener and giving good feedback
- Acting as a role model, i.e. leading by example
- Building a warm sense of trust and non-judgemental friendship
- Helping mentee to set realistic goals and a plan to achieve them
- Encouraging mentee to develop to their fullest potential
- Helping mentee to improve their pride in themselves
 - Being reliable and well organised, i.e. doing what you say you are going to do
 - Maintaining a steady presence in the life of your mentee
 - Offer advice but the decision to act on it, comes from the mentee

MENTORING SKILLS

A good mentor will be able to call upon a range of skills including:

- Empathy
- Understanding of the value of goal-setting
- Being able to see solutions and opportunities
- Being well organised
- Motivational and inspirational
- Consistent
- Positive in your outlook on life
- Willingness to learn and train
- Commitment to your mentee
- Helping find work opportunities (full training & detailed practical support available)

COMMITMENTS OF A MENTOR

- Available time – mentoring will require a time commitment so look at your existing time commitments and truly evaluate whether you can spare the time.
- Listening skills – are you able to actively listen to others, not interrupting but listening and reflecting back what the mentee is saying.
- Patient and supportive – as the relationship is led by the mentee you will need to be prepared to support them towards achieving their goals. You need to let them reach conclusions at their own pace and not impose your views or suggestions.
- Trustworthy – the issues discussed during mentoring sessions must be treated in the strictest of confidence and therefore the mentee needs to believe that they can trust you.



WHO CAN BECOME A MENTEE?

Our mentoring programme is open to all young people between the ages of 16-25. You can be in:

- Education
- Training
- Unemployed
- Ex-offender

You can join directly or be directed to us via an agency.

WHO CAN BECOME A MENTOR?

A mentor can be from any professional background. You will use your work knowledge and skills to support a mentee for them to set and achieve personal goals and targets. You will advise them in a way that you will believe will help pursue and realise their aspirations.

