

# The Power and Purpose of Peer Mentorship Training Results October 2024

[www.giveanhour.org](http://www.giveanhour.org)

## OVERVIEW

Give an Hour's "Power and Purpose of Peer Mentorship" training is designed to leverage the unique strengths of lived experience and shared backgrounds in fostering resilience and building supportive networks among justice-impacted citizens.

This 90-minute in-person mental health training, facilitated by Give an Hour staff members, was delivered to a group of 8 participants at a WorkSource Montgomery office in Maryland.

This tailored training aims to provide practical skills that promote protective factors, such as increasing connectedness and supporting peers through shared understanding and mutual benefit.

Data from this initial session—part of a three-part series (two in-person and one virtual)—will inform further program development and underscore the importance of peer mentorship in enhancing workforce resilience.

We noted the net transformation score is lower than our typical scores. We believe this is because this is just part 1 of a 3 part series and expect a higher transformation score at the end of the series.

## DATA SUMMARY



Average confidence in managing mental health while reentering the workforce.



Average helpfulness of this training and its impact on personal and professional life.



All participants experienced challenges as they reentered the workforce:

- 62.50% in finding a job
- 50% in mental health support
- 37.50% lack of work experience
- 37.50% in facing stigma or discrimination
- 25% lack of support systems



All participants access resources or support systems to improve their wellness:

- 50% have accessed counseling or therapy
- 50% have accessed training programs
- 50% have accessed family or friends
- 37.50% have accessed job placement services
- 25% have accessed peer support
- 12.5% have accessed religion or spirituality

## DEMOGRAPHICS



- 5 Male
- 1 Female
- 2 Unspecified

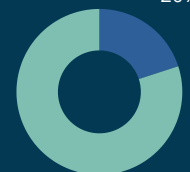
Unspecified  
30%



Seeking Employment  
30%

Employed  
40%

Unspecified  
20%



Black or African American  
80%



Give an Hour trainers, Julie Wells and Ashley Keaton Deliver the First Installment of "The Power and Purpose of Peer Support" at our partners, WorkSource Montgomery

## PARTICIPANT SUGGESTIONS

- One participant suggested including more content on "mentoring skills" in future trainings.
- Another participant mentioned self-care as a potential topic for further exploration, including personal well-being practices.
- One participant noted a need for support system improvement. This could indicate a desire for more focus on building or accessing supportive relationships outside of training.
- One participant identified difficulty managing letdowns and needing support with communication highlight areas for skill development.
- 25% of those who joined this initial training resonated with the topic or concept of peer mentorship

## WHAT WE HEARD DURING TRAINING



### What participants think of when they hear 'Peer Support'

- A mutual teaching relationship (friend to friend).
- The need for boundaries to avoid complications in familiar relationships.
- The importance of the right approach and training to build trust and provide resources.
- The distinction between peer mentorship (equal power) and traditional mentorship.



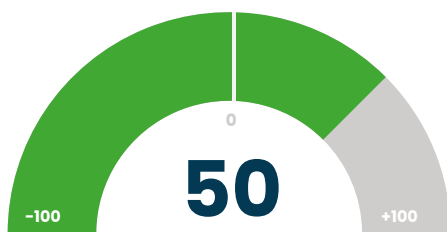
### What participants think of when they hear 'Trauma'

- Personal reflections on generational trauma and childhood triggers.
- Understanding of adverse experiences that severely impact mental and physical health.
- Concerns about trust, or the lack thereof.



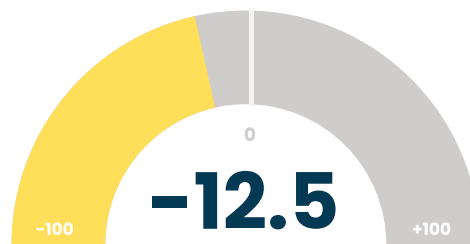
Discussions revealed that labels like "**justice impacted**" versus "**returning citizen**" don't change the stigma associated with being labeled a felon. This conversation came up as we were trying to understand the importance of language and how they prefer to be referred to.

### Customer Satisfaction



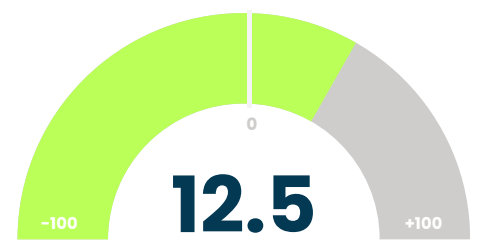
NET PROMOTER SCORE

### Positive impact Give an Hour has had on their life.



NET TRANSFORMATION SCORE

### Sense of empowerment to overcome barriers in their life.



NET EMPOWERMENT SCORE

Good



A Net Promoter Score (NPS) of 0 is considered good, indicating a balance of promoters and detractors. Each increase reflects stronger strength of score in either direction.