



Background

First launched in 2014, the Vermont Mentoring Surveys are designed to provide youth mentoring programs in Vermont with a way to track common data about the effects mentoring is having on youth served by their program, and to allow MENTOR Vermont to track aggregate data about mentoring throughout the state. In 2015, MENTOR Vermont staff and the Program Leadership Council (PLC), with guidance from evaluation expert Heather Bouchey, the Deputy Secretary of the Vermont Agency of Education, revised the surveys to focus on six core areas. Based on feedback from programs and funders, MENTOR Vermont adjusted those focus areas in 2018, and in 2019 they are once again as follows:

- **Mentee’s resiliency**
- **Mentee’s pro-social skills**
- **Mentee’s future aspirations**
- **Mentee’s connectedness to community**
- **Impact of mentoring on mentee**
- **Match/program feedback**
- **Mentor’s involvement in mentee’s education**

Since 2016, MENTOR Vermont has made participation in a core portion of the surveys mandatory for any youth mentoring agency that receives funding through the Vermont Mentoring Grants. MENTOR Vermont offers a two-path approach for meeting this requirement: administer the full mentor and mentee surveys to their participants or include the core questions from those surveys in their existing program-specific surveys. MENTOR Vermont also offers optional teacher/counselor and parent/guardian surveys.

Format

Since 2015, MENTOR Vermont has used SurveyMonkey, an online, form-based survey application, to track and tabulate survey results. This significantly reduces the need for data entry and allows for MENTOR Vermont staff to create custom set-ups for each agency, ensuring that all agencies using the full surveys have the option to add their own unique questions in addition to the base surveys. To maintain anonymity of information in the aggregate data, MENTOR Vermont has all agencies assign a unique ID number to each mentee and share basic demographic information for each youth.

Demographics

In total, there are currently approximately 40 adult-to-youth mentoring agencies, and 140 adult-to-youth mentoring program sites throughout the state, serving 2,300 adult-to-youth mentor matches. The ages of the youth in these mentoring programs ranges from five to 22. All mentors are adults, ages 18 and older.

In 2019, 24 mentoring agencies, representing 108 program sites, used the Vermont Mentoring Survey core question sets to evaluate their mentors and mentees. All surveys were conducted in a three-month window between March 15 and June 15, 2019, to ensure a common snapshot in time. Individual agencies surveyed their constituents over a period of no more than six weeks. MENTOR Vermont instructed agencies to only conduct surveys with pairs that had been matched for at least six months by the end of the survey period. The average time that a mentee had been in a mentoring program was nearly two and a half years. While some programs ran the full Vermont Mentoring Surveys, this summary focuses on the core questions for mentors and mentees.

Core Survey Respondents:

1,213 Mentees
1,154 Mentors

Mentee Gender Breakdown:

Male: 58.7%
Female: 41.3%
Other: <0.01%

Percentage of Mentors and Mentees Surveyed:

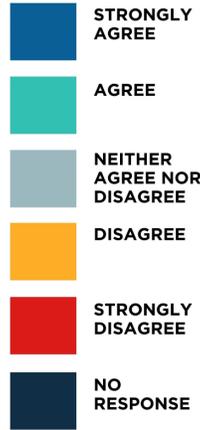
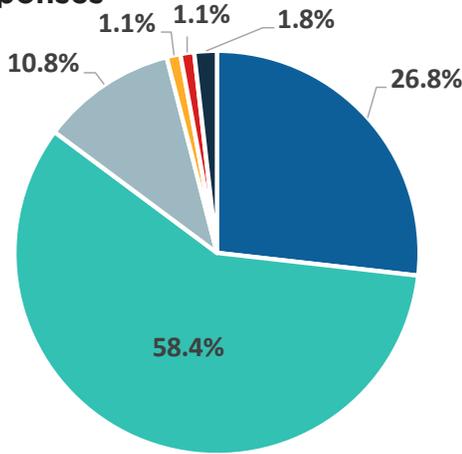
52.7% of all mentees in VT
50.2% of all mentors in VT

Results

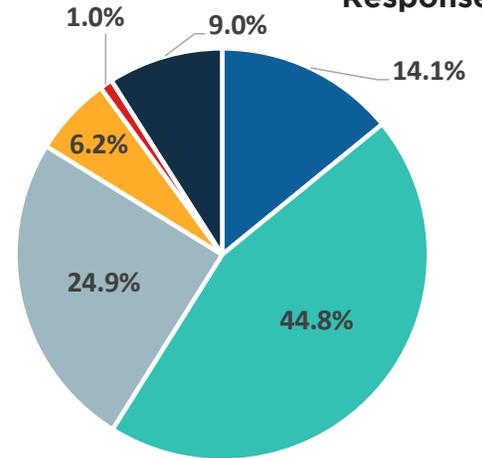
Mentee's Resiliency

A strong majority of mentees agreed or strongly agreed (85.2%) that "if [they] have a problem, [they] know how to get help." A bit more than half (58.9%) of the mentors responded positively to the question "when something is bothering my mentee, they talk to me about it."

Mentee Responses



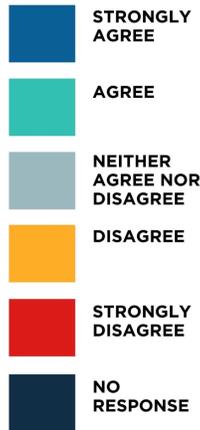
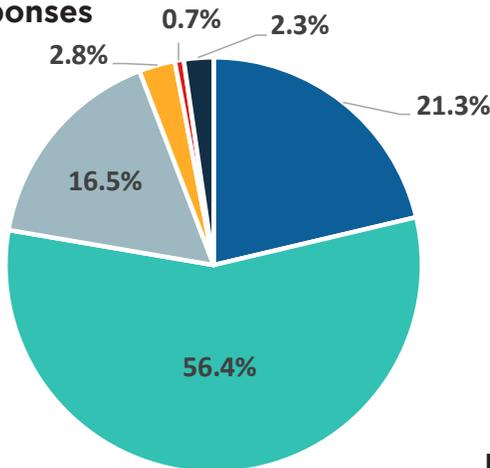
Mentor Responses



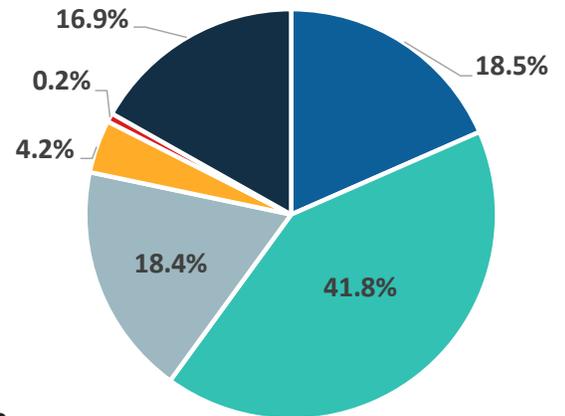
Mentee's Pro-Social Skills

77.7% of the mentees surveyed agreed or strongly agreed that "if [they] get into a disagreement with friends, [they] are able to work it out." 60.3% of mentors agreed or strongly agreed that "if [they] see their mentee get into a disagreement with friends, their mentee is able to work it out," and 35.3% provided a neutral response or did not answer the question.

Mentee Responses



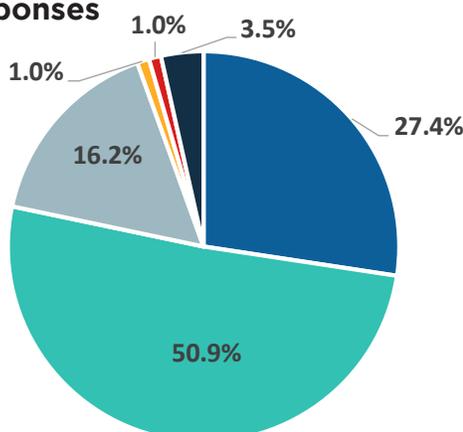
Mentor Responses



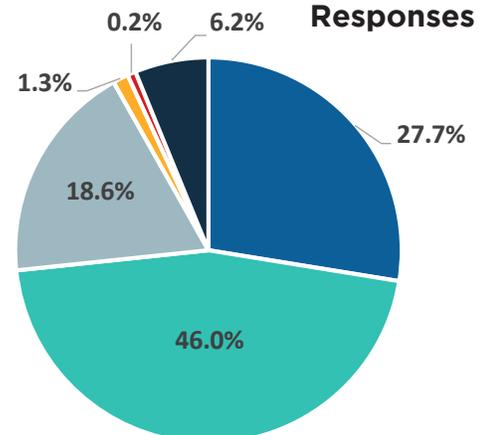
Mentee's Future Aspirations

78.3% of mentees agreed or strongly agreed that they will "have a good life when [they] grow up." 73.7% of mentors responded positively when asked if their mentee was "hopeful about his/her/their future."

Mentee Responses



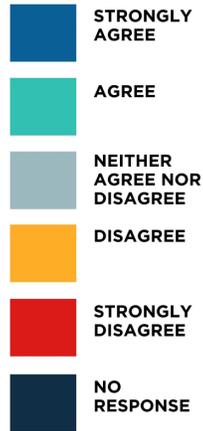
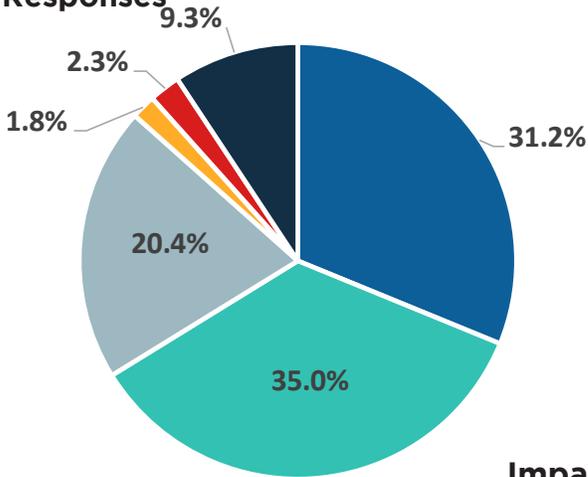
Mentor Responses



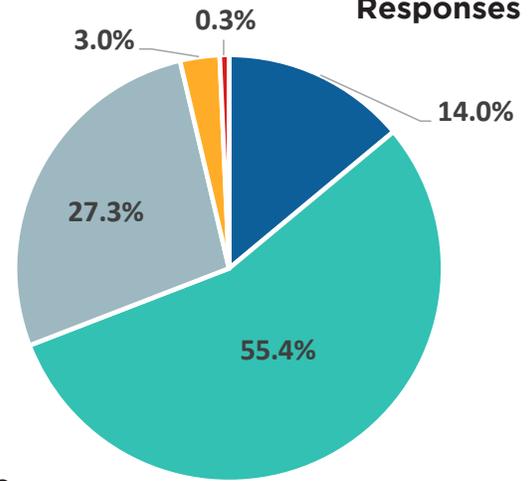
Mentee's Connectedness to Community

66.2% of middle and high school mentees agreed or strongly agreed that they “matter to people in [their] community.” 69.4% of mentors of middle and high school youth agreed or strongly agreed that their mentee felt “like they matter to people in their community.”

Mentee Responses



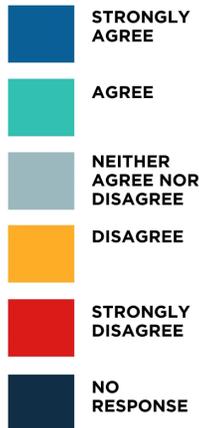
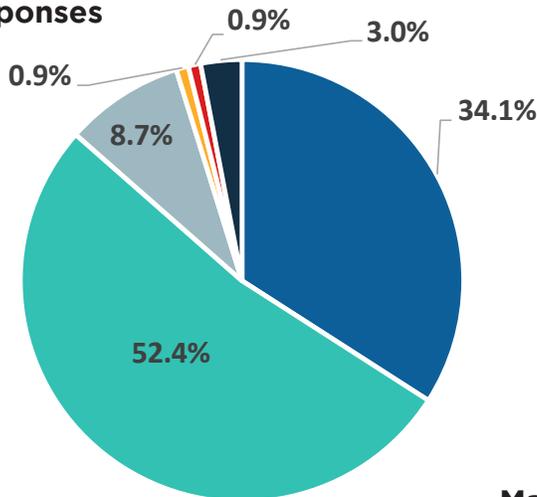
Mentor Responses



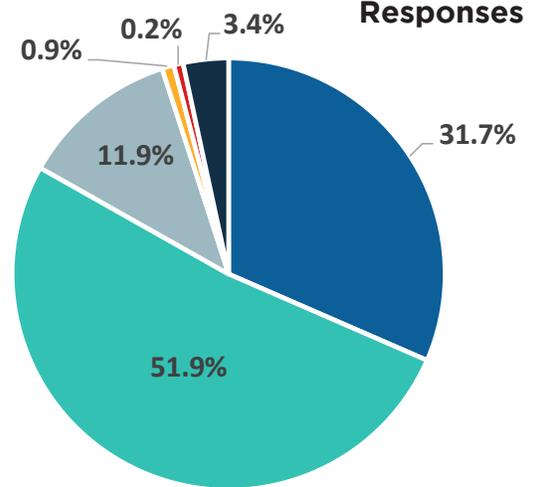
Impact of Mentoring on Mentee

86.5% of mentees reported that “having a mentor has made a difference in [their] life.” 63.3% of mentors answered that they had “noticed positive changes in [their] mentee since [they] started meeting.” 27.5% of mentors provided a neutral response or did not answer the question.

Mentee Responses



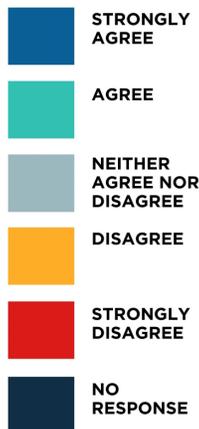
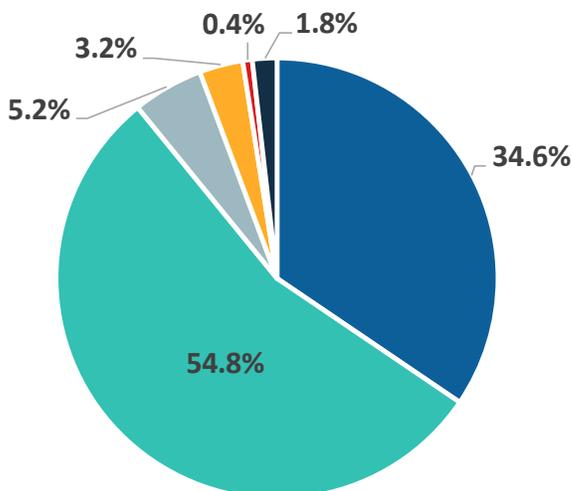
Mentor Responses



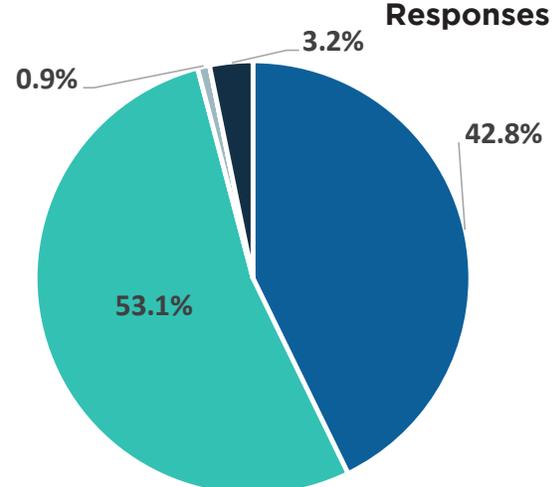
Match/Program Feedback

89.4% of mentees said they “would recommend having a mentor to their friends.” 95.9% of mentors said they “would recommend mentoring to a friend, family member, or colleague.”

Mentee Responses



Mentor Responses



Mentor's Involvement in Mentee's Education

86.6% of mentors reported playing one or more direct role in their mentee's education: "[talking] with them about the importance of school," "[helping] them with their homework," "[communicating] with their teacher or guidance counselor," "[talking] with them about their options after high school," or mentoring in a "program [that] has an educational component."

Comparative Mentee Responses					Comparative Mentor Responses				
	Positive	Neutral	Negative	No Answer		Positive	Neutral	Negative	No Answer
Mentee's Resiliency					Mentee's Resiliency				
2018	84.9%	9.1%	2.7%	3.3%	2018	58.0%	23.7%	9.6%	8.7%
2019	85.2%	10.8%	2.2%	1.8%	2019	58.9%	24.9%	7.2%	9.0%
Mentee's Pro Social Skills					Mentee's Pro Social Skills				
2018	76.3%	15.2%	4.8%	3.7%	2018	59.9%	20.2%	3.3%	16.6%
2019	77.7%	16.5%	3.5%	2.3%	2019	60.3%	18.4%	4.4%	16.9%
Mentee's Future Aspirations					Mentee's Future Aspirations				
2018	82.7%	11.8%	1.4%	4.1%	2018	71.4%	18.7%	2.4%	7.5%
2019	78.3%	16.2%	2.0%	3.5%	2019	73.7%	18.6%	1.5%	6.2%
Mentee's Connectedness to Community*					Mentee's Connectedness to Community*				
2018	71.9%	18.3%	4.2%	5.6%	2018	62.2%	25.6%	5.8%	6.4%
2019	66.2%	20.4%	4.1%	9.3%	2019	69.4%	27.3%	3.3%	0.0%
Impact of Mentoring on Mentee					Impact of Mentoring on Mentee				
2018	88.3%	5.8%	2.2%	3.7%	2018	85.3%	10.9%	1.1%	2.7%
2019	86.5%	8.7%	1.8%	3.0%	2019	83.6%	11.9%	1.1%	3.4%
Match/Program Feedback					Match/Program Feedback				
2018	89.8%	6.3%	1.6%	2.3%	2018	95.9%	0.4%	0.2%	3.5%
2019	89.4%	5.2%	3.6%	1.8%	2019	95.9%	0.9%	0.0%	3.2%
Mentor's Involvement in Mentee's Education									
Role in Education		Played a Direct Role			Played No Direct Role			No Answer	
2018		88.1%			10.9%			1.0%	
2019		86.6%			12.2%			1.2%	

* Question only asked for mentors or mentees if the mentee was 12 or older.

The results of the 2019 core survey questions largely confirm the positive trends seen in the 2018 results. Several of the questions were adjusted in 2018, based on program feedback, which changed results compared to prior years. Mentors were given new options when asked about the role they played in their mentee's education (was their program's model education-based, and/or did they talk to their mentees about their options after high school). The school attendance question for mentees was removed, and the future aspirations question was changed to "I feel like I'm going to have a good life when I grow up," language that was viewed as more accessible for younger mentees. Lastly, the mentor question about the mentee's relationship with other positive adults was replaced by one asking about the mentee's perception of their connection to their community.

2019 marks the third year that MENTOR Vermont feels comfortable that it has captured a statistically relevant sample size of data, and this year for the first time we collected responses from more than half of all mentors and mentees in the state. However, as in 2018, there are still several questions that are generating a large percentage of neutral responses for mentors (four over 18% and two over 20%), and the percentage of neutral responses for mentees went up for every core question except for the match/program feedback one. Notably, the percentage of positive responses to the mentee community connectedness question went down again for the third straight year, while the percentage of neutral responses climbed above 20% for the first time. In 2020, MENTOR Vermont plans to hire outside evaluation experts to help review and revise its overall data collection efforts, including the surveys, moving forward. Nonetheless, the results of the 2019 Vermont Mentoring Surveys, as in past years, highlight encouraging trends and positive impacts that mentoring is having on youth across the state.