

Creating Mentorship Opportunities Within Youth Programs

- 1. Remember to connect to your own mentors!** It's easier to mentor others when you're being or have been mentored yourself. You can also set up mentorship opportunities for those you are asking to act as mentors.
- 2. Consider various forms of mentorship** (e.g., adult-to-youth, youth-to-youth, youth-to-adult).
- 3. Bring a variety of mentors into your program** - as Coordinator you don't have to know everything and can bring in others to share their perspectives and teachings.
- 4. Know youth's strengths and gifts** so you can create opportunities for them to step into mentorship roles.
- 5. Create structures within your program to support mentorship** (e.g., hire a combination of new and returning youth for internships, pair up younger and older youth during activities, etc.).
- 6. Celebrate and recognize mentors** (e.g., award school credit or volunteer hours to youth mentors, provide honoraria, offer certificates or reference letters).
- 7. Remember one experience with a mentor can light a little spark in a youth** even when you don't see it until years later.