

Breakout Session Notes:

Mentoring, Tutoring & Internship Hub: What Is the Need? What is the Potential? What Could It Look Like?

A. Highlights/Themes

1. Hub needs to be on-line (virtual space) and have a physical space. Access is key! Students do not always seek opportunities themselves; they need safe, anonymous space to express their needs. The virtual space needs to be sensitive to language and literacy. This can happen through social media but also through carving out space directly in the classroom in our school system to share information about these resources to students in our community because students don't always seek out opportunities themselves. There needs to be a Match.com feature to coordinate with needs.
2. There is an interest in this being youth centered, which could also include youth to youth mentorships.
3. The hub needs to operate from partnerships with groups rather than one entity coordinating this effort. Partnerships could include the City of Santa Fe with the Santa Fe Community Foundation with an Advisory Panel of interested parties and using existing resources like Share New Mexico.
4. Mentors need to be trained to address the complex issues that arise with youth and/or a referral system so that youth with complex issues can get appropriate mentoring opportunities.
5. Marketing plan is essential for access and continuous communication to the public.
6. Teams could be formed that address specific issues and connect doers with outcomes.

B. Notes from Session (Includes Flip Chart Notes)

HUB Ideas: What does a mentoring/tutoring/internship hub look like? What are specific ideas to move forward with this hub? How do we make this happen?

- Bilingual services and childcare services need to be provided
- Physical space needs to include meeting spaces, computer access, comfortable, welcoming space, training center for mentors, offer extended hours (evenings), and place to delegate-centralized
- Need to include training on soft skills for youth (resources, skills) and need to manage expectations around working with youth
- Multi-generational space
- Dedicated rooms in schools for group mentoring (schools have infrastructure)
- Need to address the challenges related to transportation
- Virtual space – social media so youth can access services virtually (hook) and have access to searchable database?
- Virtual site needs clarity of the options and expectations, criteria and commitment
- Monthly/Quarterly events and outreach (each participating organization must maintain their piece of the website)
- Streamline the process (ONE background check)
- Peer mentorships
- Showcase/celebration of mentoring
- Young people interest drives the relationship
- Need a paid staff member
- Hub must be easily accessible and marketed by people in the high school

- Have existing non-profits working in the school flag students in trouble and divert them to this site
- Help students break past the stigma of helping other students
- Centralize resources so there is less duplication (people don't know where to look to be protégé, and youth don't know where to look for a mentor)
- Agencies that don't offer mentoring need a destination to refer people
- Prospective mentors need options (people want to pick/choose how to spend time)
- Technophobic people need a physical space to go
- Hub needs tiered levels for kinds of mentors and protégés to support appropriate matches
- Hub needs to be youth friendly/driven
- Questions about tiers and what is available in the community (online presence, where is greatest need for a physical location, who should pay for community organizer and marketing)
- Staff training and retention/grow our own leaders
- Coordination of programs actively working together
- Quality updated hub to share programs and outcomes
- Resources behind training and outcome measurement
- Have stated goals/expectations and share with parents
- Increase access to transportation
- Community leaders as mentors (job shadowing) – this idea had check next to it
- Business community sponsorship – outreach for funds – this ideas had check next to it
- Offer mentor leave at work
- Job shadowing in community
- Recruit mentors in community
- More collaboration between programs
- Look at middle school age group
- Culture/environment of not expanding beyond direct focus; Hub could be resource to facilitate, advertise and recruit volunteers
- Need to address how you facilitate tutoring/mentoring/internships without disrupting school work; Need a balance between the two (especially during school hours)
- The Hub should be responsive to student interests and provide opportunities for students to communicate what they need through the Hub
- Need to address students' reluctance to ask for help; Needing a tutor can create a stigma
- May need to provide wrap-around services through the Hub?
- Social Media is key
- Should the City hold it?
- Needs to be a partnership – maybe a Foundation maintains it; policies and procedures are overseen by an Advisory Board with representatives from youth, government, organizations and community
- Match.com with facilitators and screening?
- Accessible by all non-profits to upload/share information and available resources
- New Mexico Volunteer Connection – Is there a roster?
- Share New Mexico.Com – what is happening there?
- Don't reinvent the wheel – need to bring non-profits together to truly commit to the partnership
- Need to find the right leaders
- "Start Up Weekend" model – form teams