

APTE



MAPPING MENTORING INITIATIVES IN EUROPE

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01

What is mentoring ?



Mentoring refers to a **supportive interpersonal relationship** of help, exchange and learning, in which an experienced person, the **mentor**, offers his or her knowledge and acquired experience with the aim of fostering the development of another person, the **mentee**, who has knowledge to acquire, skills to develop and goals to achieve.

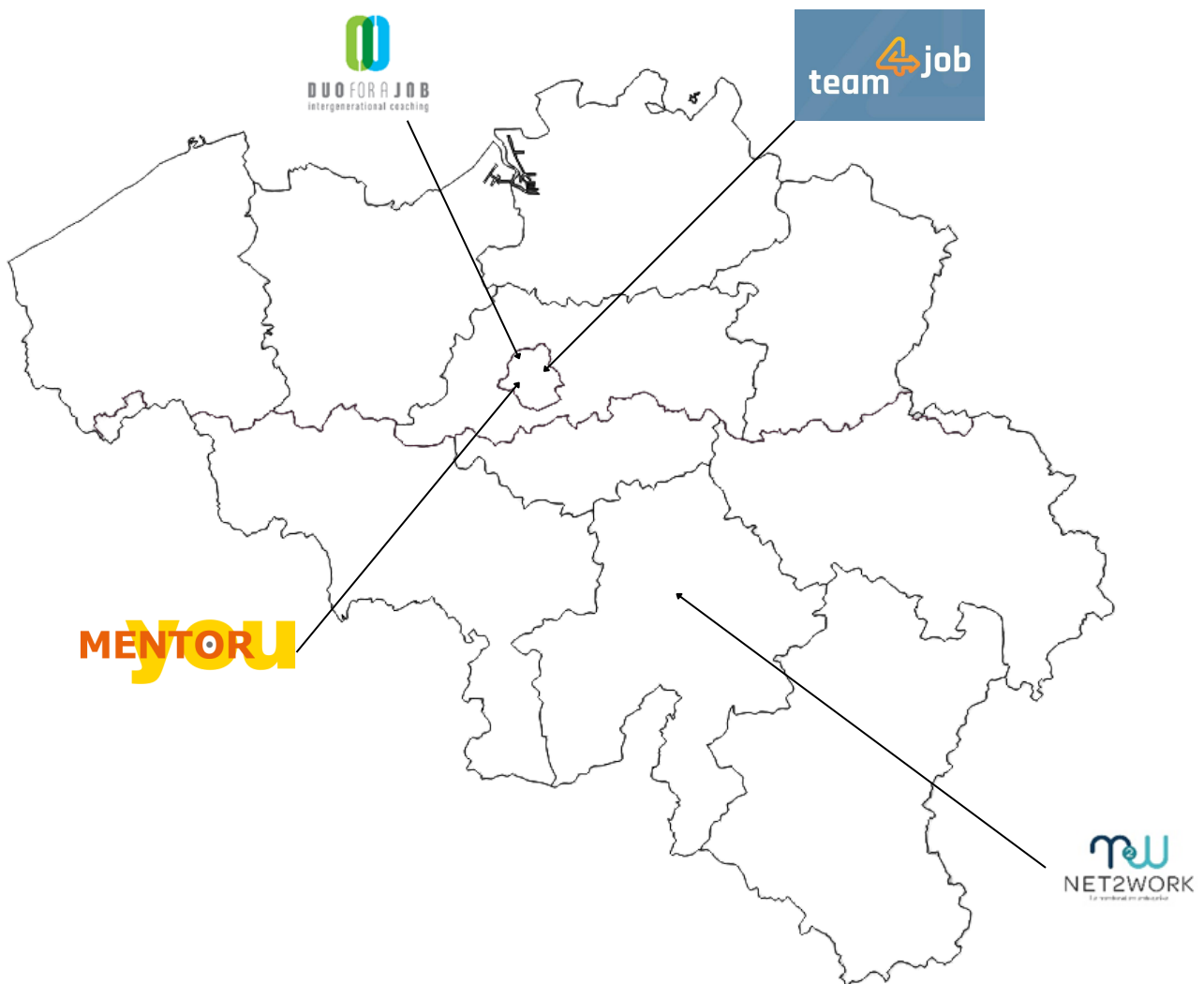
The uniqueness of mentoring in **APTE** lies in the fact that **the two people involved in the relationship are both mentor AND mentee**, supporting each other. In implementing this method, we wanted to highlight the idea that each person in particular, job seekers, can be a resource for someone else, regardless of their employability situation.

02

Mapping mentoring in Europe

2.1 Within the consortium

2.1.1 Belgium





MentorYou is a personalized support program for job seekers by professionally active people (mentors) who put their expertise and knowledge of the labor market at the service of the professional integration of mentees. Together for a period of six months, they form a pair and have only one goal: to win the challenge of job placement. This support system is intended for any mentee domiciled in the Brussels region in search of employment, training, internship and/or professional reorientation. It aims to build a relationship of trust on an equal footing and offer a better understanding of the world of work. This programme is financed by Actiris and put in place by **Pour La Solidarité & Backstage Network**.



DUO for a JOB organizes intergenerational and intercultural mentoring to facilitate the employment of the youngest while upgrading the experience of seniors. Concretely, it is a relationship through which an experienced person, "the mentor", shares his knowledge and experience with a young person, "the mentee", in order to promote the development of his skills and autonomy, and to allow him to identify and achieve his professional objectives. Once a duo, the young person and his mentor meet for two hours a week for six months. DUO for a JOB wants to help eliminate inequalities in access to the labour market for young people with an immigrant background, to enhance the knowledge of our seniors, and to fight against discrimination by recreating social ties, understanding and solidarity of proximity.

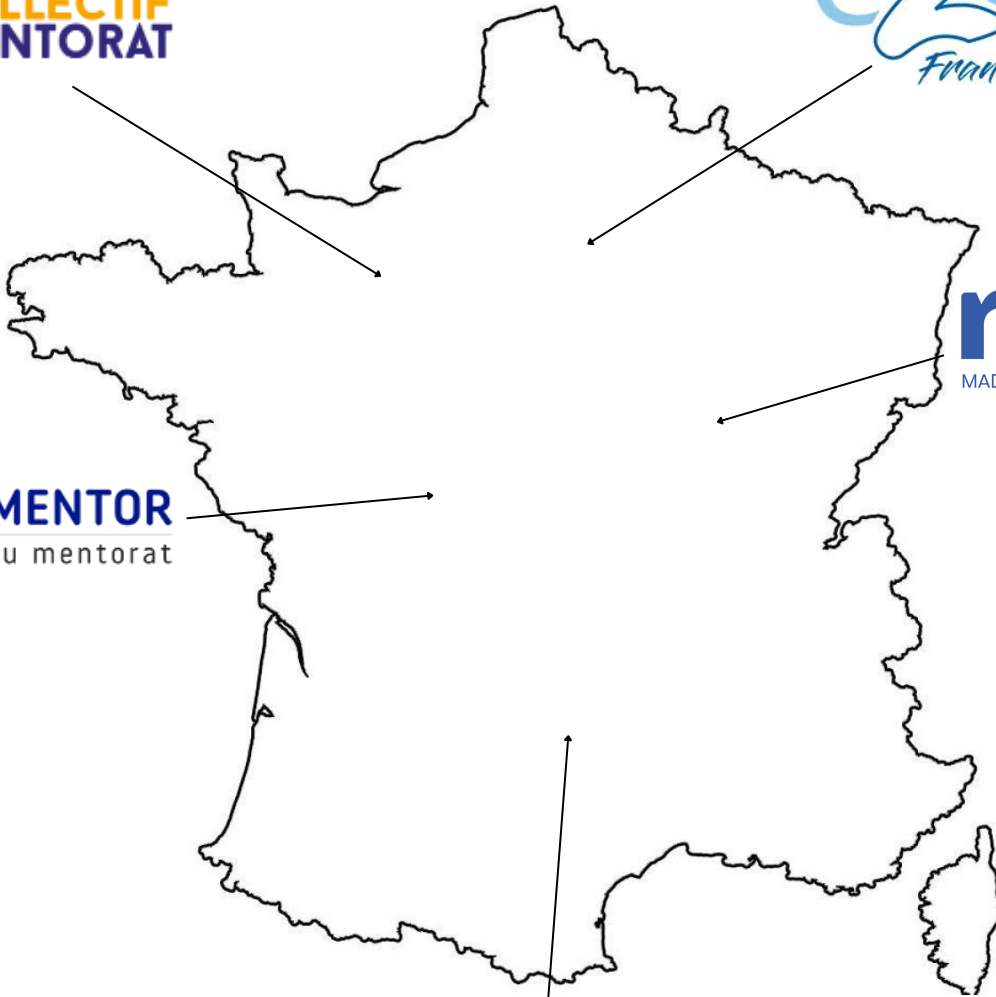


The objective is to build a relationship of trust between two people who will put the best of their experiences and skills at the service of the mentee's job search. These two people form the time of mentoring, a pair, himself supervised by the project manager **Team4Job**. The mentor and the mentee together establish an action plan that will serve as a reference at each meeting, in order to assess the progress of the approaches and their results. The evolution of the mentee's job search is communicated to the project manager throughout the 6 months.



"**Net2work**" is a pilot and original mentoring device organized by the Centre d'Action interculturelle (CAI) de la province de Namur ASBL aimed at connecting an asylum seeker [=Mentee] with an experienced and voluntary worker [=Mentor], for the purpose of meeting and dialogue. Net2Work therefore prepares for professional integration, integration and participates in social life during the asylum seeker's stay in a reception environment.

3.1.2 France





Collectif Mentorat specializes in empowering individual skills through guidance and support. Their core missions revolve around fostering personal and professional growth through mentorship. Values include inclusivity, empowerment, and knowledge-sharing. Their activities include mentor matching, skill development workshops, and networking events. Their target audience comprises diverse individuals seeking guidance, ranging from students to professionals, fostering a supportive community for mutual learning and advancement.



France Mentor is a leading mentorship organization in France, committed to fostering individual and professional development. They promote mentoring in business and professional circles, and in society in general also. They propose personalized mentorship programs to professionals, entrepreneurs, managers, executives, students... Upholding values such as integrity, collaboration, and ongoing learning, France Mentor provides a range of activities including mentor matching services, skill enhancement workshops, and networking events.



Ecole de la 2ème Chance wants to fight against early school leaving, so they specialize in providing educational support and mentoring to young adults facing social and professional integration challenges. Their mission focuses on offering tailored training programs, mentorship, and personalized support for young people with no qualifications, or with a BEP, CAP, Bac or equivalent, who are far from employment and wish to access a job or training course. Their activities include vocational training, coaching, and job placement assistance. E2C values inclusivity, empowerment, and skill enhancement.





Pour L'égalité vers l'emploi is a mentoring organization aiming to support young graduates from underprivileged areas in their professional integration. Their mission is to provide guidance, mentoring, and opportunities to these individuals, fostering their career development. With a focus on equality and diversity, NQT values inclusion and empowerment, offering coaching sessions, networking events, and job placements.

Their target audience includes recent graduates seeking support in entering the workforce, particularly from disadvantaged backgrounds.

They are present throughout France, but also in the French overseas departement.



RezoO aims to uphold ethical standards and values in its mentorship programs, uniting existing initiatives around shared values and methods in France, but also internationally. With a focus on collaborative learning and networking, this organization creates an inclusive environment that encourages personal and professional development through mentorship relationships, catering to a broad spectrum of individuals in pursuit of career enrichment. It provides support through tools and a knowledge library, mentor and coordinator training, virtual/physical gatherings for networking and experience sharing, visibility for programs and entrepreneurs, and aid in securing funding.

3.1.3 Hungary





MENTORINGACROSSBORDERS

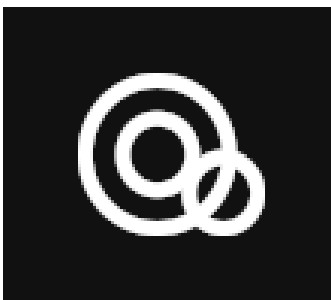
Mentoring Across Borders provides a platform, where senior mentors can meet and start mentoring process with young mentees with different problems. The mentoring hubs also provide trainings for mentor participants.



The Incorpora programme was launched in Spain 12 years ago and has a unique success: 35,000 companies, 370 NGOs and nearly 100,000 workers placed. In Hungary, the programme was launched in 2016, adapted to local conditions. We help people facing difficulties in the labour market to find a job by providing tailored advice.



Konnekt is a self-awareness-focused program for those who feel they are out of place professionally, want to change, but don't know where and how.



**Startvonal Program
(Startline)**

Often, educational institutions and potential employers lack means to contribute effectively to the educational and labour-market success of these young people. Fund for Youth Employment is searching for answers to this multifaceted challenge.

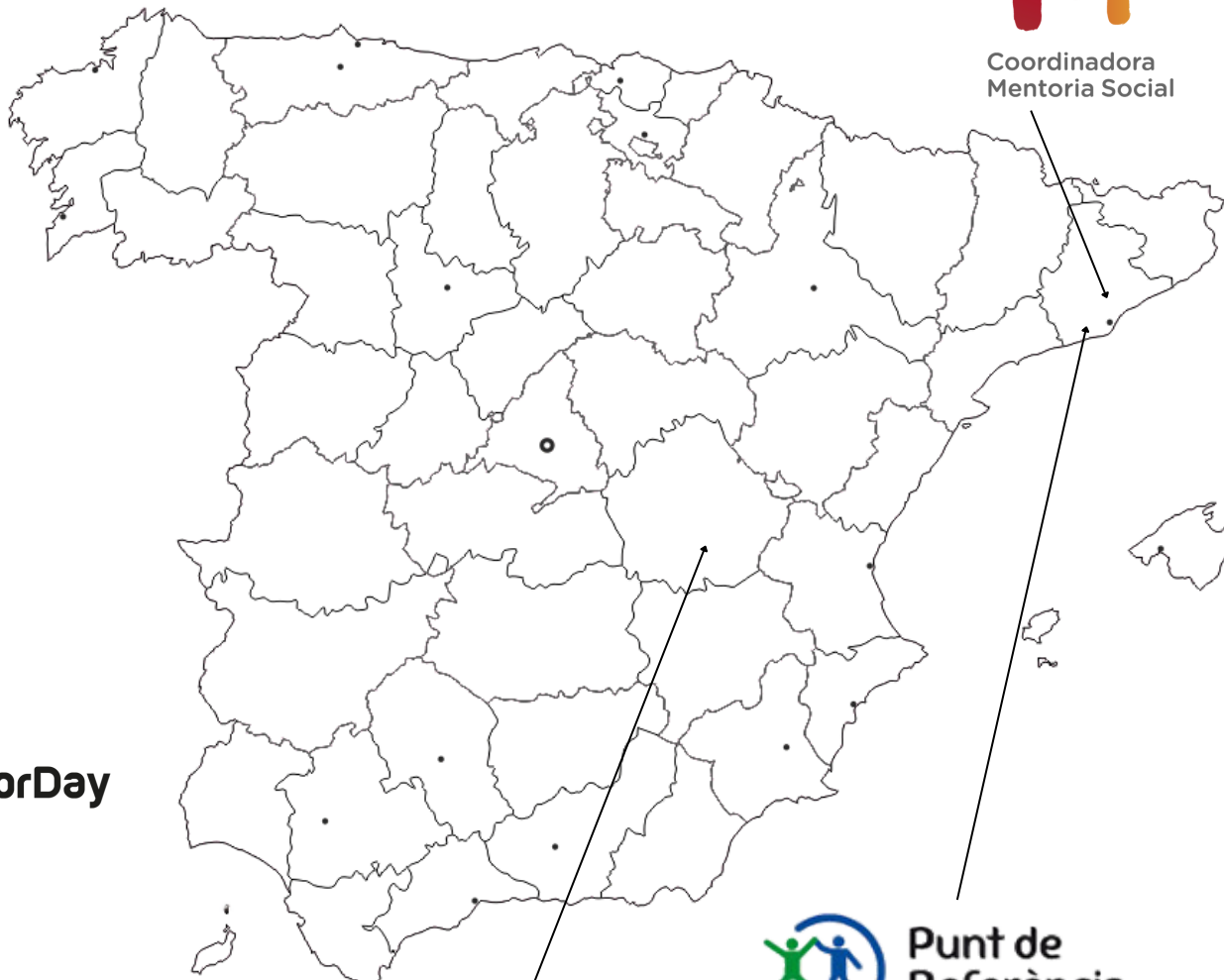


Skilly contributes to your equal access to education, the acquisition of your key skills and competencies, and the launch of your individual career. We support you in these.

3.1.4 Spain



Coordinadora
Mentoria Social



mentorDay



Punt de
Referència

Acompanyament de
joves extutelats



Fundación
adsis



mentorDay is a non-profit, private and independent association, made up of volunteer entrepreneurs and professionals and collaborating public bodies that help all entrepreneurs, free of charge, to successfully launch their business projects and create quality employment. It highlights its tool to find mentors and experts, and ecosystem maps of LATAM and Africa



The **Coordinadora de Mentoría Social** is a network of organisations that develop mentoring projects aimed at vulnerable groups. The Coordinadora works to promote quality mentoring in the field of social action and to reduce inequalities.

Young people need self-confidence to broaden their educational and professional horizons. Hence the importance of the figure of the mentor, a person who can provide them with confidence through their experience and knowledge.



In this activity, a professional coach guides the volunteers to become mentors for a day, sharing their knowledge and skills and answering questions about the working environment.

The interpersonal dynamics are very energetic and motivational, breaking down stereotypes and creating positive role models for young people to inspire them to continue studying and working.



Punt de Referència focuses on social mentoring for unaccompanied youth, especially migrants and refugees, as part of the RoAD to Adulthood international project.

2.2 Beyond the consortium



2.2.1 North Europe

1 Finland



Project Management Institute Finland is a non-profit organization that provides project practitioners in Finland with continuous learning, networking and creating community support, entirely run by local volunteers. They propose a mentoring program for students or young professionals to perform in their career project and work to strengthen and establish project management as a profession. They operate in a hybrid / online mode and have physical events as well, like arranging seminars for competence development, offering networking in various forms.

2 Sweden



The **THRIVE Association**, in collaboration with Tent Partnership for Refugees (Tent), offers a personalized business mentoring program for women refugees and asylum seekers. They collaborate with mentors working in large companies in the cantons of Geneva. Committed to the economic integration of refugees, they offer their expertise in a variety of fields. They offer a wide range of activities: job placement for women training, business mentoring, awareness-raising.

3 Estonia



Estonian Social Enterprise Network creates and develop the Estonian social entrepreneurship ecosystem. For this we organize the Impact Day festival, train, participate in various commissions and are constantly looking for different ways to help the social business sector grow.



Mentor International's programs focus on keeping young people engaged in education, preparing them for adulthood, promoting a healthy lifestyle and reducing risky behaviors, such as drug use. They concentrate their efforts on three core areas: - Individual mentoring: a half to year-long, one-to-one relationship between an adult and a young person with the goal of empowering, inspiring, and motivating a more positive outlook for the future. - Group mentoring: working with corporate partners, they go out to junior high and high schools or our partner's offices to run life skills training programs for students between the ages of 13-17 years old. - Mentor talks: personal growth workshops designed to provide adults with the skills to enhance communication with the younger generation. Offered to partner employees, parents of mentor youth and even the public-at-large.

Lithuanian Shorts

Lithuanian Shorts is an eight-month program dedicated to Lithuanian women from all areas of the film and television industry, regardless of their disciplines. Through this program, selected participants are paired with experienced industry professionals who are highly motivated to share their knowledge and guide them through their career challenges, helping them to delve deeper into specific industry areas. The program includes individual consultations with experienced industry figures, as well as an intensive program of seminars, training workshops, and networking opportunities. The goal of the Lithuanian Shorts Mentorship program is to help women discover their talents, gain missing knowledge, explore new professional development opportunities, and motivate them to pursue successful careers in the film and television industry. Applications are encouraged from all creative, technical, and business roles within the film and television industry.



KVINFO operates at the intersection of their knowledge, policies, and practices. As a knowledge center for gender and gender equality, they provide an overview of research and knowledge in this field and apply this knowledge widely to decision-makers, media, businesses, organizations, and the public in Denmark and abroad. They translate knowledge into change by developing tools and solutions for specific gender-related challenges. Their duty is to create public value by addressing important societal challenges related to gender and gender equality. Their vision is a free and egalitarian society, where gender structures, norms, and stereotypes enable individuals to develop their full potential. Their mission, based on knowledge, is to qualify debates and societal changes, promoting gender equality nationally and internationally through tools, knowledge dissemination, and advocacy, contributing to normative, cultural, and structural changes.

MentorDanmark

MentorDanmark is the largest nationwide homework assistance company in the country with over 3,000 teachers. Founded by Nicklas Kany in 2013, MentorDanmark received the Ivækstprisen in 2014 for "Growth Adventurer of the Year" and "Entrepreneur of the Year" awarded by the EY jury at the national shearing of 2015. Recently, the company became the Nordic winner of the "People's Choice" award at the Nordic Startup Awards 2017 and the Copenhagen Business Award in 2018.

With a burning passion for education and motivation, our mission is clear: every child is entitled to a good education. The top students in the country assist elementary and secondary students in overcoming their academic challenges. They are all selected and tested for their personal, professional, and pedagogical skills before becoming mentors, and they undergo continuous training to ensure high quality.

7 Ireland



Network
Ireland

Network Ireland is a non-profit organization boasts over 1,000 members across seventeen dynamic branches. Committed to fostering women's professional and personal growth, it champions diversity, equality, entrepreneurship, and leadership. Through forums, it facilitates idea exchange and networking, promoting women's career fulfillment, business ethics, and their significant role in the Irish economy. Funding is sourced from membership fees and partnerships, ensuring impactful events that empower women in business and society.

3.2.2 West

Europe

8 Nederland

s



Mentorschap
Noordwest en Midden

Mentoring Northwest and Central provides volunteer mentorship to individuals who are no longer able to make decisions regarding their own care, nursing, treatment, and direction. These are people with intellectual disabilities, psychiatric illness, or dementia, lacking family or a support network. To this end, we enlist well-trained volunteer mentors who carry out their mentorship with personal attention and professional quality.



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MENTOR supports children in reading by identifying their skills and interests, providing individualized mentoring, and dedicating time and attention. The national association, established in 2008 with 110 associations and 10 cooperation initiatives nationwide, stands out for its successful 1:1 mentoring approach, emphasizing year-long support from a child's mentor. MENTOR ensures high-quality reading promotion through continuous training, seminars, and online courses, fostering a learning network for members to exchange ideas. The association advocates for its members' interests externally, seeking political, financial, and content-related support. Those interested in establishing a MENTOR association or becoming mentors receive comprehensive support.



In Germany, **Eleven's** aim is to ensure that children and young people have equal opportunities in life, regardless of their background and social environment. They believe that all children, youth, and families in need of support to participate in education and society should benefit as effectively as possible. They are committed to supporting social organizations with a solution-oriented approach, a clearly defined target group, and demonstrably effective and cost-efficient programs, seeing them as contributors to equal opportunities. Their commitment involves appreciative challenging, transparent learning, tangible effectiveness, and pragmatic visionary action. Their impact commitment applies to both themselves and their organizations, with the goal of demonstrating impact, contributing to the professionalization and development of their organizations, and ensuring efficient resource utilization and optimal results for the target group. The Eleven's impact logic outlines the assumptions underlying their work and the short, medium, and long-term goals they pursue with their commitment. Their impact dashboard serves as both an impact communication and management tool, comparing the results and evidence of their work with the impact logic in a separate section.

10 Luxembourg



Business Mentoring is a voluntary association whose objective is to help entrepreneurs to take the steps of entrepreneurship by developing their personal expertise. Committed to its mission of providing tailored guidance and expertise, the organization offers support over a 12 to 18-month period of mentorship programs, for established professionals and businesses of Luxembourg companies.

1 Switzerland
1 d



BPW SWITZERLAND
Business & Professional Women

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3.2.3 East Europe

1 Poland
2 d



Mentors 4 Starters is a consulting and development program for people who want a change after a few years of their career, or anyone looking to start their career. M4S includes one-on-one mentoring sessions with leading representatives of Polish business, but also mentoring programs for teenagers, start-ups and workshops for members of the M4S community based on mutual knowledge exchange

1 Czech
3 Republic
c

Česká asociace
MENTORINGU

Ceska asociace mentoringu's goal is to contribute to the improvement of mentoring quality in the Czech Republic. For many years, they have successfully assisted businesses in establishing internal mentorship, preparing future mentors, and providing long-term support to practicing mentors. Their team comprises experienced senior consultants with unique expertise, offering certified mentor training programs, consultations, and assistance across various sectors, from manufacturing to banking, education, and healthcare. They host an inspiring ČAM club for certified mentors and organize events to raise awareness about mentoring and its potential forms.



Business & Professional Women's mentoring program aims to support women's professional development at all levels, fostering economic independence. They connect experienced women with those seeking various forms of personal development, primarily through programs assisting in re-entering the workforce, career advancement, and startup support. Through their projects, they contribute to protecting women's rights, overcoming barriers, and nurturing education and personal development. Mentorship and showcasing female role models are key tools in their extensive use. Their vision is equal participation of women and men in decision-making roles, prioritizing closing the gender pay gap. Their flagship project, Equal Pay Day, facilitates meaningful connections among women globally, fostering empowerment, responsibility acceptance, and friendship

1 Slovaki
4 a



Teach For Slovakia aims to address educational disparities by recruiting and training exceptional individuals as teachers, placing them in underserved schools. Through a two-year teaching commitment, fellows work to inspire and empower students in disadvantaged communities, fostering academic and personal development. The organization focuses on building leadership skills and a commitment to educational equity, with the belief that every child deserves an excellent education, regardless of their background. By investing in teachers as catalysts for change, Teach For Slovakia strives to create a lasting impact on the educational landscape and contribute to a more equitable and inclusive society

15 Romania



Professional Women's Network is a dynamic non-profit international network of professional women. They use the mentoring program as a tool to promote the professional progress of women in each phase of their career and helps them follow professional career paths.

16 Bulgaria



Znanie Sofia is an organization with many years of successful experience in non-formal education. The projects concern areas such as interactive learning methods, training of trainers, increasing the quality of vocational education and training, youth activities and increasing tolerance.

3.2.3 South Europe

17 Slovenia



The purpose of **Ustvarjalnik Mentoring** is to help those who are just starting out and connecting them with more experienced colleagues. They accept mentorships for teams and individuals who have a clear intention to carry out their projects. The mentor makes sure that they understand both the business model and the long-term goal of the team, while also getting to know them on a personal level. The team then, together with the mentor, develops a work schedule that sets out concrete and measurable goals to be followed during the mentoring period. This helps both the mentor who directs the team towards the goal as well as the team, as it makes it easier to organize their work according to this plan. The team meets with the mentor at regular meetings, which are either weekly or monthly, according to the agreement.

18 Croatia



OAZA goal is to organize various programs for young people during which they can, in a pleasant and motivating atmosphere, develop their potential and become responsible and exemplary bearers of sustainable social change.

19 Italy



WIIS (Women In International Security) Italy stands as an organization dedicated to empowering women in international peace and security. Through mentorship, networking, and diverse events about policy issues, WIIS fosters professional growth and leadership among women. They focus on producing essential research on the subject, supporting women in decision-making roles, and expanding networks committed to women's roles in peace and security. WIIS collaborates with institutions to implement initiatives, emphasizing gender's role in security.

20 Portugal



Aproximar Cooperativa de Solidariedade Social, CRL is NGO aiming to enhance people, communities and organisations' human and social capital as a strategy to strengthen their capacity to take advantage of the existing and emergent challenges and opportunities.

21 Greece



The **IEEE Young Professionals Greece** and the IEEE Greece Section are organizing a mentoring Activity in order to support young engineers at their first professional steps. The Mentors will share their experience and provide guidance in achieving specific professional goals, improving skills and enhancing career development.

22 Malta



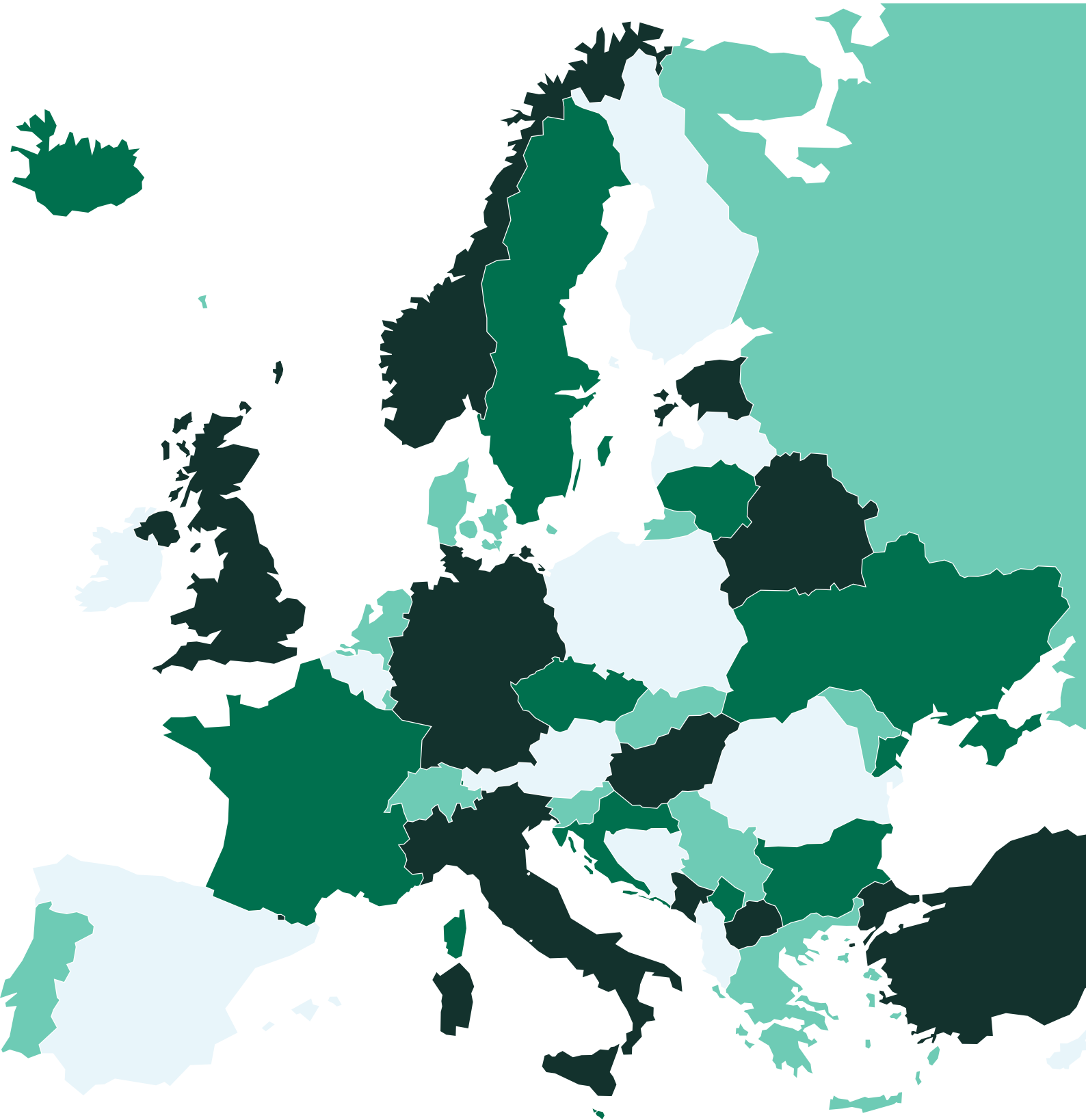
Mentoring constitutes an enriching exchange between a person experienced in a particular field, the mentor, and a less experienced person, the mentee. The mentee benefits from the mentor's experience, while the latter is enriched through the sharing of experience and knowledge. This program, which originated within the **BPW Club**, is aimed at its members and outside organizations eager to benefit from the skills and experience of our Club members. Aimed particularly at female college students, the mentoring program fits within the Club's goals of enhancing, promoting and empowering the professionalism and leadership of women in our community.

23 Cyprus



SYNTHESIS invites you to a series of mentoring sessions for third-country nationals, asylum seekers, migrants and refugees. These sessions aim for 35 persons to be mentored by 35 locals for social integration in Cyprus and work placement.

Mentoring Map



<https://www.>

Lien : https://umap.openstreetmap.fr/fr/map/map-of-apte_1016316#5/42.812/4.746



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