



# Youth Mentorship Program

For Emerging Youth Leaders

# 2024

  
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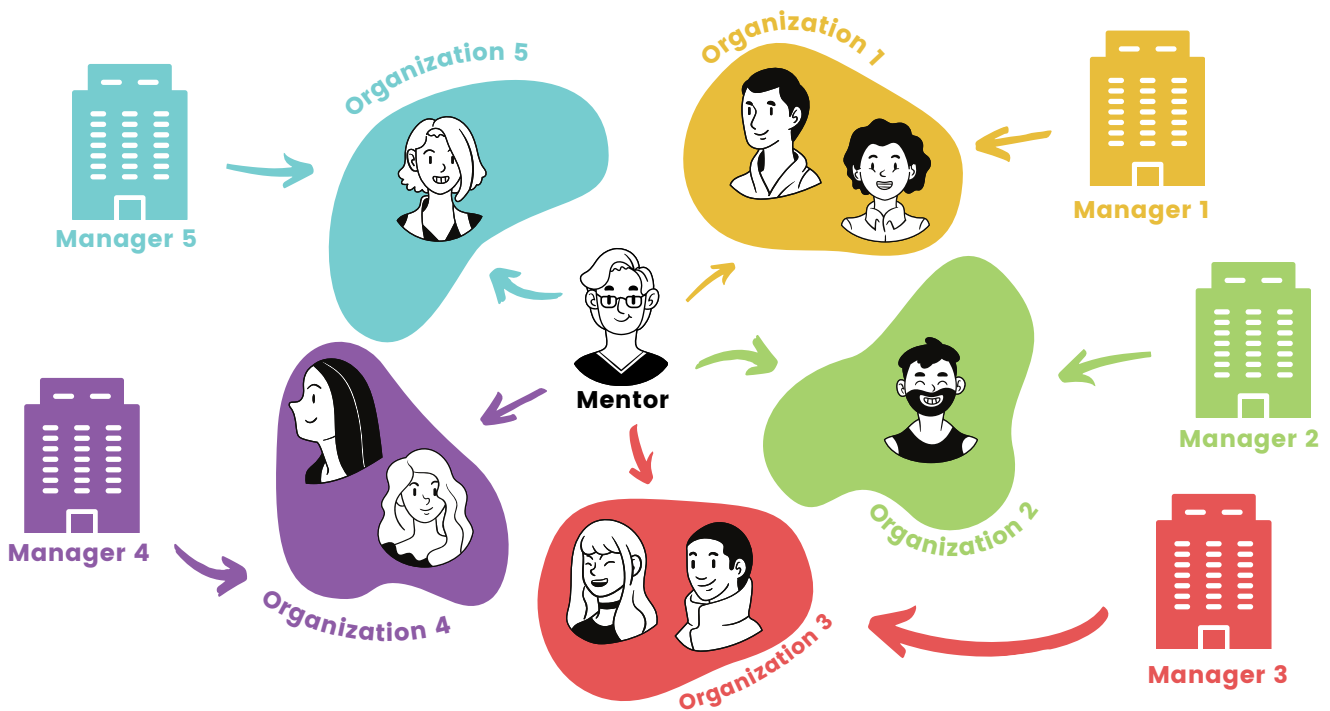
# 2024 Youth Mentorship Program

The 2024 goal of the Intern Support Program is to hire up to 50 youth interns at environmental organizations across Canada. Each intern will be assigned a youth Mentor – that’s where you come in!

Youth Mentors play a key role in the Eco-Internships Program. They support and guide their mentees throughout the youth’s internship. Acting as role models, Youth Mentors aim to assist their mentees in enhancing their skills by sharing valuable knowledge, providing essential resources, offering a listening ear and celebrating achievements. When interns work for a small organization with no other staff, they can feel isolated and lost. They need some direct feedback and support to help make the internship successful. As a Youth Mentor, think of yourself less like a manager or supervisor and more like a coach, cheerleader, sounding board, and supporter.

The goal of the Youth Mentorship Program (YMP) is to provide youth with the opportunity to strengthen their leadership skills through practical experience in peer mentoring other youth. This role strongly emphasizes active listening, delivering pertinent information, making constructive suggestions, and facilitating valuable connections for the mentees.

This guide gives a basic overview of the Youth Mentor role, covering how we will support the interns and each other throughout the process.





# Job Description

In partnership with the Capacity Building Institute (CBI), Eco-Internships is leading the Youth Mentorship Program to support the sustainability youth interns participating in the Intern Support Program. The Youth Mentors will provide regular support with up to 10 youth and will participate in a Mentor Team to share ideas and resources with other mentors.

The Youth Mentor will be responsible for:

- Attending and actively participating in 4 mandatory training sessions provided by CBI in May 2024
- Liaising with up to 10 interns at environmental organizations throughout a 4-9 month internship. This is not direct supervision or management, which the employer organization will coordinate.
- Scheduling and conducting regular one-on-one check-ins with youth interns to provide support, advice, and coaching; these check-ins must occur at least once monthly, including a check-in within a week of each intern's start date.
- Conducting monthly group check-ins with all of the mentees.
- Review and provide feedback on the course assignments
- Actively collaborating with other mentors in a shared Slack group and/or in mandatory monthly meetings.
- Liaising with the partner non-profit organization (as needed) to support the internship

“ IT IS GREAT TO HAVE SOMEONE THAT COACHES YOU, LISTENS TO YOU, AND PROVIDES YOU WITH INSIGHTS AND FEEDBACK NOT ONLY ON YOUR ACTUAL WORK BUT OVERALL DEVELOPMENT AS AN INTERN / HAVING A PERSON THAT HAS EXPERIENCED THE INTERNSHIP PROCESS AND IS OPEN, UNDERSTANDING, AND A GOOD LISTENER IS ALWAYS NICE. THERE ARE A LOT OF TIPS THAT WERE PROVIDED, AND THE MONTHLY CHECK-INS MAKES YOU FEEL THOUGHT OF AND APPRECIATED. ”

-JULIE DERUE, 2021

## ORGANIZATION:

Eco-Internships  
[Independent Contractor]

## POSITION TITLE:

Youth Mentor

## COMPENSATION:

The Youth Mentor will be paid a fixed amount of \$250 per month for a total of up to \$3000 per year.

## TIME COMMITMENT:

15 hours/month for up to 9 months between June 2024 - February 2025

# Eligibility Requirements

Youth Mentors must fit within these guidelines:

- An alumni of either the Intern Training Program OR the Intern Support Program
- Successfully complete CBI's Leadership Training Course
- Available to dedicate a minimum of 12 hrs/month between June 2024-February 2025







# TESTIMONIALS

## "What did you love about being a mentor?"



Meeting intelligent, passionate, and creative people, and helping make their intern experience the best it can be!

-Charlie Scromeda

Getting to meet new people! I've met some incredible folks through the internship program who have also taught me their skills and made me a better environmentalist. I also enjoy cheering them along and learning about their initiatives and organizations.

-Ana Giovanetti



I am so inspired by the interns and so happy that I was able to learn from them as well. It is a privilege to be able to support the interns and advocate on their behalf.

-Pragya Dawadi

## "How did the mentorship program benefit you?"



The mentorship program was great because it gave me an outlet to talk about my work with someone who was there to listen and give advice. It was nice having someone to relate to that had similar experiences during the Internship and who is now part of my growing network!

-Aashna Pachai

"To me, the mentorship program was a crucial part of my internship. With the program, I was able to seek guidance from my mentor to help solve important management issues. This support gave me the tools and initiative to solve future issues on my own.

- Stephanie Brunet



The mentorship program allowed me to better understand my work and my place in the organization. Having someone outside of the organization to bounce ideas off of, have discussions with, and encourage me to do better was so beneficial!

-Sophie Lamb



## Stage 1: Youth Mentor Training

We believe that training matters! All Youth Mentors are required to participate in a training course to properly equip them with coaching strategies, tools, and other resources to support the youth participating in the program successfully. We address topics such as Time Management, Conflict Resolution, Giving Effective Feedback, and Mental Health in the Workplace.

Training Dates from 6-7PM EST:

Tuesday, May 21  
Wednesday, May 22  
Tuesday, May 28  
Wednesday May 29



In addition to these four training sessions, there will be monthly group check-ins to collectively share advice and address any challenges.

## Stage 2: Youth Intern Support

Each Youth Mentor will be assigned up to 10 youth mentees between June 2024 - February 2025. It is important to set up an initial introductory meeting within the first week of the youth's internship start date and schedule subsequent monthly check-ins. You should aim to dedicate roughly 1-2 hours per intern each month - However this will vary based on each intern's need for support.

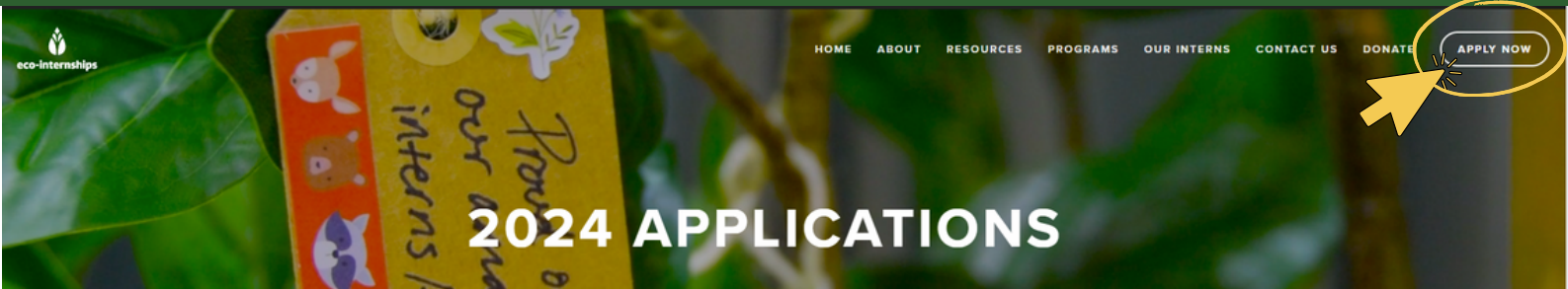
Possible Meeting/Discussion Topics:

- Feedback on course assignments
- Work plan development / progress on deliverables
- Review rough drafts of work-related documents & designs
- Organizational Culture: workplace challenges/concerns
- Celebration of achievements
- Career Development: resume review, mock interviews

## Stage 3: Program Evaluation

At the end of the internships, Mentors will be responsible to have a final check-in and may serve as a reference for the intern in their future job seeking. They will need to complete an evaluation survey in addition to a debrief as a team of Mentors on lessons learned and opportunities for improvement for future years.





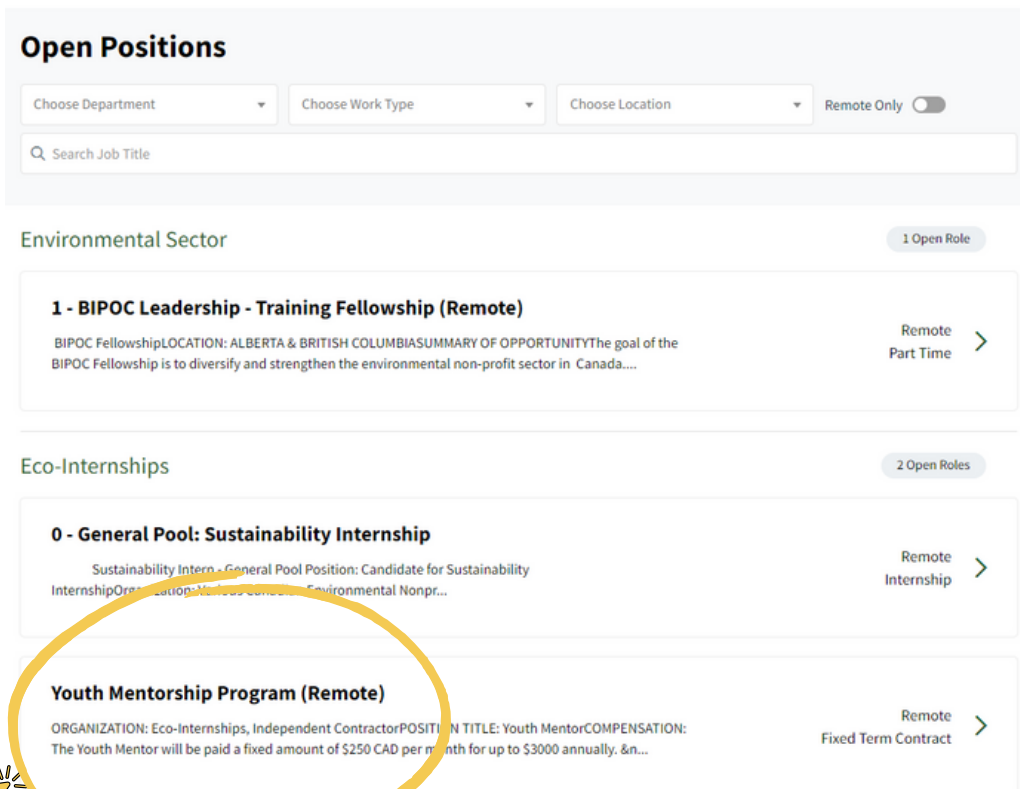
# 2024 APPLICATIONS

## HOW TO APPLY

### STEP 1: SUBMIT YOUTH MENTORSHIP APPLICATION FORM

- Go to our website: [www.ecointernships.ca](http://www.ecointernships.ca) and click the "Apply Now" button to fill out the 2024 Youth Mentorship Program application form.
- What you will need for the application:
  - Resume
  - Contact Information
    - name, email, phone number, address

**DEADLINE TO APPLY IS MARCH 29TH, 2024**



**Open Positions**

Choose Department ▾ Choose Work Type ▾ Choose Location ▾ Remote Only

Search Job Title

**Environmental Sector** 1 Open Role

**1 - BIPOC Leadership - Training Fellowship (Remote)**

BIPOC FellowshipLOCATION: ALBERTA & BRITISH COLUMBIASUMMARY OF OPPORTUNITYThe goal of the BIPOC Fellowship is to diversify and strengthen the environmental non-profit sector in Canada....

Remote Part Time >

**Eco-Internships** 2 Open Roles

**0 - General Pool: Sustainability Internship**

Sustainability Intern - General Pool Position; Candidate for Sustainability InternshipOrganization: Eco-Internships, Independent ContractorEnvironmental Nonpr...

Remote Internship >

**Youth Mentorship Program (Remote)**

ORGANIZATION: Eco-Internships, Independent ContractorPOSITION TITLE: Youth MentorCOMPENSATION: The Youth Mentor will be paid a fixed amount of \$250 CAD per month for up to \$3000 annually. &n...

Remote Fixed Term Contract >

*\*\*We will follow-up with our chosen candidates in April 2024.*







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