

# MENTORPOWER

**Empowerment and Social Integration of Migrant Youth  
via Integration into Labor Market Using Engagement Mentoring**

**supported by:**

the Erasmus+ Programme Key Action 2  
Strategic Partnerships in the Field of Youth

## **A. PROJECT ABSTRACT:**

MentorPower is a strategic partnership project for the empowerment and social integration of migrant youth by facilitating their integration into the labor market using engagement mentoring. The partnership will bring together civil society organizations in Europe working in the field of youth for developing and piloting of an innovative and sustainable engagement mentoring model for 16-25 year-old migrant youth within a period of two years.

## **B. PROJECT RATIONALE:**

### ***Youth Unemployment an EU Priority:***

According to Eurostat, youth unemployment in EU-28 has increased from 15.1% in 2007 to 23.6% in 2013, meaning that nearly one in four youngsters were not able to find a job. This rate has reached alarming levels in certain countries, such as 57.3% in Greece and 54.9% in Spain (2013, 4<sup>th</sup> quarter). Recognizing the significance of these numbers, the European Commission has proposed the Youth Unemployment Initiative, a €6 billion program spanning over 7 years starting from 2014. On 26-27 June 2014, EU leaders have agreed to make youth unemployment one of the five priorities of the Commission in the upcoming term.

### ***Unemployment Escalates Migration, Migration Requires Integration:***

Increasing unemployment rates escalate the migration both to the EU and within the EU. According to EuroStat, the number of people to immigrate to the EU-27 from non-member states in 2012 was equal to the number of EU citizens that have migrated to another member state: both 1.7 million. Alongside this large population flow of course come problems with regards to integration to society, language, culture, education and employment. Thus, in December 2009 the European Council initiated the 5-year Stockholm Program, where migration-related issues possessed a central place, along with an emphasis on integration in section 6.1.5.

### ***Migrant Youth Enter Labor Market via Engagement Mentoring***

The arduous challenges the migrant youth face tend to put them 'at risk' of disengagement from systems of education, training, and employment, or in other words, becoming youth not in education, employment or training (NEET). According to European Monitoring Center on Change, there are 14 million NEETs in Europe today, and that youth with immigrant backgrounds are 70% more likely to become NEETs. Engagement mentoring programs aim to re-engage youth into these systems. Incorporating migrant youth to active labor market programs (ALMP) via mentoring

facilitates their integration into a seemingly constrained labor market, thereby facilitating their integration to society.

### ***EU: “Support to Voluntary Organizations Providing Mentors”***

Recognizing the significance of mentoring as an effective tool for fighting youth unemployment, in July 2014, the European Commission has published a memorandum where one of the activities and interventions listed for tackling youth unemployment was to give “support to voluntary organizations providing mentors” (MEMO/14/466, 08/07/2014).

In this perspective, the strategic partnership MentorPower will facilitate the development, piloting and dissemination of an engagement mentoring model with a specific focus on migrant youth.

### **C. AIMS OF THE PROJECT:**

- Increasing the social inclusion and empowerment of migrant youth, promoting the participation of migrant youth in the labor market and fighting youth unemployment by developing and piloting of an innovative and sustainable engagement mentoring model along with the necessary guidebooks, reference tools and materials that can be implemented by non-governmental organizations at the local level;
- Fostering equity and inclusion in the field of youth by matching young migrants with sector professionals who can provide career advice and guidance as well as support to these youth in their future professional lives; thereby reinforcing the links between the field of youth and the world of work;
- Facilitating the sharing, dissemination, and take-up of innovative practices, knowledge and experience via structured inter-regional and cross-border cooperation between civil society organizations working in the field of youth and implementing mentoring programs;
- Fostering the mentee immigrant youth to gain transversal skills (such as critical thinking, problem solving, leadership and collaborative learning); facilitating the delivery of these skills using non-formal and informal training methods; promoting the use of European reference tools for the recognition and validation of these skills and qualifications; and assessing the impact of these skills during the piloting of the project;
- Promoting structured cooperation between regional public authorities and civil society organizations for the development and implementation of an engagement mentoring for the migrant youth
- Promoting the strategic use of information and communication technologies (ICT) for training purposes and virtual mobility, as well as promoting the dissemination of project outputs as personalized learning materials and making them available online as open educational sources (OER) in diverse languages both during and after the project calendar;
- Improving the capacity of civil society organizations active in the field of youth on equity, inclusion, strategic development, and internationalization, as well as enhancing the professional development of their staff on these subjects;
- Promoting the use of online language resources of the European Union for increasing the social integration and employability of immigrant youth, thereby also promoting interaction between the peoples of Europe.

### **D. MAJOR ACTIVITIES:**

- Preparation Stage:
  - o Transnational Project Meeting 1
  - o Best Practices Report on Mentoring with Immigrant Youth
  - o Transnational Project Meeting 2
  - o Mentorpower Complete Guidebook for the Integration of Migrant Youth into Society
  - o Transnational Meeting 3
- Implementation Stage:
  - o Training of Trainers
  - o Selection and Matching of Mentors and Mentees
  - o Training of Mentors
  - o Training of Mentees
  - o Mentoring Meetings between Mentors and Mentees
- Follow-up Stage:
  - o Reflection Meetings between Mentors
  - o Reflection Meetings between Mentors & Mentees
  - o Short Term Mobility of Mentors
  - o Transnational Project Meeting 4
  - o Re-evaluation of the Guidebook
- Dissemination Stage:
  - o Publishing of the Guidebook
  - o Trainings to NGO Staff, Youth Workers and Social Workers
  - o Policy Recommendations Booklet
  - o Research for, Content Preparation for, and Publishing of the Policy Recommendations for Each Country
  - o Meetings with Local Authorities for Advocacy
- Closing Stage:
  - o Press Meetings and Local Closing Events
  - o Transnational Project Meeting 5
  - o Report of the External Evaluator
  - o Project Report

## **E. PROJECT OUTPUTS:**

- 5 Transnational Project Meetings and their reports
- A Best Practices Report
- A Guidebook consisting of the following components:
  - o Guidelines for reaching and motivating mentors and mentees for the program
  - o Guidelines for the selection and matching of mentors and mentees
  - o Training contents for the training of mentors
  - o Reference tool for the mentors to be used during mentoring (printed and online versions)
  - o Training contents for the training of mentees
  - o Contents of the reference tool for the mentees (printed and online versions)
  - o 1 training to a team of 10 master trainers from 5 countries (2 trainers per country)
  - o 5 trainings to 60 adult mentors from 5 countries (12 mentors per country, 1 training per country)
- 5 trainings to 60 mentees from 5 countries (12 mentees per country, 1 training per country)

- 10 reflection meetings for the mentors (2 meetings in each country with the participation of 12 mentors)
- 10 reflection meetings for the mentees (2 meetings in each country with the participation of 12 mentees)
- 2 short-term bilateral mobility meetings where the mentors will observe the work of their colleagues in different countries. One of the meetings will be realized with the participation of 36 mentors from 3 countries, and the other meeting will be realized with the participation of 24 mentors from 2 countries.
- 5 trainings to 200 youth workers (40 staff per country) at non-governmental organizations, as well as youth centers and social service centers.
- 5 Policy Recommendation Booklets prepared for each country
- At least 5 meetings with policy makers (1 meeting per country)
- A database of civil, public and private institutions/organisations/individuals that are interested in future cooperative action (the database will be made available over the website)
- A database of news coverage regarding the project, including both the conventional and the new media (will be made available over the website)
- 1 project website both with a closed forum section where partners can share contents, and an open section where all project outputs will be made available;
- 1 Report by an External Evaluator
- 1 Final Project Report to be presented to the National Agency

## F. PROJECT RESULTS

MentorPower will empower the migrant youth and increase their integration by...

- Promoting their entry into the labor market and providing them with the necessary skills, tools and individuals that will support them in this process;
- Helping them to develop transversal skills including critical thinking, problem solving, leadership and collaborative learning;
- Facilitating their access to career guidance and advice services through mentors who are volunteer professionals working in the mentees' area of interest; thereby also increasing the links between the field of youth and the world of work;
- Facilitating the migrant youth's access to a professional network in their area of interest, thereby granting them entry into a seemingly constrained labor market;
- Promoting the migrant youth's use of information and communication technologies by integrating ICT elements to the trainings, and by providing online reference tools on mentoring oriented towards the migrant youth;
- Promoting the migrant youth to gain foreign language skills by introducing them with the various different free online tools that can be used for individual language education.

MentorPower will also...

- Provide a report on the best practices implemented around the world on mentoring programs with migrants, thereby identifying the shortcomings of previous programs and setting the base upon which the new model can be built;
- Facilitate the sharing of successful practices, knowledge and experience between the project partners for building an innovative engagement mentoring model for migrant youth that can be implemented all around Europe;

- Provide an engagement mentoring model oriented at migrant youth that can be implemented by civil society organisations, youth centers and social services centers serving migrant youth;
- Make all the guidebooks, tools and materials available online in multiple languages for future use by other organisations or institutions;
- Facilitate the establishment of a network of “master trainers” with expertise in implementing engagement mentoring programs with migrant youth;
- Facilitate the empowerment of mentors by providing them with skills trainings on tutoring and teaching skills, modeling skills, problem solving skills, active and non-judgmental listening skills, and conflict resolution skills;
- Promoting the use of ICTs by the mentors and the partner organisations by running the project communication over an intranet website that will allow mentors and mentees to share experiences, discuss ideas, and develop new materials;
- Provide opportunities to mentors for sharing their experiences with their colleagues in their own country, as well as opportunities for observing the mentoring practices of their colleagues in different partner countries;
- Provide opportunities where mentors and mentees can get together and share experiences and provide feedback on the mentoring program, thereby also facilitating the improvement of the model proposed at the beginning;
- Provide the staff working for civil society organisations in the field of youth as well as the youth workers and social workers at youth centers with the necessary tools and skills trainings that will enable them to implement the project with their own target groups;
- Increasing the capacity of civil society organisations and partners in implementing engagement mentoring programs with migrant youth, as well issues such as project implementation, international cooperation, strategic development, and internationalization;
- Provide all the trainees who attend the trainings for the mentors, mentees, and youth workers with European Reference Tools for the recognition and validation of these skills;
- Increase the awareness of regional public authorities by holding information meetings with them on engagement mentoring activities with migrant youth;
- Facilitate the connections between regional public authorities and the civil society by incorporating them into the decision making structure of the project model; thereby also receiving their feedback for future implementation of the project at a larger scale through public institutions;
- Facilitate the building of a network of civil society organisations, youth centers, and social service centers, as well as all public, private and civil society organisations/institutions who would like to follow, as well as contribute to any cooperative action that can be taken in the future regarding engagement mentoring with migrant youth;
- Increase the awareness of public at large on the integration related problems and labor market problems of migrant youth, and promote the implementation of the model proposed in the project by using the project website and the social media accounts of the partner organisations;
- Contribute to the European values by promoting interaction between different nations of the European Community, and facilitating cooperation and interaction between them

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