



Alberta
Mentoring
Partnership
2023-2026 Strategic Plan



Vision

Young people thrive through mentoring relationships.

Mission

Working together to strengthen Alberta's capacity to support and enhance mentoring.

Core Functions of AMP

AMP accomplishes its work through:

1. Leadership

We lead by building relationships, connecting partners and facilitating discussions to address emerging needs provincially and nationally. We advocate for mentoring in collaboration with our partners and enable ongoing discussions related to increasing the reach, quality and sustainability of evidence-informed mentoring practices, processes and outcomes. Through our leadership we engage with and support our partners to build capacity to enhance mentoring opportunities throughout the province.

2. Mentoring Promotion

We actively work to promote the benefits and value of mentoring among agencies, schools, builders, decision-makers, and the public. Through this work we assist our partners to recruit and train mentors and mentees and connect them with local mentoring opportunities available across the province.

3. Knowledge Generation

We work with our partners to research, compile, synthesize and examine evidence-informed practices to generate mentoring resources that address key challenges and emerging trends.

4. Knowledge Mobilization

We facilitate the reciprocal and complementary flow and uptake of knowledge and resources among our partners. We use these actions to advance/improve the mentoring research agenda, theory and/or methods and mentoring in general.

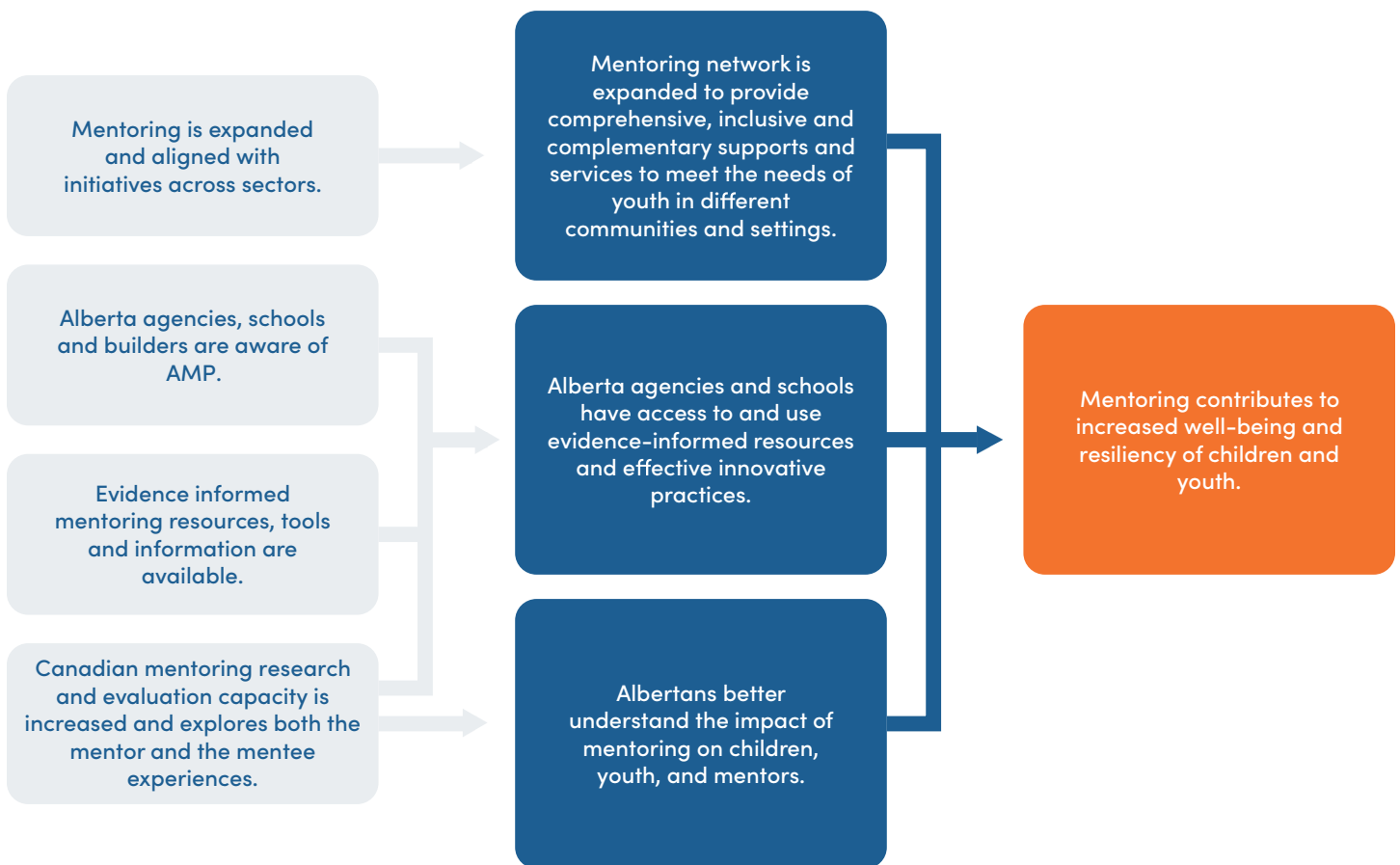
2023-2026 STRATEGIC PLAN

Overview and Strategic Pillars

As the leading mentoring resource in Alberta, the scope of our work has expanded over the years. This strategic plan was developed through a series of discussions with our partners to ensure that AMP is able to support agencies, schools and builders to address unmet needs and mentoring gaps in Alberta. We have evaluated and reflected on our activities, impact and outcomes in the last three years and believe that our strength lies in our collaborative leadership approach and use of evidence-based resources for mentoring. As we grow and focus on the next three years, we are cognizant of the growing complex needs of many communities in Alberta. As such, the 2023-2026 Strategic Plan continues to expand across the mentoring spectrum, and supports the growth of mentoring to address some of Alberta's key priorities, with an intentional focus on mentoring for Youth in or from Care, Boys and Indigenous youth. The strategic plan describes the three strategic pillars that define the scope of our work and associated goals and outcomes that will guide the work of AMP over the next three years. We will work with our partners across Alberta to build a common strategy across organizations to demonstrate, and further develop, our commitment to reconciliation.

Outcomes

We believe that by focusing on these three strategic pillars we will achieve the following outcomes:



Strategic Pillar 1: Strengthen Alberta's Mentoring Network

AMP is a connector that links agencies, schools and builders and assists them in working together to advance mentoring. AMP considers non-mentoring focused, youth serving organisations (e.g. cadets, sports organisations, music and arts organisations, libraries) as fertile ground for change, transitioning to a mentoring mindset.

Strategic Goals

1.1 Enhance and increase partner engagement:

AMP will increase partner engagement activities and expand its network to include non-traditional partners such as Indigenous organisations, Elders and Knowledge Keepers, private corporations and Seniors organisations to advance mentoring.

1.2 AMP is well governed and managed:

AMP will review its collaborative governance and leadership approach to expand representation of non-traditional partners, and prioritise adaptability and sustainability, through succession and legacy planning and continuous improvement.

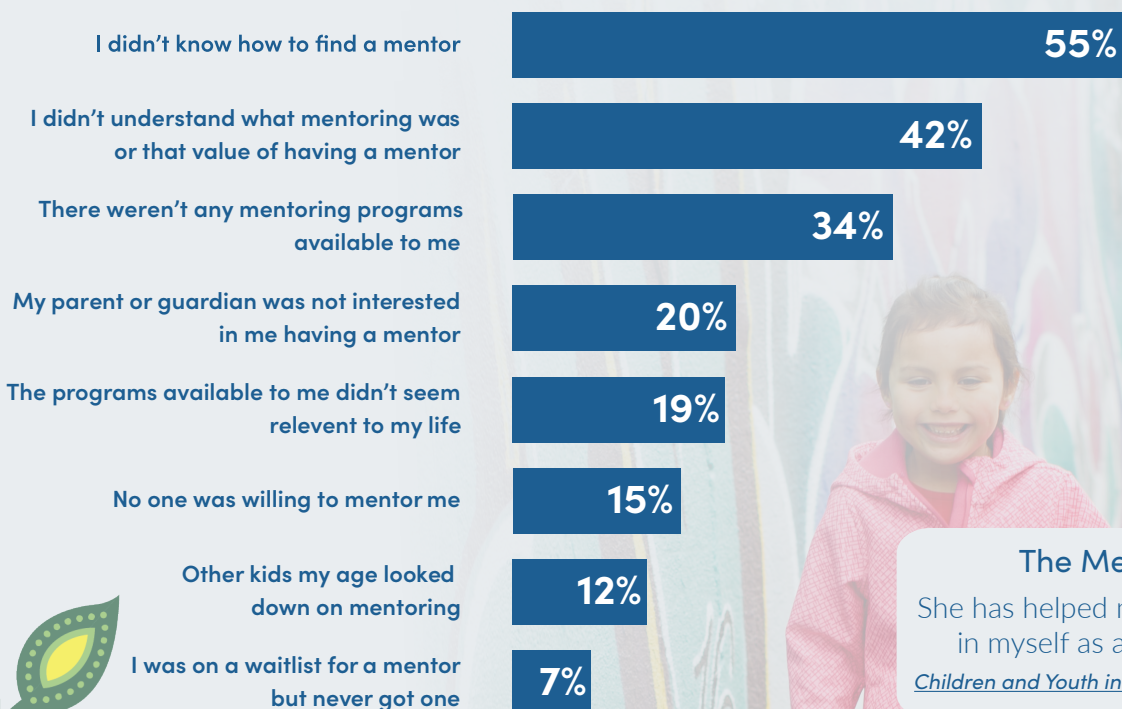
1.3 Align mentoring initiatives with services provided to children and youth by other agencies and institutions:

AMP will engage with youth serving agencies, institutions, networks and sectors beyond those who specifically offer mentoring initiatives (e.g. cadets, sports organisations, music and arts organisations, libraries) to refine and align mentoring activities to increase efficiency in addressing priority areas such as providing service to boys, resiliency, youth employability, transitioning into adulthood, high school completion specific cultural gaps (e.g. Indigenous, newcomers) and adhering to DEI [Diversity, Equity, Inclusion], and intersectionality best practices.

Outcome

Mentoring network is expanded to provide comprehensive, inclusive and complementary supports and services to meet the needs of youth in different communities and settings.

Barriers to Accessing Mentors (ages 12-18)¹



The Mentee Experience

She has helped me become more confident in myself as a person and as a leader.

Children and Youth in Care & Mentoring Final Evaluation³

Strategic Pillar 2: Expand and Enhance Mentoring

AMP will champion the development and implementation of evidence-informed mentoring initiatives, including formal and informal forms of mentoring, to improve the wellbeing and resiliency of vulnerable children and youth with a focus on Indigenous youth, youth in care, and young adults transitioning from child intervention services.

Strategic Goals

2.1 AMP is a champion of quality mentoring:

AMP and its partners will identify and implement innovative and evidence-based ways to increase mentoring relationships for vulnerable children, including the number of adults engaged in mentoring.

2.2 Improve youth employability and high school completion rates:

Mentoring initiatives will be expanded to and aligned with government initiatives to consider both formal and informal mentoring with a focus on improving high school completion rates and increasing youth employment among vulnerable youth populations.

2.3 Support transition to adulthood for vulnerable youth by engaging natural supports and non-traditional mentors:

Mentoring initiatives will engage meaningful adults (natural supports and intergeneration) to provide support (positive relationships and skills) for vulnerable youth such as children and youth in care and young adults transitioning from child intervention services.

Outcome

Mentoring contributes to increased wellbeing and resiliency of children, youth and young adults.

Individuals with certain demographic characteristics, identities, or lived experiences that great odds of stating that they were likely to mentor in the next five years:²

41% of Indigenous respondents report that they were likely to mentor compared to 22% of respondents who did not identify as Indigenous;

37% of racialized respondents compared to 20% of White respondents;

42% of recent immigrants (10 years or less) compared to 22% of Canadian-born and non-recent immigrant respondents;

42% of respondents who identified as transgender compared to 22% of cisgender respondents;

32% of respondents who had spend time in government care compared to the 22% of respondents who did not have that experience.

Unmet Needs: Access to Mentors by Demographic Subgroup¹



The Mentee Experience

I have a second family that cares about me spending time and having a healthy relationship making me feel loved and not alone.

Children and Youth in Care & Mentoring Final Evaluation³



Strategic Pillar 3: Support Evidence-Informed Decision Making

AMP will generate and mobilise knowledge and build capacity for evidence-informed mentoring.

Strategic Goals

3.1 Develop evidence-informed resources and tools tailored to targeted populations:

AMP will develop and update evidence-informed resources and tools for vulnerable children, youth and Indigenous communities, and share innovative approaches that will help agencies and schools improve their practice.

3.2 Evaluate and share the provincial impact of mentoring on children, youth, and mentors:

AMP and its partners will measure and share evaluation which describes the impact of mentoring on child and youth wellbeing and resiliency. AMP will pursue research and evaluation that focuses on the impact of mentoring on both mentors and mentees.

3.3 Work with the academic community to strengthen research on mentoring to support the efforts of AMP and to influence social policy:

AMP is a founder and will collaborate with the Canadian Centre for Mentoring Research (CCMR) to conduct research and create opportunities for knowledge exchange between academic researchers, policy-makers and practitioners.

3.4 Contribute to a pan-Canadian strategy to leverage and mobilise evidence-informed resources, tools and supports:

AMP will continue to support Mentor Canada and collaborate with other provincial organisations in developing innovative resources and practices to advance mentoring.

The Mentee Experience

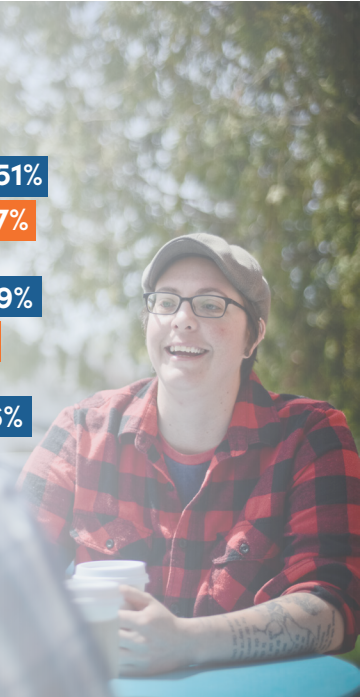
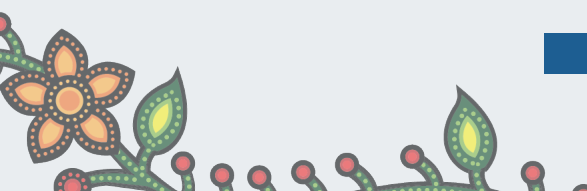
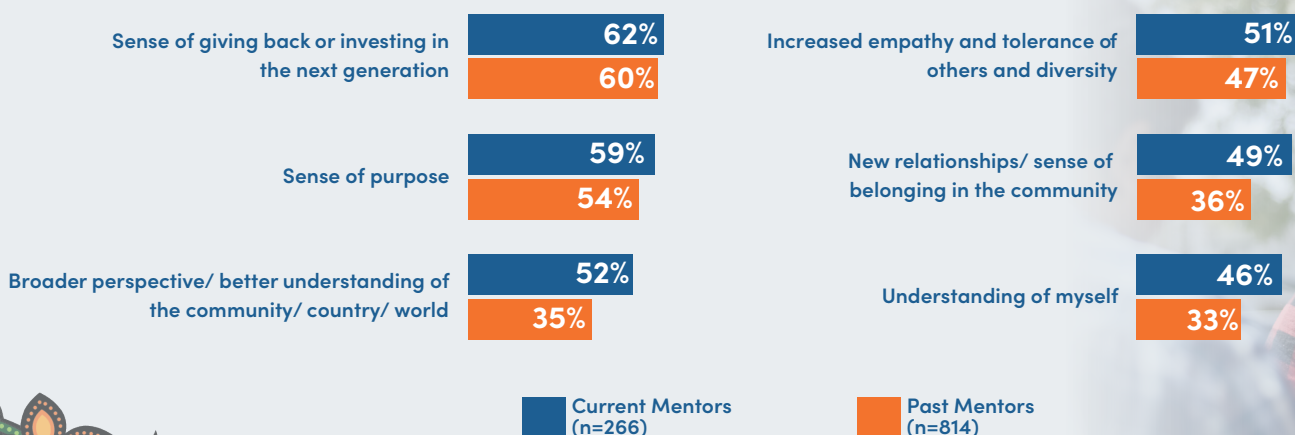
I have had more opportunities to try new things and go to more events that I wouldn't have if I didn't have a mentor.

Children and Youth in Care & Mentoring Final Evaluation³

Outcome

Alberta agencies and schools have access to and use evidence-informed resources and effective innovative practices.

Benefits obtained from mentoring for current and past mentors²





Reference List

¹ MENTOR Canada (2021, May). Mapping the Mentoring Gap Report. https://albertamentors.ca/wp-content/uploads/2022/09/Mapping-the-Gap_Report_FINAL_Sept-1_v.1.1.1.pdf

² MENTOR Canada (2021, May). Raising the Profile of Mentoring: Recruiting more Mentors across Canada Report. https://albertamentors.ca/wp-content/uploads/2022/09/Raising-the-Profile-Report_FINAL_Sept-2021_v.1.1.1.pdf

³ Alberta Mentoring Partnership (2020, March). Children and Youth in Care & Mentoring Final Evaluation. <https://albertamentors.ca/wp-content/uploads/2022/01/YIC-Mentoring-Final-Evaluation-Report-March-30-2020.pdf>

