



Final Report

Annual Evaluation

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Introduction

Big Brothers Big Sisters (BBBS) is an internationally-recognized program that supports positive youth development, primarily through mentorship programs that pair mentees with adult mentors in their community. In Saskatchewan, these programs are hosted in multiple locations across the province.

This report, in line with previous evaluation work and reports prepared for the Community Initiative Fund (CIF), seeks to understand the outcomes experienced by participating mentees. Specifically, this evaluation process continued to use the Developmental Relationships (DR) model to help identify and categorize key outcomes in the following five areas:

1. **Express Care** - Show me that I matter to you
 - Be Dependable - Be someone I can trust
 - Listen - Really pay attention when we are together
 - Believe in Me - Make me feel known and valued
 - Be Warm - Show me you enjoy being with me
 - Encourage - Praise me for my efforts and achievement
2. **Challenge Growth** - Push me to keep getting better
 - Expect My Best - Expect me to live up to my potential
 - Stretch - Push me to go further
 - Reflect on Failures - Help me learn from mistakes and setbacks
 - Hold Me Accountable - Insist I take responsibility for my actions
3. **Provide Support** - Complete tasks and achieve goals
 - Navigate - Guide me through hard situations and systems
 - Empower - Build my confidence to take charge of my life
 - Advocate - Defend me when I need it
 - Set Boundaries - Put in place limits that keep me on track
4. **Share Power** - Treat me with respect and give me a say
 - Respect Me - Take me seriously and treat me fairly
 - Include Me - Involved me in decisions that affect me
 - Collaborate - Work with me to solve problems and reach goals
 - Let Me Lead - Create opportunities for me to take action and lead
5. **Expand Possibilities** - Connect me with people and place that broaden my world
 - Broaden Horizons - Expose me to new ideas, experiences and places
 - Inspire - Inspire me to see possibilities for my future
 - Connect - Introduce me to more people who can help me develop and thrive

Process

The evaluation process was primarily designed to answer three key evaluative questions in relation to mentees' involvement with BBBS mentoring programs, as listed below. Each question is also associated with one or more DR area, indicated in brackets.

1. Did mentees develop their social, emotional, language, and communication skills? (Challenge Growth, Express Care)
2. Did mentees participate in learning, culture, and recreation programs? (Expand Possibilities)
3. Did mentees gain the knowledge, skills, and supports to develop positive mental health, self-esteem, and healthy lifestyle behaviours? (Share Power, Provide Support)

The evaluation process in 2024 also sought to identify potential improvements to program delivery as well as outcomes experienced by volunteers serving as mentors.

The primary source of data used to answer these questions was an online survey that was sent in February and March 2024 by BBBS site staff to the following groups:

- Children and youth participating in BBBS programming (**mentees**)
- Volunteer **mentors**
- Parents, guardians, and teachers / school liaisons of BBBS mentees (**parents / guardians / teachers (PGT's)**)

Each group received a separate version of the survey, with specific differences between the survey versions described below. Participants were provided the option of entering a draw for a gift card by providing their name and contact information at the end of the survey. This information, along with any personally-identifiable information in the responses, was removed from their responses as part of the data collation and analysis phase.

Survey Design

Inspired by the Most Significant Change (MSC) method, all participants were asked the following open-ended questions:

- Since the first time you met your mentor, what would you say has been the biggest personal growth that you've seen in yourself¹?
- In your opinion, why do you think that growth you just described matters? Why is it significant?

¹ The language of this question was modified appropriately for the mentee and PGT versions of the survey.

Those who completed the survey for PGT's or mentors were asked to rate the changes they had seen in mentees, by indicating how much they agreed with statements such as "Since starting the program, my [child/grandchild/student / mentee] has more self-confidence." Similar to the MSC coding, each rating statement is associated with one of the evaluation questions and the associated DR areas (see Appendix A for the full list).

These groups were also asked questions related to the demographics of the mentee, their communication with the relevant BBBS site, and overall satisfaction with the program. Additionally, mentors were asked a series of rating questions in relation to potential outcomes that they experienced as a result of their volunteering with BBBS (Appendix B), as well as a set of MSC questions specific to personal growth that they had identified for themselves.

Findings

This section provides an overview of the survey and MSC results as they pertain to the three evaluation questions. Each question includes a summary of relevant survey ratings from PGT’s and mentors along with select MSC responses² that highlight key themes. In analyzing the data, we looked primarily at areas of congruence between the data provided by the three groups (mentees, mentors, PGT’s) as well as any notable differences or unique findings.

Survey Demographics

The table below provides the number of responses³ for each participant group, arranged by site. The most responses were received in the mentor survey and from individuals connected with Saskatoon and area program sites.

Site	Mentees	Mentors	PGT’s	Total
Saskatoon Sites	3	62	22	87
Saskatoon	3	55	20	78
Prince Albert	0	3	1	4
Humboldt	0	2	0	2
The Battlefords	0	2	1	3
Regina (BBBS) Sites	3	34	17	54
Regina (BBBS)	2	24	12	38
Moose Jaw	1	4	5	10
Weyburn	0	6	0	6
Regina (YWCA)	1	6	3	10
Lloydminster	6	14	13	33
Yorkton	2	12	5	19
Unknown	1	0	0	1
Total	16	128	60	204

² Note that for some of the MSC responses below, some text may have been amended or removed to aid in comprehension or take out personal identifiers while taking care not to change the meaning of the responses. The responses are otherwise presented verbatim.

³ Data in this section was included only if the respondent provided an answer to at least one substantive question (i.e. those related to outcomes or program improvements).

Sufficient responses were received from Saskatoon sites and Regina (BBBS) sites to examine differences between them, in addition to general trends across all sites together. For the remainder of this report, references to “Saskatoon” and “Regina” refer to these two groups of sites, respectively, unless indicated otherwise.

PGT respondents were also asked to provide information about themselves and the mentees, such as demographic information (age, gender) and their experiences with the program (Appendix C). Respondents indicated that a majority of mentees (70%) had participated in a BBBS mentoring program for at least one year, while just under half had been matched with a new mentor in the past 12 months. Slightly over half of mentees identified as female, and a similar proportion fell in the age range of 10-12.

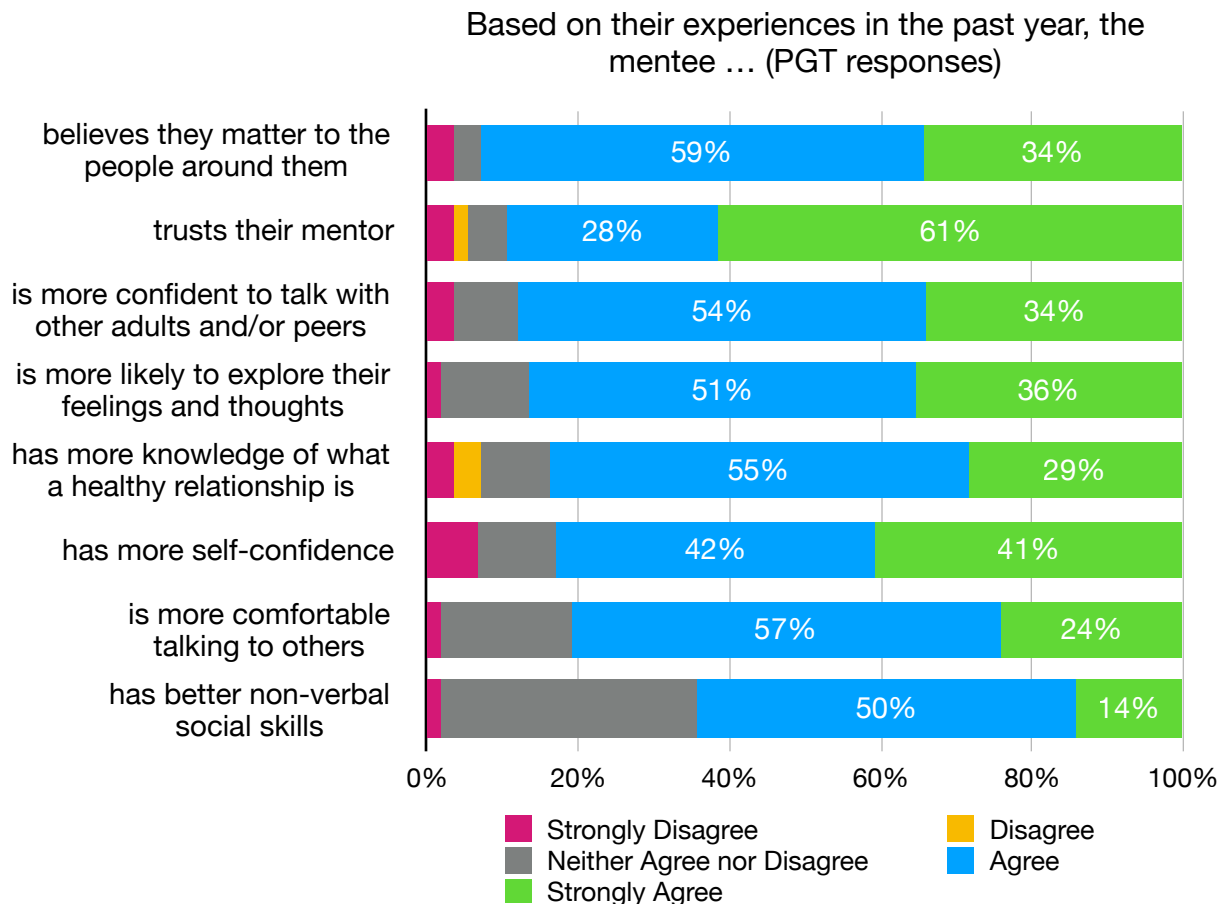
Similar questions were asked of mentors, though with more emphasis on their own background and identities (Appendix D). Most (76%) mentors responding to the survey had fewer than 3 years of experience as volunteers with BBBS, which rose to 88% for Regina sites. In a similar vein, two-thirds of these mentors had a new mentee match in the past 12 months. While the mentee age profile generally showed a similar curve to the responses from PGT’s, mentors at Saskatoon and area sites were more likely to volunteer with mentees 13 and older. In terms of mentor demographics, a majority were under the age of 30, with 75% identifying as female.

Outcomes for Mentees

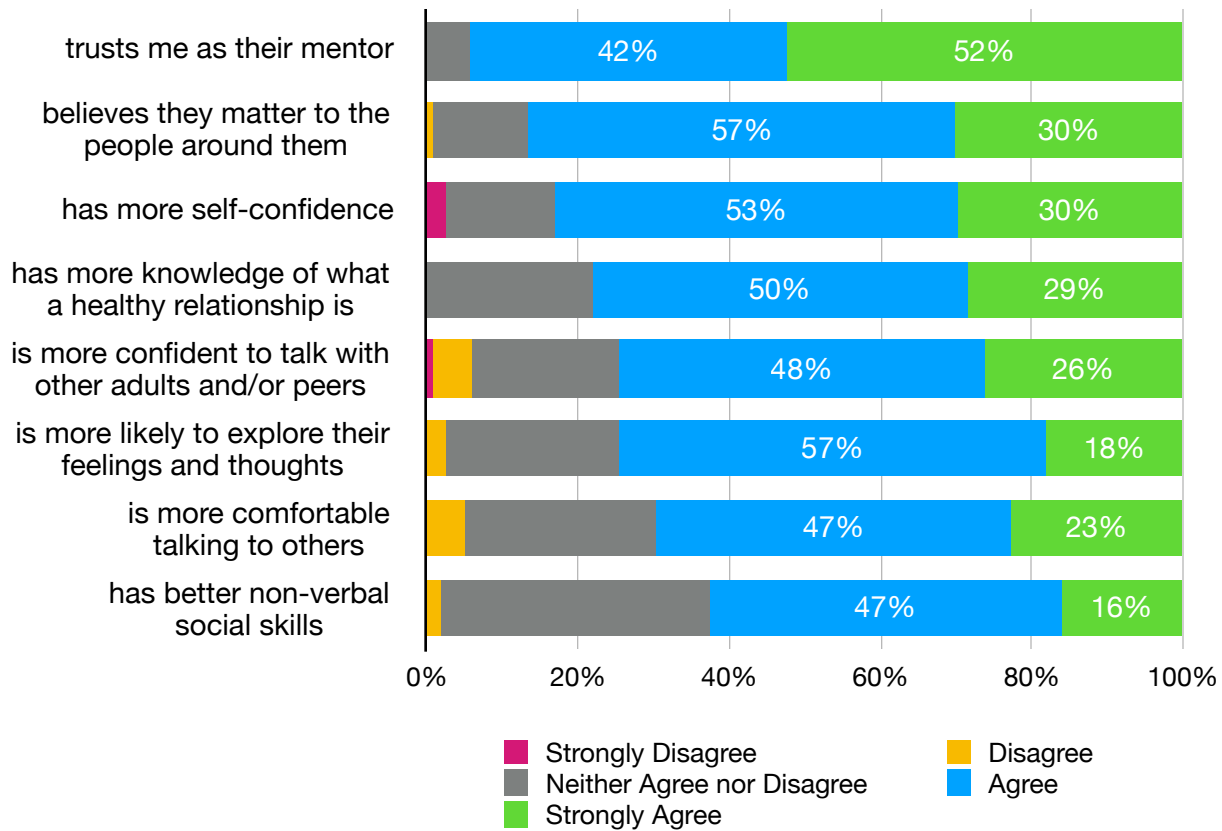
The following sections review the impact that the program had for mentees, drawing on MSC responses from all three groups and rating scale responses from mentors and PGT's. The responses are divided by the three evaluation questions described above, with each question associated with one or more DR area. Differences between sites, along with comparisons to data from previous years, are described in more detail in following sections.

Did mentees develop their social, emotional, language, and communication skills? (Challenge Growth, Express Care)

A key set of outcomes for mentees, particularly younger ones, is supporting them in developing self-confidence, ability to trust and interact with others, and skills in relation to emotional self-knowledge and expression. In line with the results from previous years, many PGT's and mentors indicated that mentees showed improvements in these areas, particularly in feeling that they mattered to those around them.



Based on their experiences in the past year, the mentee ... (Mentor responses)



The MSC responses provide further evidence for positive changes in this area. Several mentors and PGT’s commented on how the mentoring relationship has helped mentees feel seen and in turn contributed to them “opening up” or “coming out of their shell”, decreased shyness, and increased engagement with other youth and adults.

I am more confident in social situations ... I feel seen and heard where before I was quiet and felt I didn't matter. (Mentee)

Opening up and talking when she's usually shy and quiet ... the mentee is opening up and growing as a person. [Mentor]

[The mentee] was more withdrawn before she went to big brothers and big sisters so this has helped her to open up more. (PGT)

The ability of [the mentee] to open up about her personal life ... I don't think she has many people she can talk to in her family and I want her to be able to trust people and open up. (Mentor)

Increased self-confidence and feelings of self-worth were similarly identified as benefits for mentees.

[The mentee is] more confident! And is now easier to deal with plans not working out ... It'll help shape her into a much more emotionally mature adult. (PGT)

[The mentee] struggles a lot with many things. Socialization and self worth was always hard for her. Since being with her mentor she has become more confident, self esteem is higher and she has a place that has no judgement. It's significant because it helps her build lasting relationships and give her a sense of belonging which helps her stabilize in every day life. (PGT)

More outgoing, better mannerisms in social settings, more comfortable and confident. (Mentor)

Finally, improvements related to emotional expression were shared by several respondents.

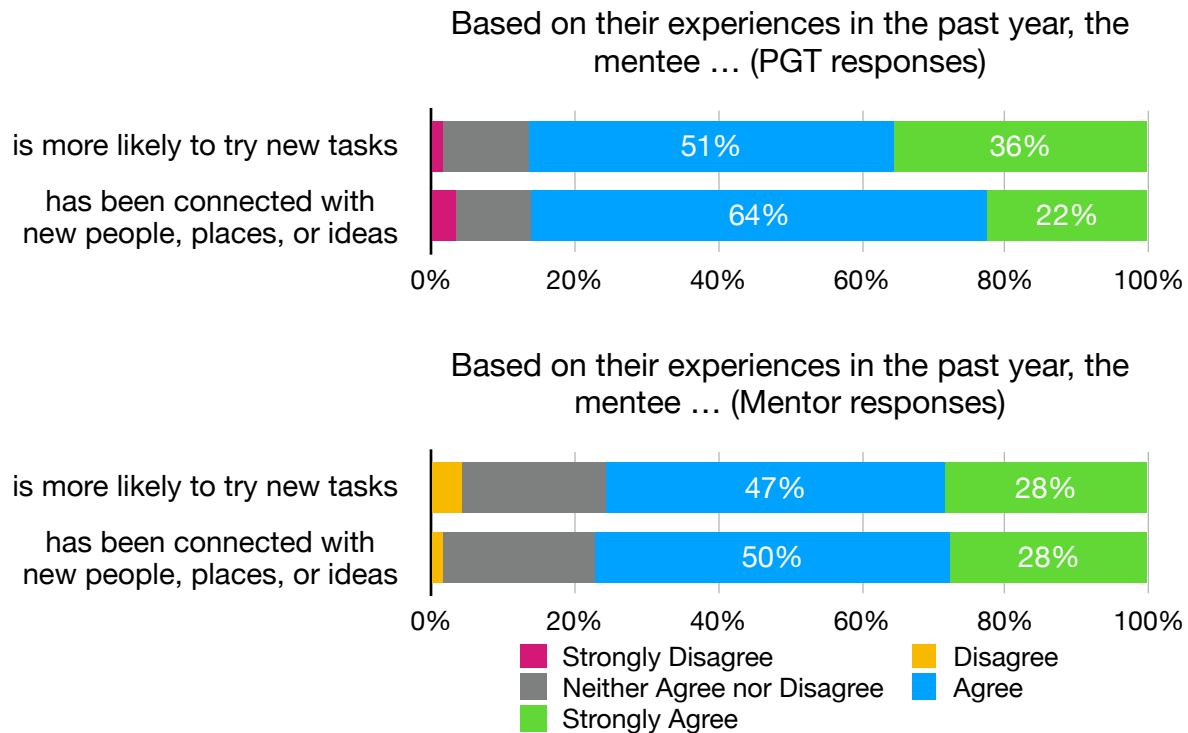
[The mentee is] opening up more to me and being more emotive. (Mentor)

Our conversations have gotten deeper and not just small talk, he has learnt to start to share his feelings with me. (Mentor)

[The mentee] is trusting her Big Sister and she is aware of her emotions and feelings. (PGT)

Did mentees participate in learning, culture, and recreation programs? (Expand Possibilities)

An additional focus of BBBS mentoring programs is to support and encourage mentees in engaging with new ideas, perspectives, and activities. Large majorities of PGT's and mentors indicated that they had seen positive changes for mentees in these areas, as demonstrated in the below charts.



Similarly, MSC responses from all three groups identified positive changes such as decreased fear of trying new activities, increased engagement with different interests, and positive attitudes and behaviours towards exploration.

I'm less afraid to try new things. (Mentee)

I am learning about interests I didn't know [the mentee] had. His areas of interest are growing due to his experiences with his mentor. (PGT)

It helps kids to know that there are many opportunities to explore and things to try to see what you want to be when you grow up. (PGT)

[The mentee's] understanding of the city she lives in ... She is then able to see the possibilities that are available, as well as she has a better knowledge of where she lives and has tried many new activities. (Mentor)

Several mentors also observed that as trust grew, the mentee would begin showing more curiosity about the mentor, such as through asking questions about their life.

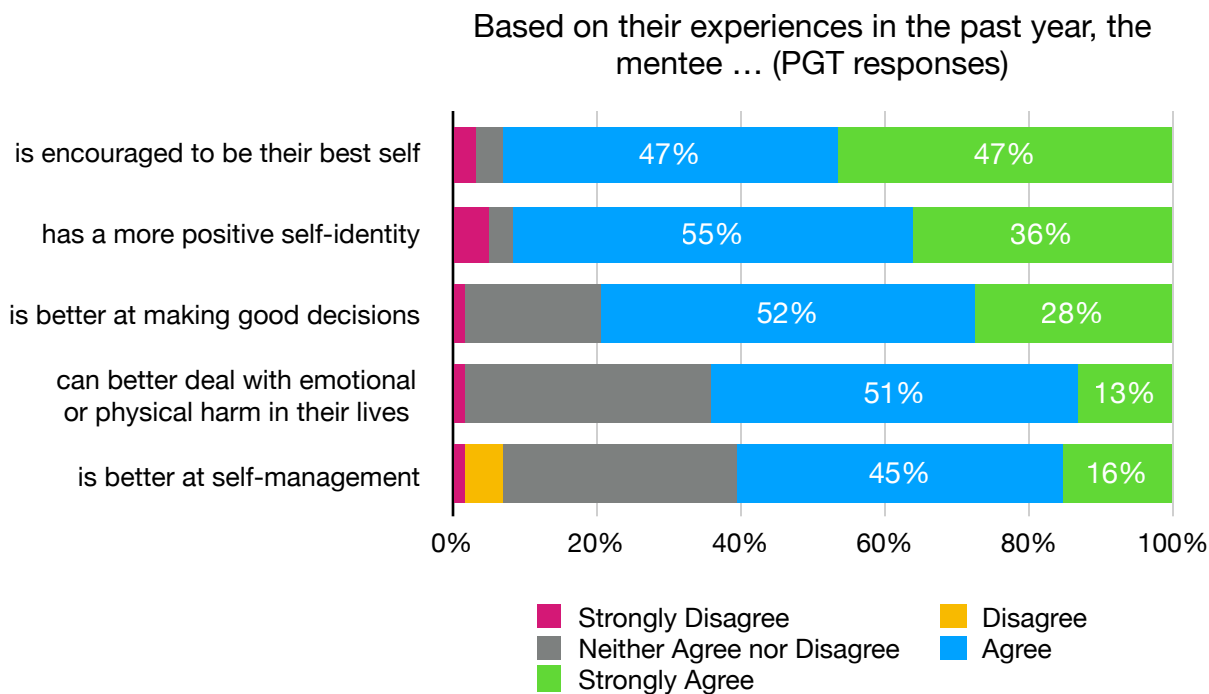
curiosity (she is asking questions about me now). (Mentor)

[The mentee] talks more, he asks me questions about my life and my career. (Mentor)

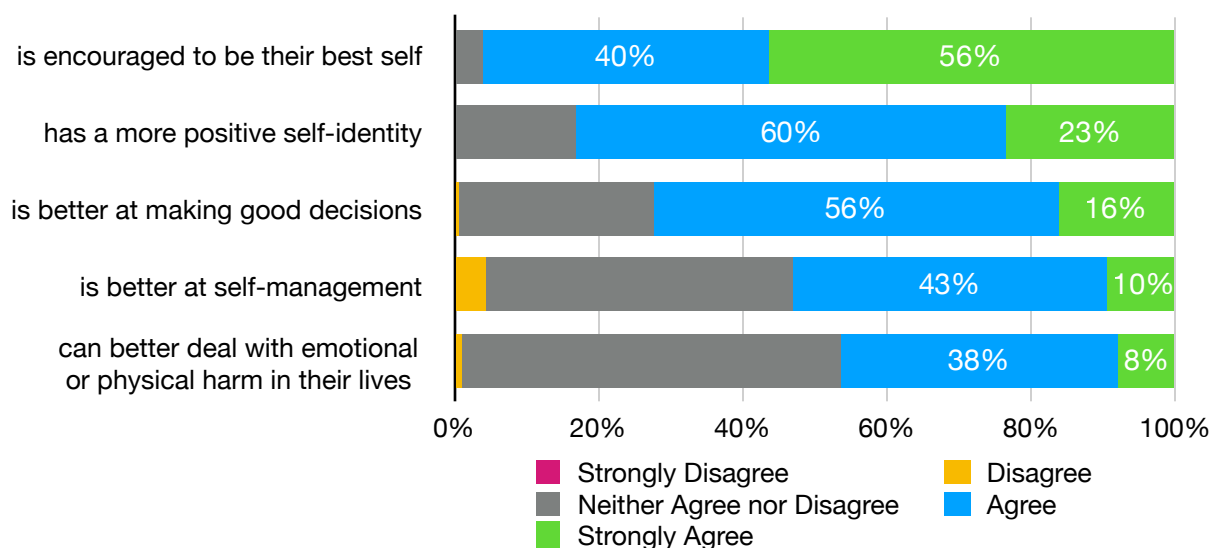
Did mentees gain the knowledge, skills, and supports to develop positive mental health, self-esteem, and healthy lifestyle behaviours? (Share Power, Provide Support)

[Mentoring] helps shape [the mentee’s] identity of self and become confident and contributing member of society, learning that she matters and to take up space (PGT)

The third evaluation question focused on positive self-development, including self-identity, handling challenges, and making positive life decisions. Similar to previous years, survey responses related to mentees being their “best self” and having a positive self-identity showed high levels of agreement, while others in this area had a relatively large number of “Neither Agree nor Disagree”, likely in relation to the age of the mentee.



Based on their experiences in the past year, the mentee ... (Mentor responses)



MSC responses focused on areas such as increased independence, emotional regulation, and ability to state their needs while maintaining boundaries.

The biggest aspect of growth that we have seen is in her attitude towards herself. (PGT)

She was incredibly shy and self-conscious when I met her. Now, she's independent while able to manage things like social anxiety and personal identity. (Mentor)

Self awareness ... It shows maturity and when she is able to identify how she is feeling, she can better regulate those emotions. (Mentor)

More confident, dealing with her emotions better, dealing with problems and obstacles better, over all acting more mature and her age. (PGT)

She is more outspoken about what she wants to participate in and what she does not want to do with our time together. It is important for everyone to be able to voice concerns and what makes them uncomfortable. It's also important to foster autonomy in making decisions. (Mentor)

Additional Findings

Similar to findings from last year's evaluation, some respondents noted that mentees were demonstrating more interest in attending school and improvements to grades as a result.

More confident ... her teachers have even said she is so much more mature and doing better academically. (Mentor)

More confident. Finding that he is becoming more active and now is enjoying school and getting good grades. He is trying to get onto the honour roll at school. (PGT)

Two PGT respondents also commented on the benefits they saw for male mentees to be matched with a mentor of the same gender.

Previously he had only been around males that were not good role models and thought that was how all males were. He now has a better understanding of what it is to have a positive male in his life. (PGT)

Comparisons Across Sites

Sufficient responses were received from Saskatoon and affiliated program sites as well as Regina BBBS and affiliated sites to examine differences between these two groups and in relation to overall trends. The tables in Appendix E list differences in positive (agree and strongly agree) responses related to mentee outcomes between Saskatoon, Regina BBBS, and all sites, for both mentors and PGT's.

When examining overall ratings, the differences between sites were minor: for example, the median score across all ratings ranged from 86% (All sites and Saskatoon) to 88% (Regina BBBS) for PGT's and 76% (All sites) to 81% (Regina BBBS) for mentors. Some specific ratings showed a large variation between sites, though there was a lack of consistency between the two respondent groups: for example, Saskatoon-affiliated PGT's provided a 95% agreement rating for "my mentee is more comfortable talking to others" compared to 60% for PGT's connected to Regina BBBS sites, while mentors volunteering with Regina BBBS sites were more likely to agree to a similar statement (79% compared to 72% for Saskatoon-based mentors). It is possible these differences reflect specific differences in relation to program focus or mentor interest.

The number of responses received from Lloydminster PGT's and mentors fell just short of the threshold to allow for direct comparison with other sites. The responses from this site related to mentee outcomes are summarized in Appendix F.

Comparisons across Age Groups

By asking survey respondents this year to provide information on mentee age, we could examine differences in outcomes between different age groups. Sufficient numbers of responses were received to examine differences between the groups of 7-9, 10-12, and 13 and older for responses received from mentors, and the older two groups for PGT responses. These findings are presented in Appendix G.

For the PGT responses, older mentees were more likely to show improvements in the areas of making good decisions (21% more positive responses) and being more confident in talking with other adults or peers (13%) compared to younger mentees. In contrast, younger mentees were rated as showing more improvement in areas such as non-verbal social skills (22% more positive responses), positive self-identity (15%), and improved knowledge of healthy relationships (14%).

Interestingly, for some of the outcomes rated by the mentors, it was the middle age group (10-12 years old) that showed the highest level of improvements. For example, 83% of mentors saw evidence of improvement for 10-12 year old mentees in feeling more comfortable talking with others, compared to 68% for older mentees and 58% for younger ones. These results suggest that some outcomes are more relevant for different age groups.

Comparisons with 2023 Results

A similar outcome evaluation of BBBS mentoring programs was conducted by Strong Roots Consulting in 2023. Due to similarity of language in the PGT versions of the survey, we were able to compare survey rating results between the two years.

Overall, the results were comparable between 2023 and 2024. The percentage of “Agree” or “Strongly Agree” ratings from PGT’s across all areas of growth was 82% in 2024, representing a small increase from 79% in 2023. As the table in Appendix G indicates, the largest rating increase came from questions related to mentees exploring their thoughts and feelings (10% increase), believing they matter to the people around them (9%), and being better at making good decisions and self-management (both 8%). In contrast, only one question showed an appreciable decline between the two years, related to the mentee trusting their mentor (7% decrease): this change likely reflects the concerns raised by some of the PGT’s discussed above.

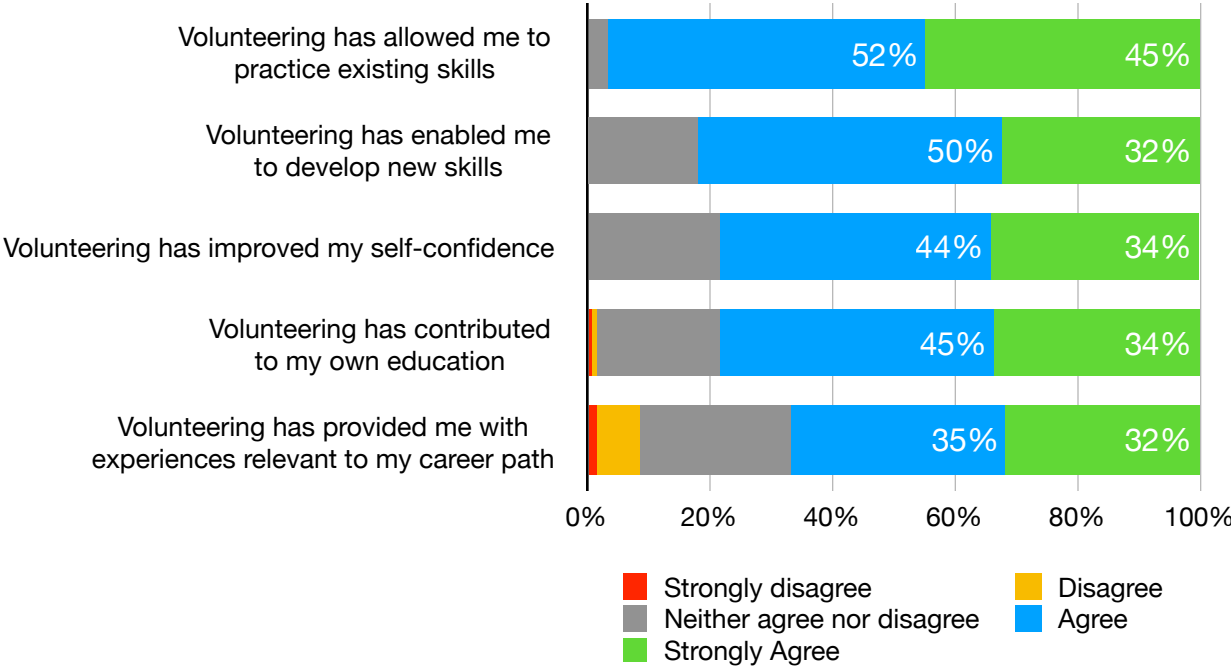
Similar to the small decrease in ratings between 2022 and 2023 (discussed in last year’s report), it is unclear as to what led to the increase in this most recent period. Given the relatively small magnitude of the change (3% between both years), it is possible that it simply reflects natural variation in responses over time. If similar changes are identified in future years, the

collection of mentee demographic information can provide explanatory data to identify potential reasons for these differences, such as a shift in average participant age or amount of experience with the program.

Outcomes for Mentors

I have grown in my ability to urge him to try new things and not be put off by his abrasiveness ... I am proud of myself and able to see that even as I'm older I am capable of growth. That inspires me to try other new things and believe in myself.
(Mentor)

In addition to questions related to their mentees, mentors were also asked to reflect on beneficial outcomes and personal growth that they may have experienced as a result of volunteering for BBBS, both through a series of rating scale questions as well as two open-ended MSC questions. As demonstrated in the graph below, a majority of respondents either “Agreed” or “Strongly agreed” with the five listed outcomes, ranging from 97% for “Volunteering has allowed me to practice existing skills” to 67% for “Volunteering has provided me with experiences relevant to my career path”.



Several additional outcomes were identified through the MSC responses, including improving their ability to communicate and understand with children and youth, strengthening their own patience and ability to be present with their mentees, and gaining new perspectives and insights.

Trying to be patient and calm. Encouraging trying new things and teaching her how to do things. Also stepping back and letting her take the lead at times ... sometimes I want to show people the "right" way to do things but it is good to give people the opportunity to explore activities and do things in their own way. (Mentor)

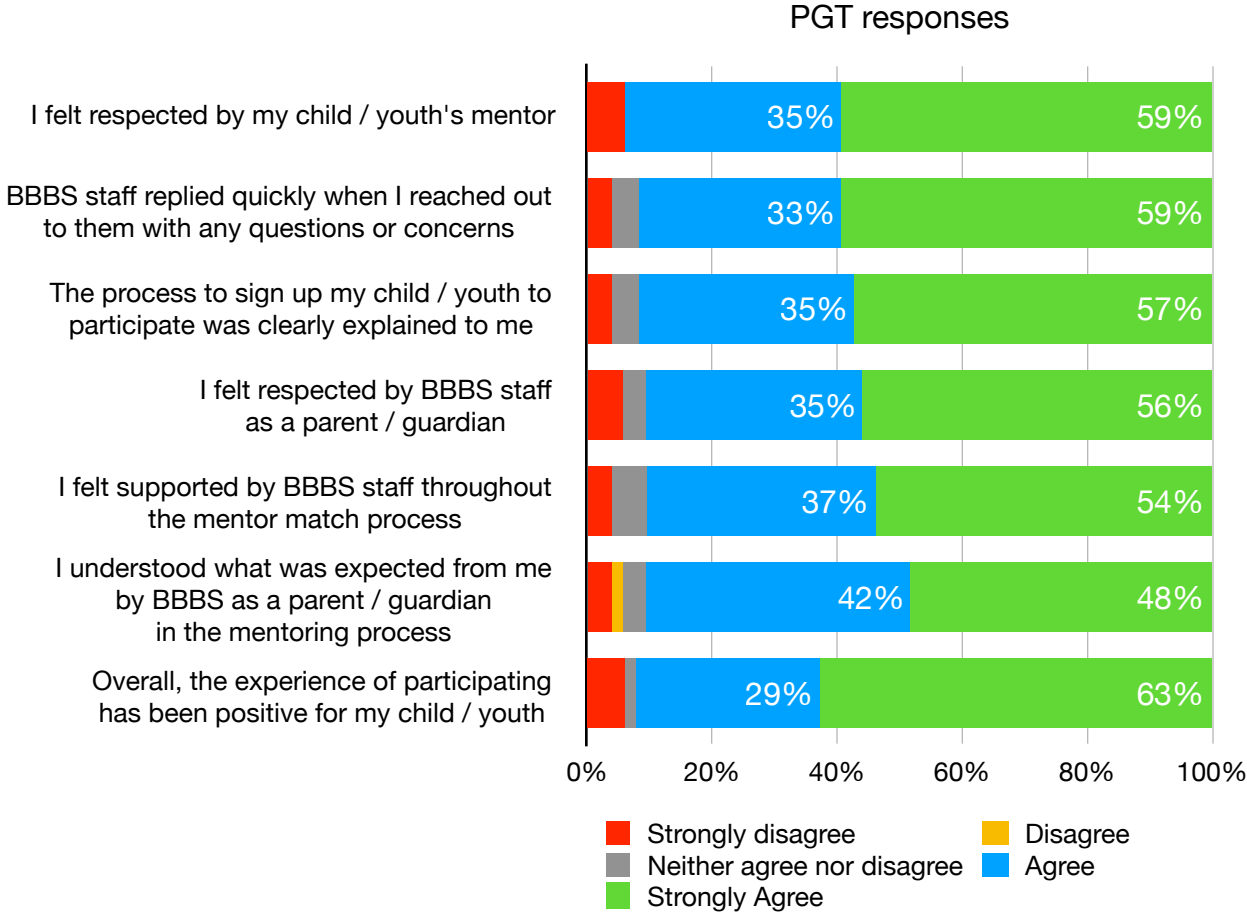
I was thankful to learn more about working with those ages ... I also gained a lot of knowledge about family dynamics and some of the challenges faced by families and youth in [City], particularly our Indigenous youth. (Mentor)

The biggest growth for myself is broadening my perspective. Spending time with someone who comes from a different background than my own has made me think differently about things and has expanded my view of the world. (Mentor)

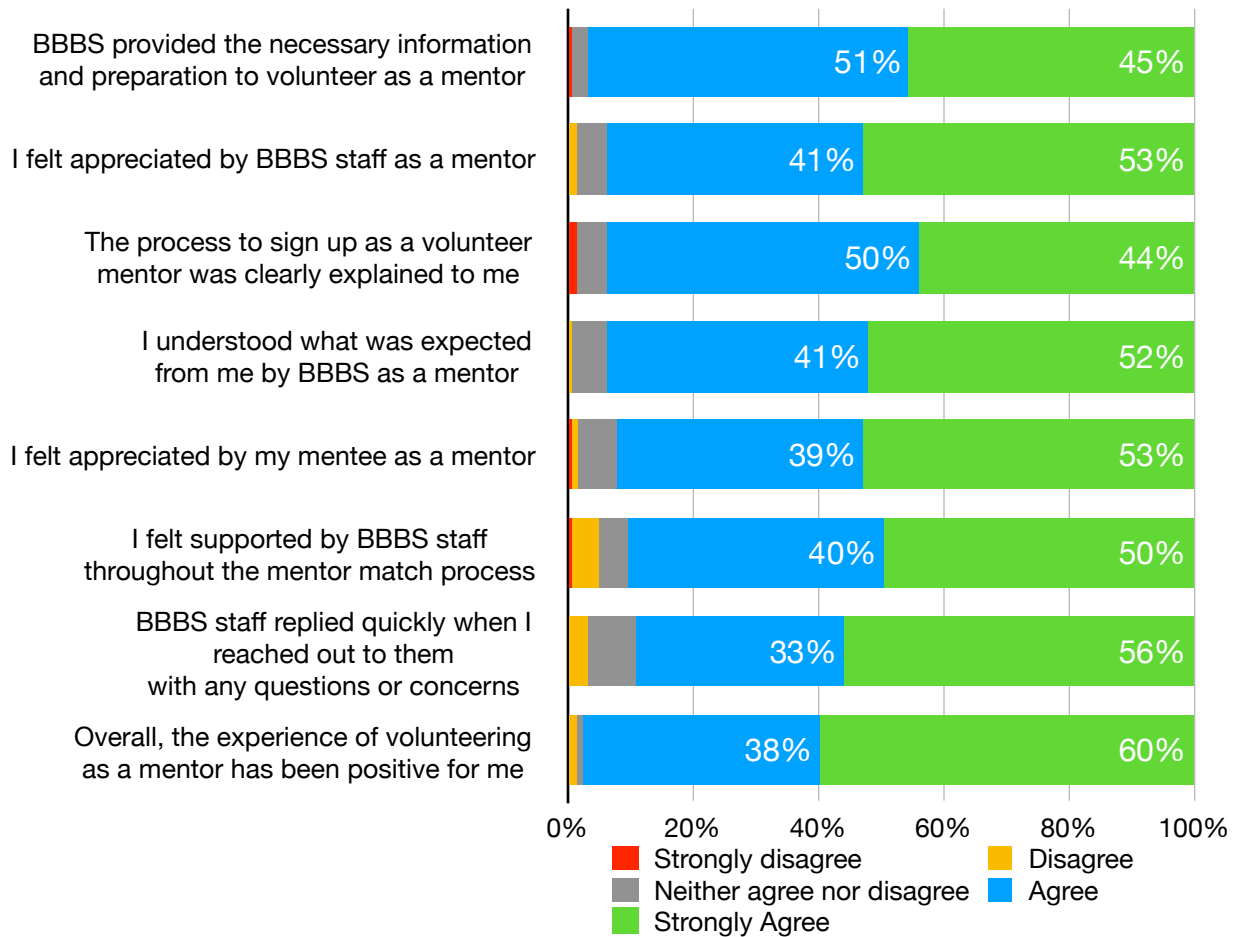
Program Feedback and Overall Satisfaction

I've been in for 10+ years and I am very happy I joined back then. Since, I have been able to encourage 2 friends and a sibling to get involved as well which has been rewarding to see. (Mentor)

Mentors and PGT’s were both asked a series of process-related questions, covering topics such as communication with BBBS staff and the process of signing up as a volunteer or enrolling a mentee with the program. This series of questions also included an overall satisfaction rating. As indicated by the two charts on the following page, ratings were overall very high from both sets of respondents: over 90% of PGT responses were “Agree” or “Strongly agree” for all questions in this section, with the mentor survey data showing a similar pattern of responses.



Mentor Responses



While most open-ended comments in this area were positive, some mentors shared specific concerns regarding communication with BBBS sites, while a PGT respondent shared concerns about a mentor disengaging without notice and the resulting diminishing of trust for the mentee.

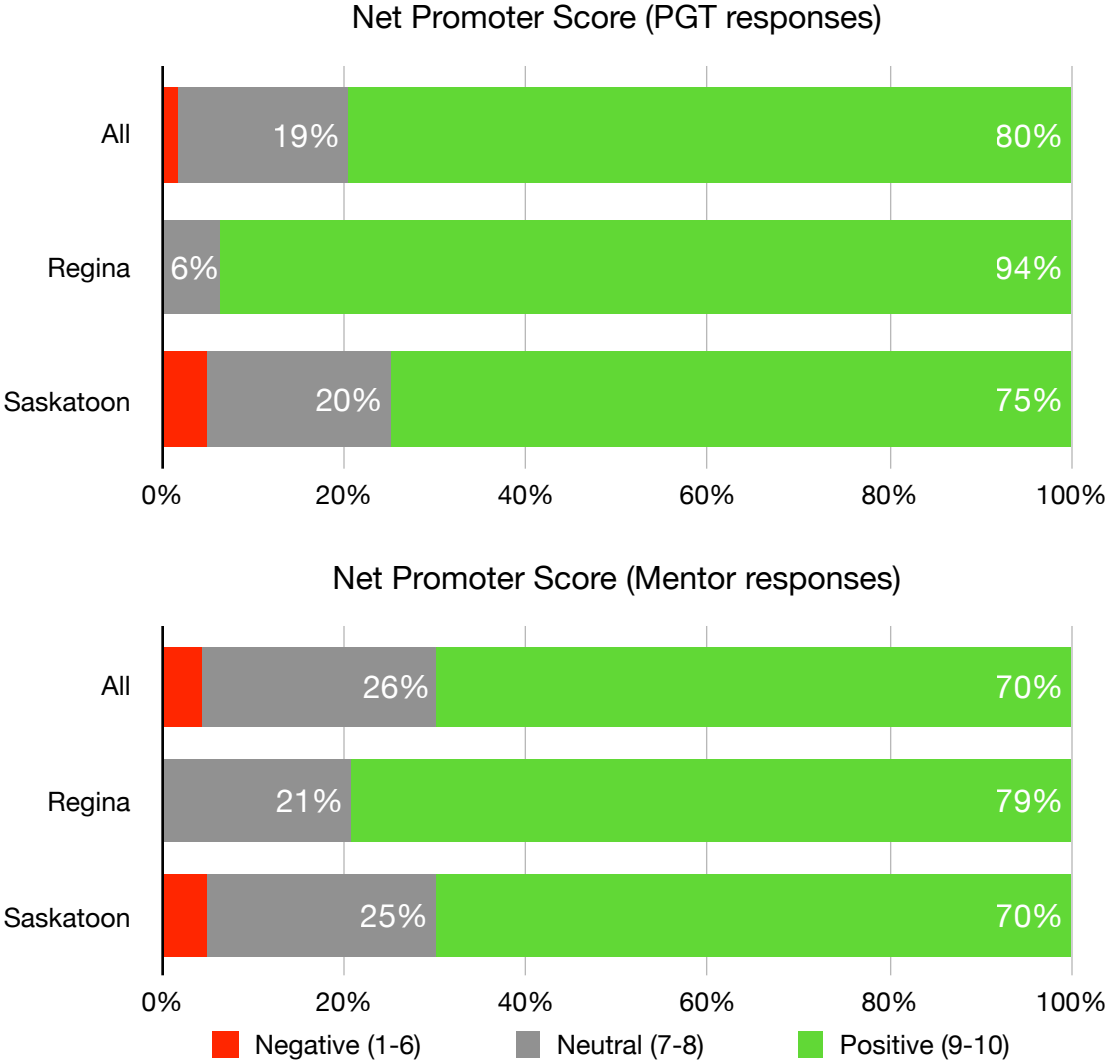
I think there just needs to be more consistent email communication when possible. Outlining when the next meet-up between mentors and BBBS would occur (either via phone or in-person) would also be beneficial. (Mentor)

He does not trust his mentor anymore because his mentor didn't even make closure on their mentoring relationship. (PGT)

Please keep me updated of coordinator's new contact information when they change. (Mentor)

Respondents provided additional suggestions for improvement such as providing more ideas for activities for matches to engage in, streamlining the onboarding process for both mentors and mentees, and specifically recruiting more male mentors.

In addition to the overall satisfaction questions reported above, mentors and PGT’s were also asked to rate on a scale from 1-10 the likelihood of them recommending volunteering with BBBS (mentors) or participating in the program (PGT’s) to someone else who would be interested. Under the Net Promoter Score approach, scores of 9 and 10 are considered “positive”, 7 and 8 “neutral”, and 6 and lower “negative”. The charts below summarize the scores from the two respondents groups. In summary, PGT’s were slightly more likely to provide a positive score: similarly, ratings were slightly higher for those associated with the Regina BBBS sites compared to Saskatoon.



The difference in scores between the two sites likely represent the effect of specific concerns raised by a small number of Saskatoon PGT’s and mentors, as shared above.

Conclusion and Recommendations

Overall, the evaluation results indicate that the evaluated BBBS programs are contributing to positive outcomes for participating children and youth in the DR areas. Based on both the quantitative ratings made by mentors and PGT's through the survey and the MSC responses provided by those groups along with mentees, there is clear evidence that many mentees grew in self-confidence through participating. Additional benefits included building trusting relationships with their mentor and other youth and adults, improving their ability to understand and share their emotions, exploring new ideas and experiences, and developing a more positive self-identity. These findings were identified across BBBS program sites, with some specific differences noted that may reflect differences in program focus or participating mentees. Additionally, the findings represent a slight overall improvement compared to 2023 results.

Overall satisfaction with the program continued to be high for both mentors and PGT's, with strong majorities of both groups agreeing that the experience has been positive and that they would recommend participation to others. Through a new set of rating questions, mentors indicated positive outcomes for themselves through their participation, particularly in being able to practice existing skills, develop new abilities, and improve their self-confidence, particularly in how to communicate with and support children and youth. One area for improvement was continuing to improve communication between BBBS sites, mentors, and mentees.

For the evaluation process itself, this is the first year that one survey period was used to assess mentee outcomes, mentor outcomes, and satisfaction of both mentors and PGT's with BBBS programs. Based on the high response rates, particularly for mentors, and the depth of information provided through this method, we recommend continuing this format as a means to avoid survey fatigue.

Potential changes for future data collection include:

- Add additional rating questions for mentee outcomes in terms of school interest and achievement
- Add additional rating questions for mentor outcomes
- Refine demographic and identity questions, such as by adding questions related to neurodiversity and cognitive disabilities
- Provide clearer explanations for why demographic and identity information is collected
- Consider holding focus groups or other conversations with mentees to better incorporate their own perspectives

Appendices

Appendix A: Rating Questions - Mentee Outcomes

On a scale from 1 (strongly disagree) to 5 (strongly agree), please indicate how much you agree with the following statements:

(Note: each statement started with “Since starting the program, my child/grandchild/student ...”

Question	DR Area
has more self-confidence has more confident to talk with other adults and/or peers is more likely to explore their feelings and thoughts is more comfortable talking to others (e.g., talk more often to friends and adults) trusts their mentor has more knowledge of what a healthy relationship is has better non-verbal social skills (e.g., eye contact, body language) believes they matter to the people around them (feel understood and valued)	Challenge Growth / Express Care
is more likely to try new tasks has been connected with new people, places, or ideas	Expand Possibilities
has a more positive self-identity. (e.g., happy, confident, believe in themselves) is better at making good decisions is better at self-management (time management, emotional regulation, etc.) can better deal with emotional or physical harm in their lives is encouraged to be their best self	Share Power / Provide Support

Appendix B: Rating Questions - Mentor Outcomes

On a scale from 1 (strongly disagree) to 5 (strongly agree), please indicate how much you agree with the following statements:

(Note: each statement started with “Volunteering has ...”)

- improved my self-confidence
- enabled me to develop new skills
- allowed me to practice existing skills
- contributed to my own education
- provided me with experiences relevant to my career path

Appendix C: Survey Demographics - PGT Responses

	All Sites	Regina	Saskatoon	Lloydminster
Respondent role				
Parent or Legal Guardian	44	17	14	7
Grandparent	6	0	1	1
Teacher / School Liaison	8	0	5	5
Other	2	0	2	0
Length of time in BBBS mentoring				
Less than 1 year	17	6	6	4
Between 1 and 3 years	32	10	8	6
3 to 5 years	8	1	2	3
More than 5 years	3	0	1	0
New match in past 12 months?				
Yes	26	7	7	7
No	34	10	15	6
Mentee gender				
Male	25	7	8	6
Female	33	10	8	6
Non-Binary	0	0	0	0
Prefer not to say / no answer	1	0	1	0
Mentee age				
7-9	7	3	0	3
10-12	26	6	10	4
13-15	17	6	7	2
Mentee identities (could select multiple)				
First Nations	22	4	12	3
Métis	5	0	2	2
Inuit	1	0	1	0
Newcomer to Canada	2	0	2	0
Racialized individual ("visible minority")	5	2	2	1
Person with a disability	8	4	2	1
Member of the LGBTQ2S+ community	0	0	0	0

Appendix D: Survey Demographics - Mentor Responses

	All Sites	Regina	Saskatoon	Lloydminster
Length of time volunteering with BBBS				
Less than 1 year	57	19	23	5
Between 1 and 3 years	41	11	21	4
3 to 5 years	15	1	10	2
More than 5 years	15	3	8	3
New match in past 12 months?				
Yes	75	22	31	10
No	38	12	31	3
Mentee age				
7-9	17	5	7	4
10-12	47	16	22	4
13-15	34	5	17	4
16 or older	7	0	7	0
Mentor age				
18-29	66	14	33	4
30-44	45	15	22	7
45-59	13	3	6	3
60-74	1	0	1	0
Mentor gender				
Male	28	9	14	3
Female	95	25	46	
Non-Binary	1	0	1	0
Prefer not to say	4	0	1	0
Mentor identities (could select multiple)				
First Nations	2	1	2	0
Métis	8	2	3	1
Inuit	0	0	1	0
Newcomer to Canada	5	2	2	0
Racialized individual ("visible minority")	14	3	5	2
Person with a disability	6	0	4	0

	All Sites	Regina	Saskatoon	Lloydminster
Member of the LGBTQ2S+	12	2	2	1

Appendix E: Mentee Outcomes by Program Site

% Agree or Strongly agree (PGT Responses)

	All	Regina	Saskatoon	Largest difference
is more comfortable talking to others (e.g., talk more often to friends and adults).	81%	60%	95%	35%
has more self-confidence.	83%	69%	91%	22%
is better at making good decisions.	79%	75%	90%	15%
is better at self-management (time management, emotional regulation, etc.).	60%	56%	71%	15%
is more likely to try new tasks.	86%	100%	86%	14%
is more confident to talk with other adults and/or peers.	88%	100%	86%	14%
has more knowledge of what a healthy relationship is.	84%	88%	76%	11%
can better deal with emotional or physical harm in their lives.	64%	60%	68%	8%
has been connected with new people, places, or ideas.	86%	94%	86%	8%
has better non-verbal social skills (e.g., eye contact, body language).	64%	63%	70%	8%
has a more positive self-identity. (e.g., happy, confident, believe in themselves)	91%	88%	86%	6%
is more likely to explore their feelings and thoughts.	86%	88%	91%	4%
trusts their mentor.	89%	87%	86%	4%
believes they matter to the people around them (feel understood and valued).	93%	94%	90%	3%
is encouraged to be their best self.	93%	94%	90%	3%
Median Score Across all Ratings	86%	88%	86%	

% Agree or Strongly agree (Mentor Responses)

	All	Regina	Saskatoon	Largest difference
is better at self-management (time management, emotional regulation, etc.)	53%	70%	47%	23%
is better at making good decisions	72%	85%	65%	20%
is more comfortable talking to others (e.g., talk more often to friends and adults)	70%	79%	72%	10%
has a more positive self-identity. (e.g., happy, confident, believe in themselves)	83%	88%	79%	9%
is more likely to explore their feelings and thoughts	75%	71%	80%	9%
is more likely to try new tasks	76%	84%	77%	9%
has more self-confidence	83%	88%	80%	8%
has been connected with new people, places, or ideas	77%	81%	74%	7%
is encouraged to be their best self	96%	100%	94%	6%
is more confident to talk with other adults and/or peers	75%	81%	75%	6%
can better deal with emotional or physical harm in their lives	46%	50%	46%	4%
trusts me as their mentor	94%	97%	93%	3%
has more knowledge of what a healthy relationship is	78%	77%	80%	3%
believes they matter to the people around them (feel understood and valued)	87%	87%	85%	2%
has better non-verbal social skills (e.g., eye contact, body language)	63%	65%	63%	2%
Median Score Across all Ratings	76%	81%	77%	

Appendix F: Mentee Outcomes (Lloydminster)

% Agree or Strongly agree (Lloydminster)

	PGT's	Mentors
has a more positive self-identity. (e.g., happy, confident, believe in themselves)	100%	86%
trusts their mentor	100%	93%
believes they matter to the people around them (feel understood and valued)	92%	86%
has more knowledge of what a healthy relationship is	92%	71%
has more self-confidence	92%	79%
is encouraged to be their best self	92%	100%
is more confident to talk with other adults and/or peers	92%	62%
has been connected with new people, places, or ideas	85%	79%
is more comfortable talking to others (e.g., talk more often to friends and adults)	85%	54%
is better at making good decisions	77%	64%
is more likely to try new tasks	77%	79%
is more likely to explore their feelings and thoughts	69%	79%
has better non-verbal social skills (e.g., eye contact, body language)	54%	71%
can better deal with emotional or physical harm in their lives	50%	33%
is better at self-management (time management, emotional regulation, etc.)	46%	29%

Appendix G: Mentee Outcomes by Age Groups

% Agree or Strongly agree (PGT Responses)

	All mentee ages	10 to 12	13 and older	Difference
is better at making good decisions.	90%	73%	94%	21%
is more confident to talk with other adults and/or peers.	86%	81%	94%	13%
is more comfortable talking to others (e.g., talk more often to friends and adults).	95%	81%	88%	7%
trusts their mentor.	86%	88%	94%	6%
has been connected with new people, places, or ideas.	86%	88%	94%	6%
is more likely to explore their feelings and thoughts.	91%	88%	94%	5%
is better at self-management (time management, emotional regulation, etc.).	71%	62%	63%	1%
is more likely to try new tasks.	86%	88%	88%	-1%
is encouraged to be their best self.	90%	96%	94%	-2%
believes they matter to the people around them (feel understood and valued).	90%	96%	94%	-2%
has more self-confidence.	91%	85%	75%	-10%
can better deal with emotional or physical harm in their lives.	68%	74%	64%	-10%
has more knowledge of what a healthy relationship is.	76%	88%	73%	-14%
has a more positive self-identity. (e.g., happy, confident, believe in themselves)	86%	96%	81%	-15%
has better non-verbal social skills (e.g., eye contact, body language).	70%	75%	53%	-22%

% Agree or Strongly agree (Mentor Responses)

	Younger than 10	10 to 12	13 and older	Largest difference
is better at self-management (time management, emotional regulation, etc.).	72%	58%	35%	37%
is more comfortable talking to others (e.g., talk more often to friends and adults).	58%	83%	68%	25%
is more likely to try new tasks.	85%	86%	63%	23%
is more likely to explore their feelings and thoughts.	85%	84%	63%	23%
has better non-verbal social skills (e.g., eye contact, body language).	74%	63%	59%	15%
is better at making good decisions.	75%	78%	65%	13%
believes they matter to the people around them (feel understood and valued).	95%	91%	83%	13%
has a more positive self-identity. (e.g., happy, confident, believe in themselves)	90%	89%	78%	12%
can better deal with emotional or physical harm in their lives.	56%	47%	44%	12%
has more self-confidence.	85%	91%	80%	11%
is more confident to talk with other adults and/ or peers.	78%	82%	71%	11%
trusts me as their mentor.	95%	98%	90%	7%
is encouraged to be their best self.	100%	96%	93%	7%
has more knowledge of what a healthy relationship is.	80%	83%	82%	3%
has been connected with new people, places, or ideas.	80%	80%	78%	3%

Appendix H: PGT Rating Changes, 2023 to 2024

% Agree or Strongly agree

	DR Area	2023	2024	Difference
is more likely to explore their feelings and thoughts	Challenge Growth / Express Care	77%	87%	10%
believes they matter to the people around them	Challenge Growth / Express Care	84%	93%	9%
is better at making good decisions	Share Power / Provide Support	71%	80%	9%
is better at self-management	Share Power / Provide Support	53%	61%	8%
is more likely to try new tasks	Expand Possibilities	80%	87%	7%
has more knowledge of what a healthy relationship is	Challenge Growth / Express Care	79%	84%	5%
has more positive self-identity	Share Power / Provide Support	87%	91%	4%
is more confident to talk with other adults and/or peers	Challenge Growth / Express Care	85%	88%	3%
is encouraged to be their best self	Share Power / Provide Support	91%	94%	3%
can better deal with emotional or physical harm in their lives	Share Power / Provide Support	61%	64%	3%
has been connected with new people, places, or ideas	Expand Possibilities	85%	86%	1%
has more self-confidence	Challenge Growth / Express Care	83%	83%	0%
is more comfortable talking to others	Challenge Growth / Express Care	82%	81%	-1%
has better non-verbal social skills	Challenge Growth / Express Care	65%	64%	-1%
trusts their mentor	Challenge Growth / Express Care	96%	89%	-7%