

# Youth Mentoring Plan

April 25, 2025

## Why Mentoring?

**1) Youth mentoring was an area of focus identified in our Strategic Plan per youth, parent, and community input gathered during the Listening Project (2023).**

Per data collected from Alachua County youth, 20% surveyed said they don't have at least one person to talk to when they have a problem. 28% of youth surveyed said they felt sad or hopeless for 2 weeks or more in the past year.

On-going solicitation of youth perspectives reveals that among youth receiving group-only mentoring via our mini-grant, 71% were interested in having one-on-one mentoring experience. Reasons youth enrolled in CTAC funded mentoring programs included: a desire for belonging or connection, to learn skills, receive guidance, personal growth, interest in the program focus (academics, athletics, etc.), and because the program was recommended to them.

**2) Mentoring is an effective practice in achieving outcomes aligned with key indicators in the Trust's strategic plan. Mentoring demonstrated as effective or promising in areas of high need in Alachua County including youth arrests, chronic absence, high school graduation, and youth social-emotional wellbeing.**

Community Level data for youth in Alachua County collected reveal that:

- **16% did not graduate** from **high school** within 4 years (2024)
- **510 youth were arrested** (2022-2023).
- **30% felt sad or hopeless** for 2 weeks or more in the last year (2024).
- **30% of youth were absent from school** 10% or more days (2022-2024).

Meta-Analyses support an evidence-base ratings for mentoring as effective for reducing delinquency outcomes and promising in reducing the use of alcohol and drugs and improving school attendance, grades, academic achievement test scores, social skills, and peer relationships. [Practice Profile: Mentoring for Youth Development | CrimeSolutions, National Institute of Justice](#)

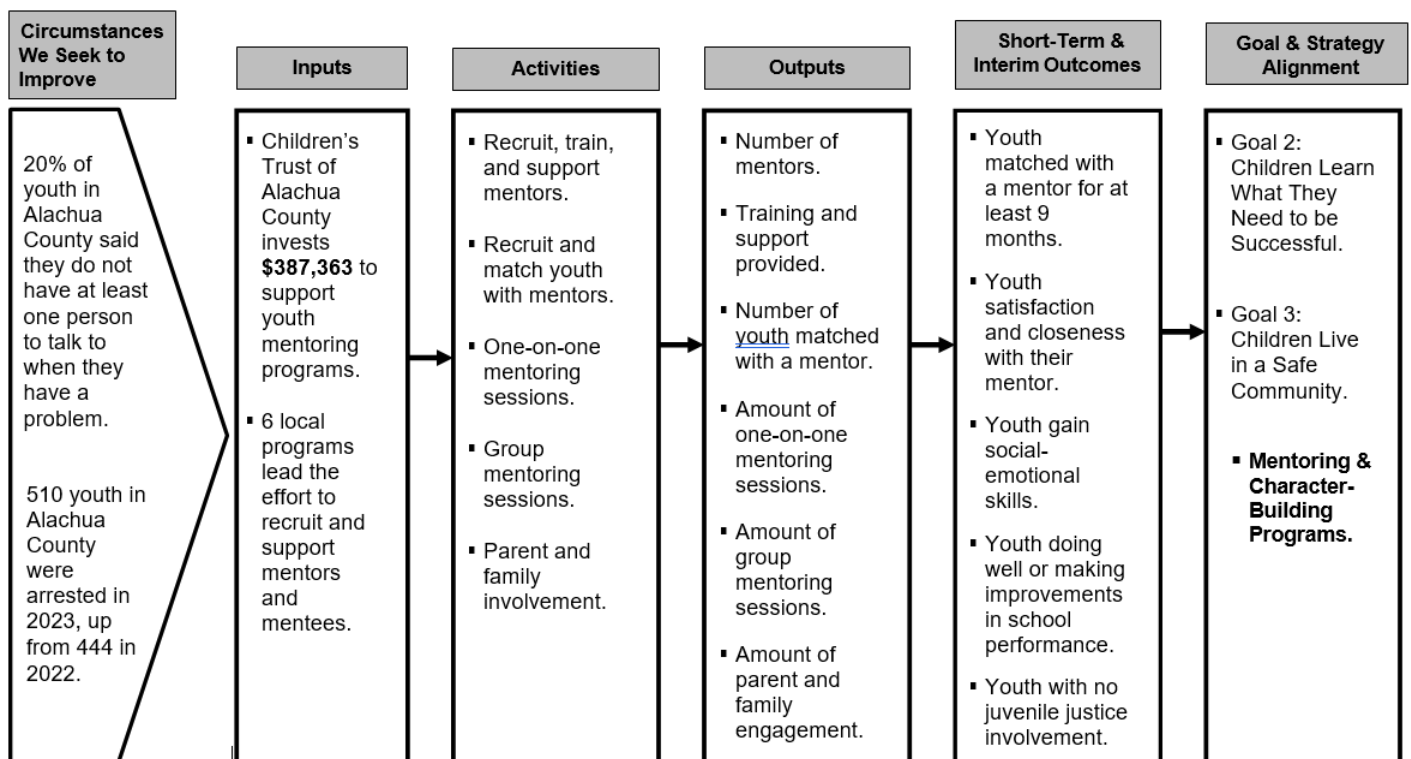
## Approach Taken

3) **Mentoring programs are best positioned to demonstrate positive youth outcomes when meaningfully structured, purposeful, and regularly assessing program implementation/quality.**

Best practices for youth mentoring have been codified by MENTOR. [Elements of Effective Practice for Mentoring | Enhance Your Mentoring Program](#) Program activities required of CTAC funded programs included:

- Recruit, train, and support mentors.
- Recruit and match youth with mentors.
- One-on-one mentoring sessions (average of twice a month).
- Group mentoring sessions.
- Parent and family involvement.

## Logic Model for Youth Mentoring



## Program Results

### 4) Funded mentoring programs struggled to provide, track, and ultimately demonstrate program activities as contracted.

Providing one-on-one mentoring has proven difficult for all programs. Providers indicated difficulty in getting in contact with mentors and tracking mentor-mentee contacts.

Some of the funded programs also indicated difficulty recruiting and retaining mentors.

## Recalibration Plan

### 5) CTAC staff seek to:

- (a) leverage technical expertise in program planning and implementation,
- (b) further explore the needs and interests of youth, mentors, and program staff,
- (c) offer professional development opportunities and resources to cultivate capacity locally to deliver high fidelity, impactful mentoring for youth.

MENTOR Florida: [MENTOR Florida](#)

National Mentor Resource Center: [Mentoring Help. Free, Individualized Technical Assistance | NMRC](#)

What?	When?	Who?
Consult with experts to seek and leverage technical expertise in program planning and implementation.	April - May	CTAC Staff
Further explore the needs and interests of youth, mentors, and program staff, e.g.: include but not limited to listening sessions, surveys and/or assessments.	June - July	CTAC Staff
Offer professional development opportunities and resources to cultivate capacity locally to deliver high fidelity, impactful mentoring for youth.	August - April	National Mentoring Experts
Release RFP for Youth Mentoring	May - July	CTAC staff