CoderDojo
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1 Steps to Identifying potential mentor's sources

Need: Mentors Recruitment

We've had all types of mentors:

- Students.
- high school programming teachers.
- software developers.
- university assistants & teachers.
- kids who learned to code and evolved to mentors.

> Identifying all of these branches helped out find out where we look for mentors.

Then we did several actions:

- Firstly, we informed media (newspapers, TV, online papers) that we're recruiting and ran an online campaign with videos and posters made by the kids.

- Each mentor had to reach out to 3 other colleagues and have the come to find out more about CoderDojo.

- We held an open doors session for curious people (which also attracted mentors).

- We reached out to universities, high schools and companies in order to attract more mentors and with the help of the mentors already in the community they shared their experience and it was really useful.

> Results: Obtain a wide variety and quantity of mentors profiles that is a very interesting source of synergies. chps

USING MEDIA FOR MENTOR RECRUITMENT

Card 1 of 1

I'm Learning: Recommended-Practice

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1 Using Media for Mentor Recruitment

Need: Mentors Recruitment

Initially we created a Facebook event for the Hour of Code with the intention of investigating interest in starting a CoderDojo, our initial mentors came from this and launched CoderDojo Tramore.

- Reach out to Parents via Facebook Events.

- Utilise other media outlets (press releases, emails & twitter).

- Contact lecturers in the nearby college to ask their students to volunteer.

- Research and contact local people with the required skills through Linkedin.

- Assign a volunteer recruitment/retention officer to ensure present members are satisfied and to consistently be on the look out for new prospects.

Results: CoderDojo Tramore started small using Facebook and from their they grew by reaching parents, using different social network, local colleges and assigning one volunteer in charge of recruitment.

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1 Invite volunteers to Induction Trainings

Need: Mentors Recruitment

We have 10 volunteer who run the CoderDojo in Roscommon. Volunteers are recruited by word of mouth, newspaper articles about the great work of the Dojo, radio interviews, visits to the local college in Athlone, local companies, parents of young people attending.

Each adult interested in volunteering completes a standard Foroige Volunteer Application Form and Garda Vetting Form during or after an informal meeting with myself. Both references given on the Volunteer Application Form are followed up.

The volunteer is invited to Induction Training consisting of an opportunity to meet other volunteers, tips on working with young people, information on Foroige policies - drugs, equality, health and safety (insurance) etc.

Each volunteer then attends a half day child protection training certified by the NYCI. Each volunteer is paired with a current volunteer. Each term and when needed the volunteers meet to discuss programme plans, fundraising, spending of funds raised and any issues.

Additional training or information on new ideas for the group is offered and shared with the volunteers and parents e.g. Beginner Scratch.

Results: CoderDojo Roscommon has a very committed and participating group of volunteers with a common training in Foroige policies.

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1 Exploit all your city's opportunities

Need: Mentors Recruitment

We have contacted with:

- Universities of our cities, in particular with professors of the Informatics Departments. I have kindly asked them to introduce us students, that mightily be able and interested in supporting CoderDojo initiative as mentors.
- Researchers and PhD Students of Informatics Departments.
- Greek Computer Society.
- Computer Science Teachers.
- Local developers' communities (such as ACM Women, She Sharp, Google Developers Group).
- IT-ICT-Robotics Startups.
- Software and IT Companies (Microsoft, Google, SAP Hellas, Arduino and other local firms).

And:

- We are friendly and supportive to each new mentor.
- We share our passion, our vision and we also share lot of photos from each Dojo to attract similar minded people.
- We always use appropriate tags when we are posting in Social networks including the name of our city #thessaloniki

Results: If you are in a big city you probably have a lot of opportunities to find skilled mentors at universities, local developers groups, small and big companies and at already organized associations or ecosystems around technology. The result is a group of experts in almost all areas in technology including programming languages and robotics.

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TALK TO PEOPLE.
Card 1 of 1
I'm Learning: Recommended-Practice

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1 ## Talk to People.

Need: Mentors Recruitment

At CoderDojo Potsdam we did the following:

- I spoke to people, even if they are not interested I say they can come, they are welcome, have a look around, better to have 30 people flipping a coin whether they want to come than all declining because they do not know for sure.
- I put posters everywhere. "Looking for Mentors". In the food court! Every student goes there.
- There are clubs for children in tech - I join all of them at least once, if I can. Thus I connect to the community and find people who are willing to come and Mentor.
- A regular plan when the dojo is, Newsletter, Twitter, Facebook. It makes it easier for coin-flippers to come because they know that it is.
- University Professors and Chairs. You can give posters to the secretariat or tell the people in charge that a Dojo is good. Thus, if they teach IT teachers for schools, they may be willing to even mention it to students. Also, there are many places in the university, where posters can be put - but best close to people who know about that to remind them.
- Connect to other Dojos/successfully running events in your area.
- Companies are willing to support your dojo - thus there are people in tech companies who want to mentor. Find them.

Talking to people seems to me as much better than any passive poster. Parents may see them but only in rare cases you find mentors with them. Talk to people.

Results: The best results are coming from talking to people (70%). Connecting with the local tech clubs for children has good results (30%)