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**Big Brothers Big Sisters**

National Conference



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# Training Wheels: Post-Match Training Development

Melissa Hutchins

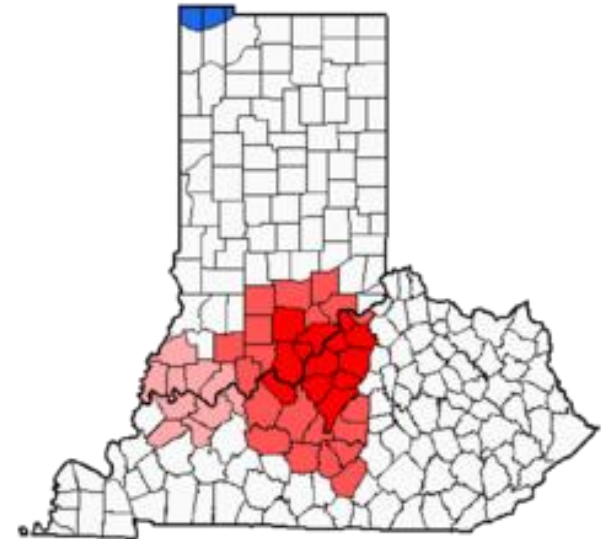


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# Wilkommen!

I am Melissa Hutchins, the Training and Quality Assurance Coordinator at Big Brothers Big Sisters of Kentuckiana.





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# Are you in the right workshop?

Today our session is all about post-match training. We'll cover post-match training in the following contexts:

- Big Brother Big Sisters of Kentuckiana's post-match training development
- Your agency's post-match training
- Tools to create or enhance post-match training for all of us!





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# So, you ARE in the right workshop? GREAT!

Let's take a minute to talk to each other.

- Who are you?
- Why are you here?
- Where are you going?





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# So, why BBBSKY Post-Match Training?

We really do have a story to tell. Let's start from the beginning. Well, not really the very beginning. How about 6 years ago?

**History  
will be kind  
to me for I  
intend to  
write it.**

Winston Churchill



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# Picture it... Kentuckiana... 2009

- Quarterly Bigs' Forums



- Bi-monthly Big Little Trainings (BLT)



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# And then... OJJDP AWARD 2011-JU-FX-0013

**Study goal:** To develop, implement, and evaluate the impact of additional training and enhanced match support for volunteer mentors in the BBBSKY Community Based Programs (CBM) and Site Based (SB) programs.

- Partnership with Pacific Institute of Research and Evaluation
- Experimental Design
  - Control Group = Business as usual
  - Test Group = Enhanced support and training

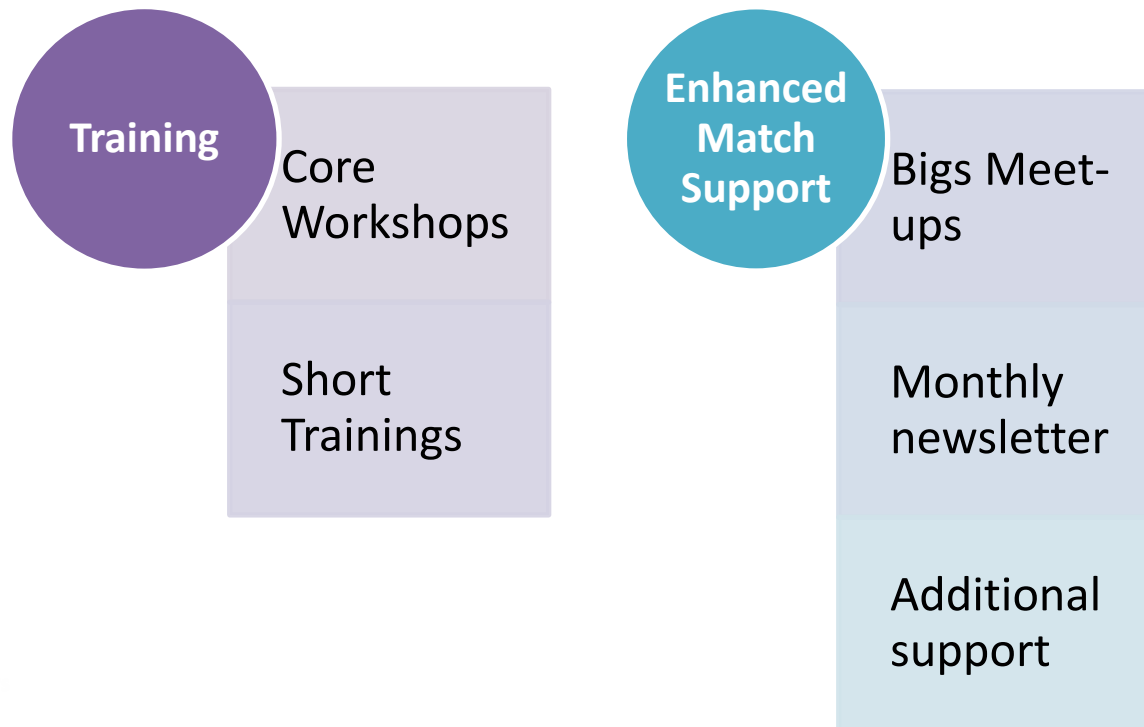






# Tell me more!

So, what were all of those enhancements and post-trainings the Bigs in the Test Group were privy to, anyway?





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# Check out this training curriculum!

**Core Workshops** (two hour sessions provided monthly)

**Match Basics** – targeted for completion in first three months

**Cultural Diversity** – targeted for completion in first six months

**Success After Six Months** – targeted for completion after first six months

**Short trainings** (varied one hour sessions provided at least quarterly)

Staying Connected

Navigating Family Dynamics

Helping Your Little with School

Disabilities

Service Learning with Your Little

Working with Shy Children

All About ADHD

Working with T(w)eens

Difficult Conversations

Goal Setting



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# Two and a half years and 389 matches later...

We gathered all the data. We sent it to the researchers. They had to do the analysis. But what about our training? What about my job? Where did that leave us?

We continued  
the  
workshops!

We continued  
quarterly  
topical  
trainings!

We created  
capacity for  
½ time Training  
Coordinator!



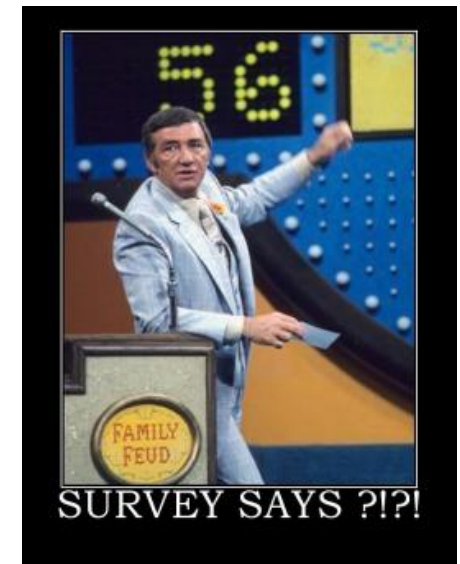
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# And the research says...

**Research question:** Did providing additional post-match training and match support to Bigs increase match length?

- We did not find differences in match length between our control group and our test group (12.44 months vs. 12.58 months)
- But, when we looked just at the test group Bigs...



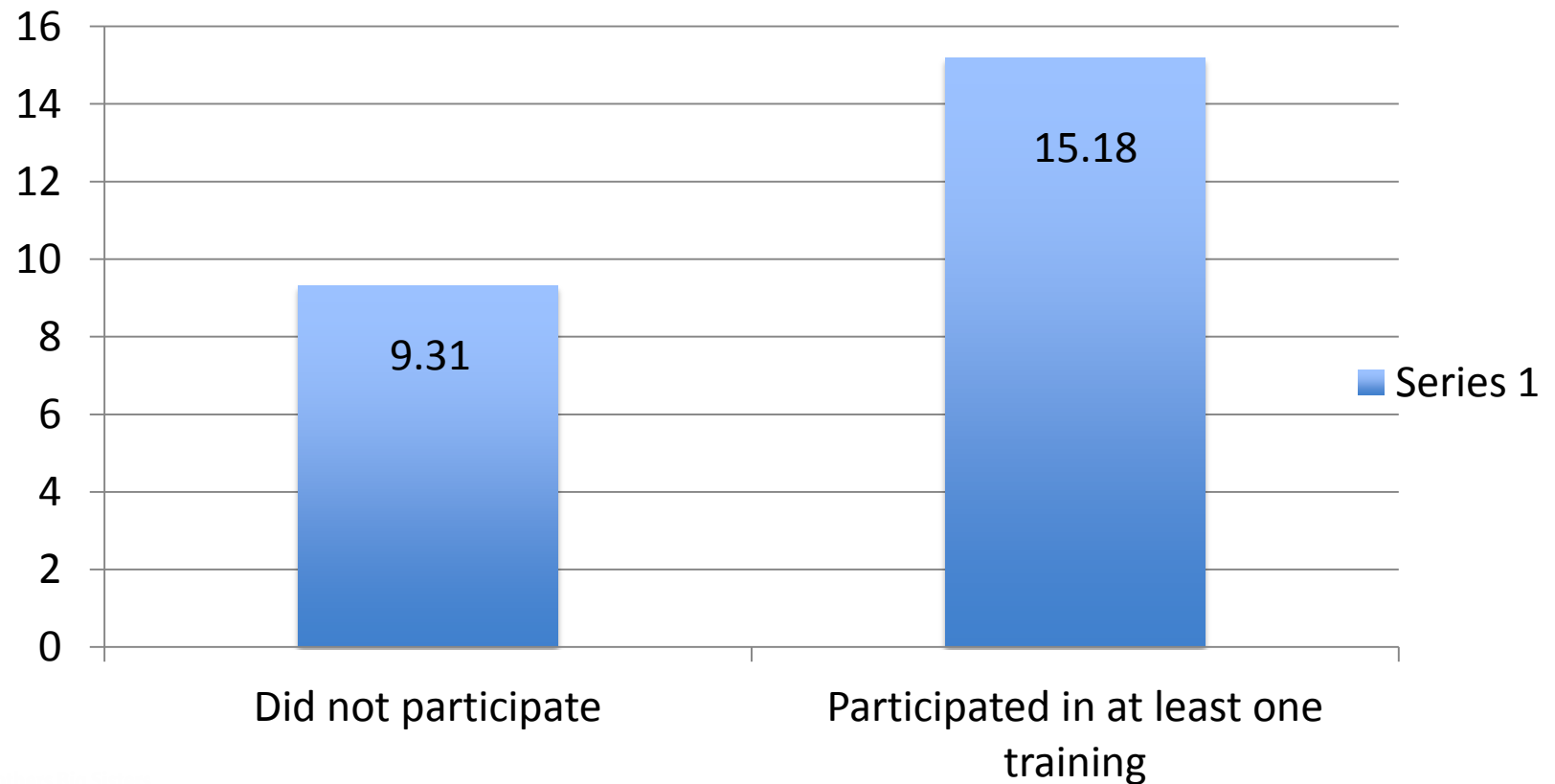


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# Results: Match Length

Test Group Bigs



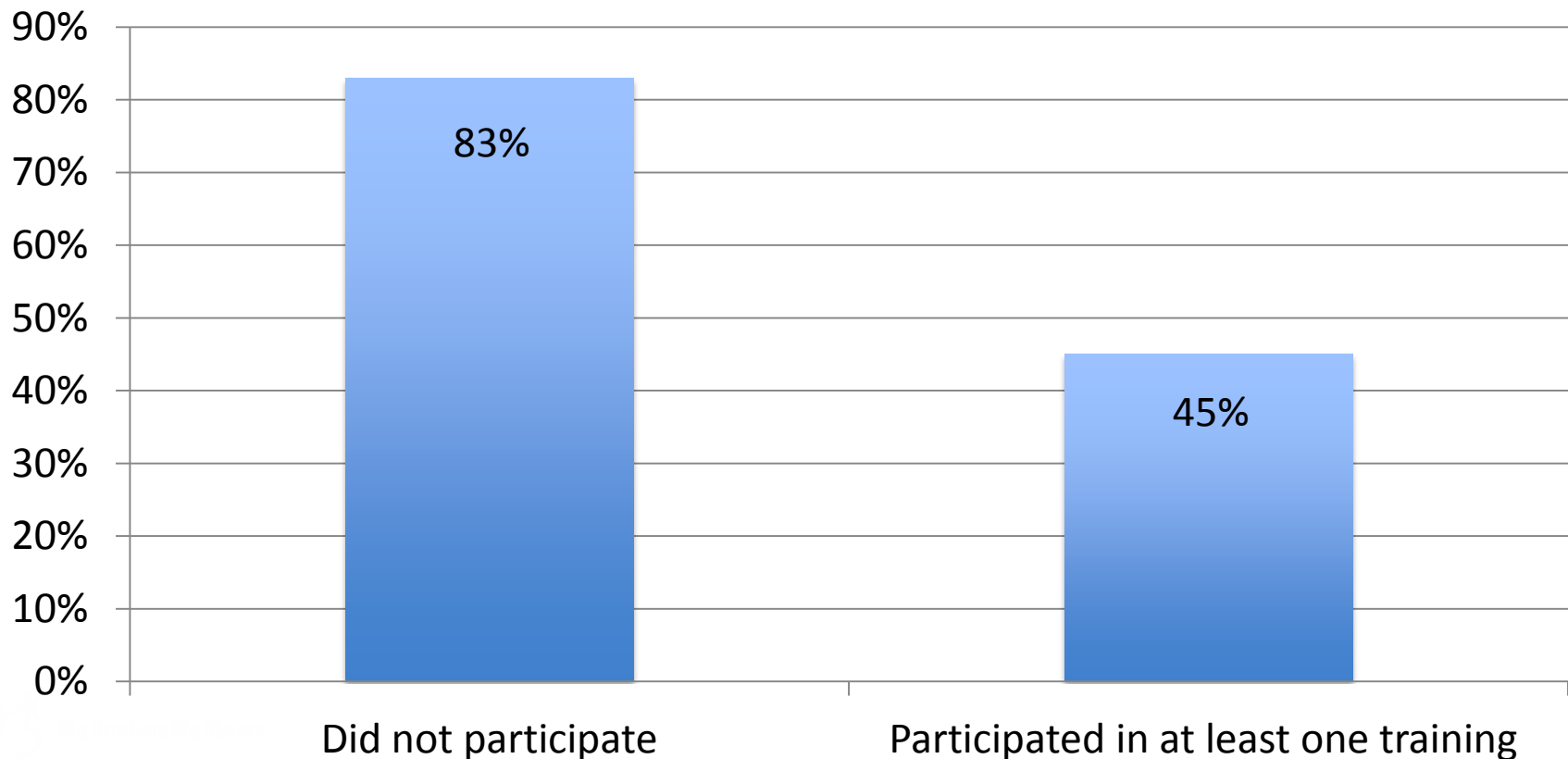


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# Results: Match Closure

## Test Group Bigs





# Some more helpful data...

- Training attendance is a significant challenge
- Some Bigs are more likely to attend trainings
- The perception of impact is significant
- Training coordinator is essential to success
- Time is such a hot commodity!



# So... we revamped!

Yes, I still have a job! And we have rolled out a new training curriculum!

## Monthly BLTs

- The Original
- Mix and Match
- The Next Level

## Monthly Topical Trainings

- Parents
- Bigs
- Relevant topics



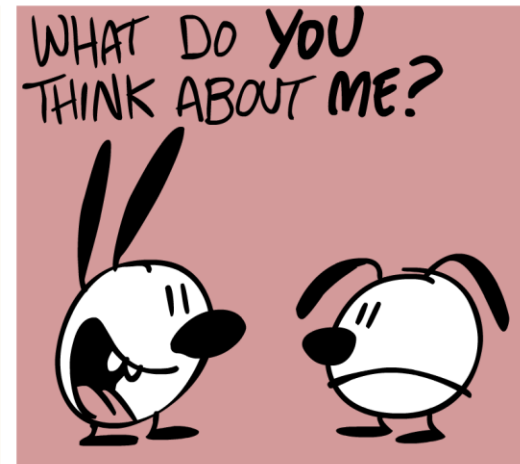
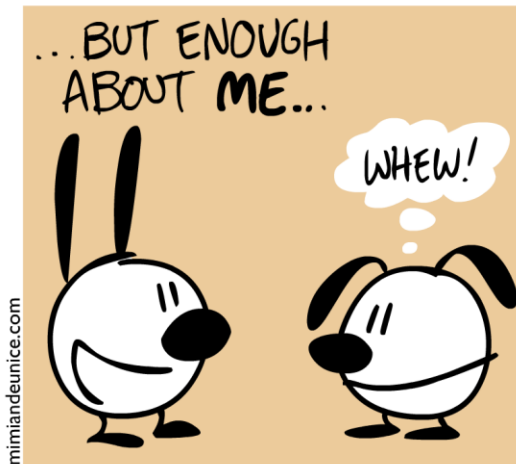


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# Oh, I've talked a lot about us.

Now let's talk about you!





# Tools for Post Match Training Development

- A training calendar
- Subject matter experts
  - In-house
  - External
- Agendas, powerpoints, handouts
- Attendance
- What else works?



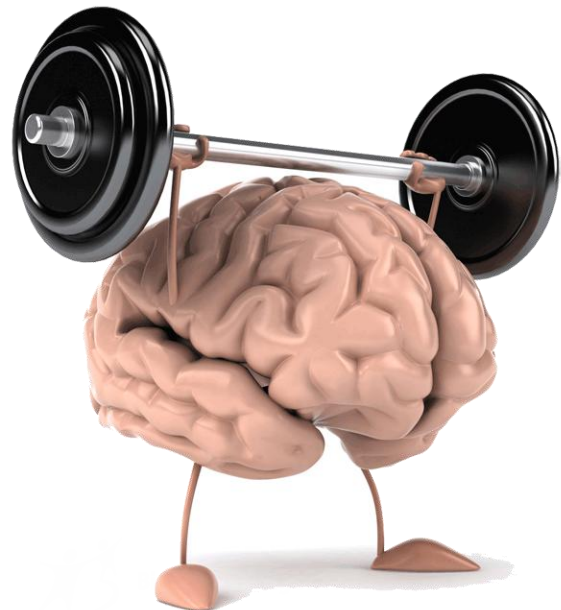


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# Now, let's do a power brainstorm session!

What are you thinking your agency needs? What are some roadblocks? How can we help? There's a lot of brain power in this room. Use us!





# So, I hope we covered everything...

Seventy five minutes is NOT a long time. Did we cover post-match training in the following contexts:

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# Any more questions? Thoughts? Feedback?

**In case you think of a question later, would like to chat training,  
or just want to say hi:**

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