



COMMUNITY MENTORING PROGRAMME

This programme is adapted from The Prince Trust

Redesigned by Mark Silva - President

OUR MISSION :

The mission of the Community Mentors project, which operates under the Youth Goan Association, is to facilitate lifelong learning for young individuals. The ultimate goal is to equip them with the skills to become future leaders and self-advocates. The project seeks to offer opportunities for young people to learn from their mistakes and set achievable goals, thus enabling personal growth. Additionally, the project aims to provide support for young people struggling with mental health issues.

WHAT IS MENTORING AT YGA UK?

Mentoring at the Youth Goan Association UK involves providing ongoing personal support, guidance, and motivation to young people throughout and beyond our programs, especially during critical transitions, and for an extended period of time. It aims to offer assistance, inspiration, and encouragement to help individuals achieve their goals.

The program duration is 6 to 12 weeks, and if the mentor deems necessary, the young person may continue to receive services beyond that period.

MENTORING AGREEMENT

At the beginning of a mentoring partnership, it is recommended that both the mentor and mentee fill out a mentoring agreement that outlines the guidelines for their mentoring relationship. This document establishes the expectations and "rules" that will guide the mentoring partnership.

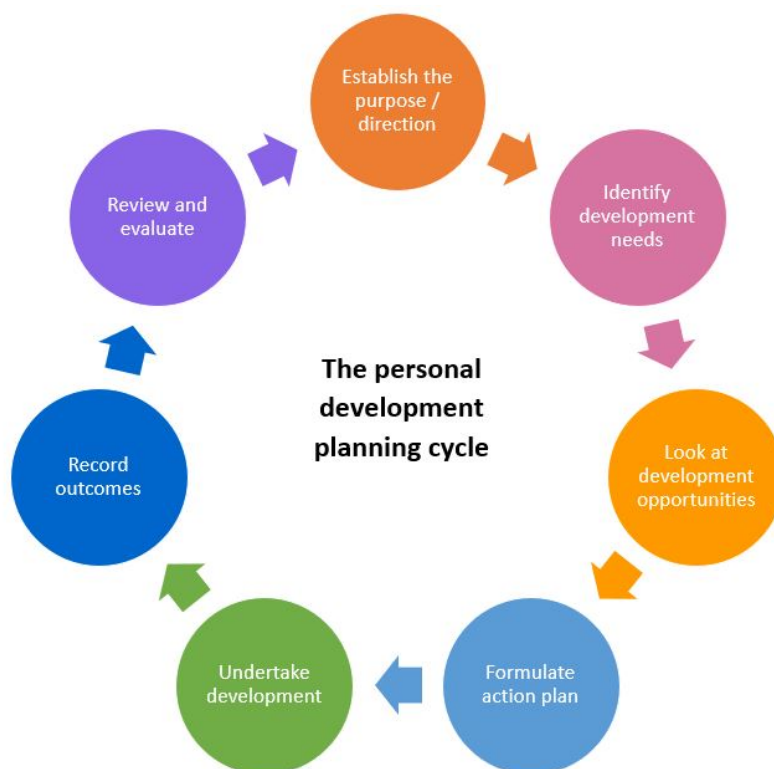
GOAL SETTING

Assisting a young person in establishing their personal goals is a crucial aspect of mentoring. To facilitate this, we have created a Personal Development Plan that enables both the mentor and mentee to set objectives and monitor progress throughout the mentoring partnership.

The Personal Development Plan is an optional tool that mentors commonly use, and it is recommended that it is completed by both parties at agreed-upon intervals. The first report should be completed following the second or third mentoring meeting, while the 2-3 month check-in should take place after two to three months to allow for reflection. At the 5-6 month check-in, the report can serve as an additional review

stage before another six months of support is provided, or as a final report if the development objectives have been met or if the relationship is no longer productive.

The Pro-forma PDP can be downloaded from the google drive in your own mentoring relationship. The goals identified should comprise a mix of short-term and long-term objectives, including soft skills such as motivation and confidence, as well as concrete accomplishments like securing employment. Goals may be adjusted or modified on a monthly basis, depending on whether new objectives are identified or changes are necessary.



The personal development cycle model is a framework for understanding the process of personal growth and self-improvement. It is a cyclical model that involves four stages:

1. Self-awareness: The first stage involves becoming aware of your current strengths and weaknesses, your values and beliefs, and your goals and aspirations. This can involve activities such as self-reflection, journaling, or working with a coach or therapist.

2. Goal-setting: The second stage involves setting specific, measurable, achievable, relevant, and time-bound (SMART) goals based on your self-awareness. These goals should be aligned with your values and aspirations and should challenge you to grow and develop.

3. Action planning: The third stage involves creating a plan of action to achieve your goals. This can involve breaking your goals down into smaller, more manageable tasks and creating a timeline for completing each task.

4. Evaluation and reflection: The fourth stage involves evaluating your progress and reflecting on what you have learned. This can involve tracking your progress, assessing your results, and adjusting your goals and action plan as needed.

Once you have completed the fourth stage, you can begin the cycle again by revisiting your self-awareness and setting new goals for personal growth and development. The personal development cycle model is a powerful tool for continuous self-improvement and can help you achieve your full potential in all areas of your life.

GOAL SET SHOULD BE SMART :



CHECK-INS

At each check-in stage, the mentor and mentee have the chance to reflect on their mentoring relationship and determine if it should be continued. It is possible that insufficient progress is being made due to a lack of commitment from one party, personality clashes, or the need for a mentor with a different industry background.

On the other hand, if both parties are satisfied with the progress being made, the check-in can serve as an opportunity to acknowledge any accomplishments that have been achieved and to provide reasons for continuing or concluding the relationship. This section can be used to justify the decision to continue or end the partnership.

MENTORING WORKSHEETS

<https://www.princes-trust.org.uk/support-our-work/volunteer/volunteer-tools-tips/mentoring-worksheets>

MENTORING REPORTING

Submitting mentor reports is a crucial part of our efforts to ensure that we provide the highest level of support to our young people. These reports help us monitor progress, pinpoint areas where additional support may be needed, and secure funding. As such, all volunteer mentors are obligated to submit monthly mentor reports to their association contact.

MENTORING COMES TO AN END

As a mentoring relationship draws to a close, it's important for both mentors and young people to prepare themselves and establish professional boundaries to ensure a smooth winding down process. If the young person still requires support, mentors can use the last few meetings to guide them towards The Association or other organisations that can provide ongoing support.

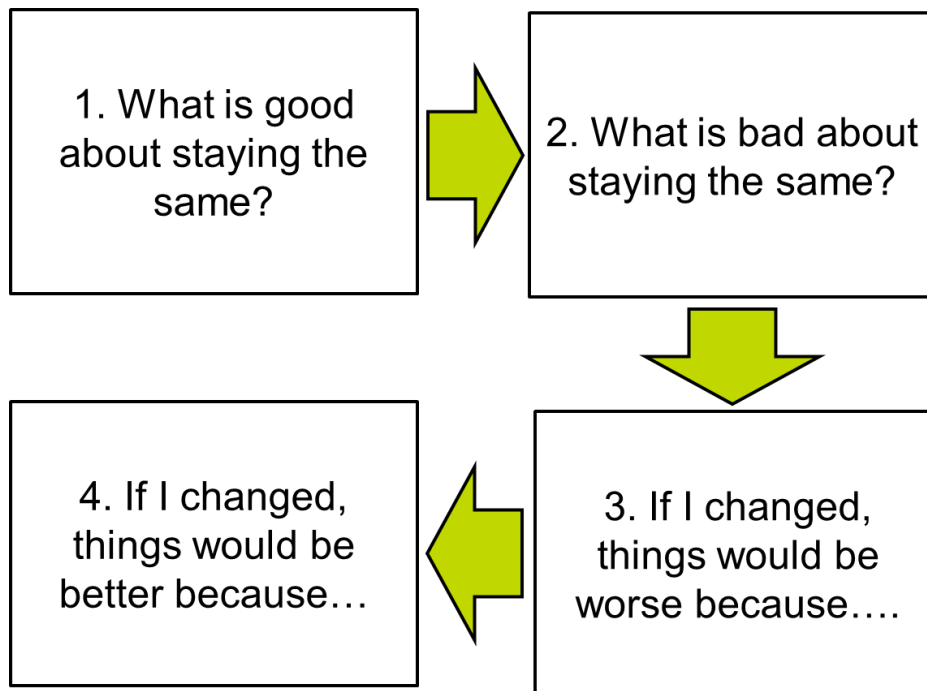
To ensure a positive transition, it's important to acknowledge the change early and discuss it together. Mentors should review the goals that were established and work towards achieving them before the mentoring relationship ends. Additional sources of support can also be set up if required.

Celebrating achievements is an excellent way to define and celebrate the success of the mentoring relationship. Mentor reports and record sheets can be used to track the progress that the young person has made. Nominating them for the Celebrate Success Awards is also a great way to acknowledge their accomplishments.

Reviewing and evaluating the mentoring relationship is crucial in identifying the lessons learned and the changes that have occurred over time. Mentors should review the Personal Development Plan (if one was used) to measure the young person's progress.

It's important to note that staying in contact with each other after the mentoring relationship has ended is a personal choice and not within the terms of The Youth Goan Association programs or the volunteer role. It's up to the mentor and young person to decide if they wish to continue their relationship beyond the program's scope.

DECISION MAKING



REFERRAL FORMS

To make a referral, the school or any organisation can refer a young person to us. Alternatively, parents can refer their child if they feel that their child would benefit from our support. <https://forms.gle/1mWLGtZft1AaTmc49>

The following criteria are used to identify potential mentees:

- - Low self-esteem
- - Lack of confidence
- - Behavioural issues
- - Inappropriate content
- - Relationship issues
- - Social isolation
- - Lack of community integration

Please note that young people who fall under the following categories are not eligible for mentoring:

- - Those under safeguarding guidance
- - Those currently receiving support from a counsellor
- - Those under protection.

References:

The Prince's Trust. (n.d.). Mentoring worksheets. Retrieved from <https://www.princes-trust.org.uk/support-our-work/volunteer/volunteer-tools-tips/ment>