Long-Term Change
Youth in Vermont are thriving

Intermediate Changes
• More adults are confident and effective mentors
• More youth are engaged in quality mentoring relationships
• Communities in Vermont invest in, advocate for, and support youth mentoring

Ongoing coaching & monitoring

Short-Term Changes

INCREASE INVESTMENT
Mentoring agencies have the necessary funding to meet community needs

IMPROVE QUALITY
Mentoring agencies implement quality programming

ENHANCE PUBLIC WILL
Vermonters have mindsets and information that support their involvement in mentoring

MVT Activities & Change Process – Slides 2 3 4

Establish and build relationships with stakeholders

Inputs into MENTOR Vermont Capacity
• Technical infrastructure
• Professional development of MENTOR Vermont staff
• Financial support
• Support from National
• Professional relationships

System Conditions Needed
• Commitment to DEI at MENTOR Vermont and in larger society
• Effective political leadership at all levels
• An economy that allows for adequate resources and engagement
• Effective pandemic recovery

Key
= MENTOR VT actions
= Desired changes
= Causal pathways
INCREASE INVESTMENT

Mentoring agencies have the necessary funding to meet community needs

- Increased motivation and identification with mentoring as a community need
- Increased financial investment in mentoring
- Increased knowledge
- Increased will

Key:
- = MENTOR VT actions
- = Desired changes
- = Causal pathways

• Product development/publications
• Convenings and networking opportunities
• Relationship assessments and data collection
• Management of passthrough funding mechanisms
• Local and National advocacy efforts around funding

Increased awareness of and contemplation of mentoring as a solution to challenges

Outreach and relationship building with funders (individuals, businesses, foundations, government agencies) and potential supporters
IMPROVE QUALITY
Mentoring agencies implement quality programming

Increased motivation and expertise

Increased knowledge

Increased skills

• Training on EEPM and other “best practices”
• Quality Mentoring System
• Technical assistance and consultation for new and existing programs
• Webinars and other remote learning
• Dissemination of systems and program resources
• Convenings and peer learning opportunities for practitioners
• Evaluation and feedback
• Supporting DEI work across the mentoring field in Vermont

Increased awareness of MENTOR Vermont services and interest in program improvement and innovation

Establish and maintain relationships with mentoring agencies and staff

QUALITY Short-term Change Process

Key

- = MENTOR VT actions
- = Desired changes
= Causal pathways
ENHANCE PUBLIC WILL
Vermonters have mindsets and information that support their involvement in mentoring

- Increased knowledge of how to engage in the mentoring movement
- Increased motivation and identification with mentoring

Key
- MENTOR VT actions
- Desired changes
- Causal pathways

PUBLIC WILL Short-term Change Process

Establish and build relationships with stakeholders

Increased awareness of and contemplation of mentoring as a solution to community challenges

Increased awareness of community assets, resources, and existing mentoring solutions

Identify key groups that would be supportive of serving as a mentor

Identify key groups that would be open to investing in mentoring

• National Mentoring Month/Thank Your Mentor events
• Collecting and analyzing data about mentoring
• Use of MENTOR campaigns and materials
• Program Directory
• Earned and paid media placements and social media
• Convenings and conferences
• Webinars and presentations
• Partnerships and collaborations with other youth organizations
• Focus on storytelling, centering youth, and DEI