



LEGME

learning to be a good mentor

SET OF BEST MENTORING PRACTICES

LeGMe project



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ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	“Big Brothers Big Sisters Lithuania”
Information about the programme provider	
Full Name	Children Support Centre
Address	Latviu str. 19A, Vilnius LT-08113, Lithuania
E-mail address	pvc@pvc.lt
Web address	www.pvc.lt
Contact person	Jurate Baltuskiene
Detailed description of the programme	
Objectives	The „Big Brothers Big Sisters” program is one of the oldest education support programs in Lithuania. It is well known in country and one of the most effective youth mentoring programs in the world. It is a unique, stable program whose success is based on a professionally designed and supported one to one relationship based program between a child in need and adult volunteer.
Type of training (e.g. face to face, online)	Face to face trainings for group of program’s volunteers (mentors).
Detailed description (methods, curriculum)	Trainings take 20 hours. The main subjects of the trainings are: <ul style="list-style-type: none"> - Psychological needs and characteristics of 7th -17th years children; - Psychology of communication: verbal and non-verbal talk, barriers of communication; - Conflicts and how they should be resolved; - Psychological crises: how to recognize and how to help; - Prevention and intervention of violence and abuse: how to recognize child who suffers from abuse, how to help; - Rules of the program: for mentors, for mentees, for parents.
Mentors profile	18 th years and older adults that are responsible, mature, motivated, understand children needs and are willing to help.
Mentees profile	7 th -17 th year old children and teenagers, who need support and positive role model.
Duration	Friendship between mentor and mentee last for 1 year with possibility to continue it.
Collaboration with other organizations	
Implementation place	Program is implemented around the world.
Type of training materials	For mentor’ trainings we use power-point presentations, films and handouts.
Web address of the programme (if applicable)	www.bbbs.lt
Other relevant information	Children Support Centre provides “Big Brothers Big Sisters” program since 1995. Program has spread to other Lithuania’s towns also.
Additions/ comments/ remarks (e.g. strengths and weaknesses)	
Date	2014 01 10

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	"Bigger Friend"
Information about the programme provider	
Full Name	Ieva Kuzmaitė
Address	Visų Šventųjų g. 5, Vilnius
E-mail address	leva.kuzmaite@gmail.com
Web address	www.vsspc.lt
Contact person	Ieva Kuzmaitė 862250669
Detailed description of the programme	
Objectives	The goal is to initiate positive changes in children' and teenagers' life, allowing them to have a mentor who could help achieve at least one goal for oneself (for example, to encourage positive self-esteem, motivation to learn, to help find a job, develop communication and social skills, to learn to play guitar, and so on).
Type of training (e.g. face to face, online)	First of all, introductory courses are organized for a group of new volunteers, later newcomers learn together with the permanent group of volunteers in the Day center (during fall and spring seminars). Training is interactive, based on non-formal learning principles, lead by experienced staff members of the Day center.
Detailed description (methods, curriculum)	<p>I. Volunteers (mentors) selection and training:</p> <p><u>Informational meeting</u> - several meetings with potential volunteers in order to present organization, the program "Bigger Friend" principles.</p> <p><u>Selection interview</u> - about 60 minutes. Talking individually with each candidate using in advanced prepared questionnaire.</p> <p><u>Introductory Training</u> - 26 hours long introductory training for volunteers to introduce relevant topics (abuse symptoms, consequences and possible assistance; development; active listening and aid, crisis and so on).</p> <p><u>Start of voluntary activities</u> – child, mentor and organizations sign a tripartite cooperation agreement (Agreement signed also by child/teenager parents/ tutors).</p> <p>II. Mentor and child/teenager communication:</p> <p><u>Tripartite cooperation agreement</u> - Mentor, a child/teenager and the organization sign an agreement for one academic year, which can be prolonged by mutual agreement</p> <p><u>Mentor and child/teenager meet twice per month at agreed time.</u> They engage in activities that are interesting and useful for both sides (crafts, games, etc.) Meeting takes not less than two hours</p> <p><u>The program coordinator is responsible to respond to and help to solve all challenges that might occur between child/teenager and mentor.</u> Coordinator also helps to develop a friendship, cooperation, informs participants about common events, organizes meetings, seminars, and takes other necessary steps to ensure that the child/teenager and mentor cooperation would be useful for both of them.</p> <p><u>End of Cooperation</u> – Mentor, child/teenager and program coordinator meet after the year of cooperation and decide to continue</p>

	<p>or stop it.</p> <p><u>During the program mentors have professional meetings once a month.</u> They are designed to maintain contact with the volunteers, to analyze complex situations, to monitor the process of child's/teenager's goals/objectives achievement.</p> <p><u>Individual counseling</u></p> <p>It is organized according personal need and request, expressed by coordinator and/or child/teenager. Meetings are designed to clarify problems and to find ways to solve them.</p>
Mentors profile	Any adult can become a "bigger friend". They must be motivated and be prepared to participate in selection interviews, training and so on.
Mentees profile	Children/teens that live in disadvantaged families. They often commit to violence, bullying. They lack the necessary social skills, their parents suffer from addictions. They struggle at school to acquire academical knowledge. Often they do not have a positive adult role model, so their bigger friends, mentors are modeling examples for them.
Duration	Cooperation lasts for one academic year with a possibility to extend term for one more year. We have learnt that pairs do not meet during the summer due to the children and volunteers employment or holidays (children's camps, summers with their grandparents in the village).
Collaboration with other organizations	We have followed experience of the organization "Children Support Center" (former- "Big Brothers/Big Sisters" program) and their program "My Way". We use this program in our Day-care center for children and teenagers. Therefore, the cooperation with schools or care homes (as in other similar programs) we do not have.
Implementation place	Organization: All Saints Family Support Center. Mentors and children/teens meet outside Day care center and do something together.
Type of training materials	We use program's 'My Way' working methods, but sometimes we transform some things considering our children'/teens' needs. For example: duration of the program is not calendar year, but academic year.
Web address of the programme (if applicable)	-
Other relevant information	The program has started in 2011, we have had 11 pairs of friends at one time and, but now we only have two strong pairs and two pairs, that face some problems, and that might influence shorter duration of cooperation.
Additions/ comments/ remarks (e.g. strengths and weaknesses)	
Date	2013 12 04

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	“My way”
Information about the programme provider	
Full Name	Children Support Centre
Address	Latviu str. 19A, Vilnius LT-08113, Lithuania
E-mail address	pvc@pvc.lt
Web address	www.pvc.lt
Contact person	Jurate Baltuskiene
Detailed description of the programme	
Objectives	Mentoring to foster youth care in labour market.
Type of training (e.g. face to face, online)	Face to face trainings for group of program’s volunteers (mentors).
Detailed description (methods, curriculum)	<p>Trainings take 20 hours. The main subjects of the trainings are:</p> <ul style="list-style-type: none"> - Psychological needs and characteristics of 16th -19th years teenagers from disadvantage environment; - Psychology of communication: verbal and non-verbal talk, barriers of communication; - Conflicts and how they should be solved; - Psychological crises: how to recognize and how to help; - Prevention and intervention of violence and abuse: how to recognize child who suffers from abuse, how to help; - Social abilities in labor market: how to find job, how to plan revenues and expenses, etc.; - Rules of the program: for mentors, for mentees.
Mentors profile	Adults, that are responsible, mature, motivated and willing to help, adults, that have experience in labor market.
Mentees profile	16 th -19 th year old teenagers from disadvantage environment who need positive role model and support to start their independent life.
Duration	Friendship between mentor and mentee last for from 6 months to 1 year with possibility to continue it.
Collaboration with other organizations	This program was created in collaborations with other organisations.
Implementation place	Children Support Centre, Vilnius.
Type of training materials	For mentors’ training we use power-point presentations, films and handouts.
Web address of the programme (if applicable)	www.bbbs.lt
Other relevant information	
Additions/ comments/ remarks (e.g. strengths and weaknesses)	Program “My Way” has been piloted as a project and Children Support Centre doesn’t provide it at the moment. But we train other organizations or institutions, who want to use such model in their place.
Date	2014 01 10

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	“Mentorprorammet Nattergalen” (The nightingale mentoring concept)
Information about the programme provider	
Full Name	The University of Agder
Address	Gimlemoen, Kristiansand, Norway
E-mail address	Torunn.a.ask@uia.no
Web address	www.uia.no
Contact person	Associate Professor Torunn Alise Ask
Detailed description of the programme	
Objectives	<p>A university student get paired with an immigrant child. The mentor and child meet every week. They are often meeting in their homes, doing activities as homework, playing games, making food etc. They also do activities like sports/visit amusement park/cinema etc.) Sometimes “Nattergalen” arranges group activities.</p> <p><i>“The idea behind the concept is that the mentor gives the child a positive role model by establishing a personal relationship with the mentor child. This in turn helps strengthen the child’s personal and social confidence. The goal is that the child will perform better in school and in private and will be more likely to apply for university when the time comes. The concept is based on the idea of “mutual benefit” – benefit for both child and student.</i></p> <p><i>The vision of the Nightingale Mentoring concept is to work towards greater multicultural and ethnic diversity within society’s institutions. The overall aspiration is that mentor children are able to make marked progress both inside and outside of school and that a broader range of young adults will apply for university or college” (www.nightingalementoring.org)</i></p> <p>The aim is that children:</p> <ul style="list-style-type: none"> - Through a relationship with an adult, gain new experience and knowledge. - Will receive an adult role model – a student at a University. - Will improve their self confidence. <p>The aim is that mentors:</p> <ul style="list-style-type: none"> - Will be an adult role model in a close relationship with a child. - Gain an insight into a child’s life (and family), an increased knowledge, understanding and empathy for people who have a minority background, often refugee-experience, and who have different challenges in integrating in a new country. This, in turn, will prove to be an asset as they continue their higher education courses and then in their subsequent professional careers.

	- Improve their cultural sensitivity
Type of training (e.g. face to face, online)	Group meetings, face to face/individual guidance.
Detailed description (methods, curriculum)	<ul style="list-style-type: none"> • Three obligatory group meetings for all the mentors during the period. • Regular meetings with the university professor for individual guidance. Two of the meetings are obligatory. • Every week the student writes a log for the professor, from the meeting with the mentee. • The university of Agder offers the course: “ Mentoring in a Multicultural context“ for students who participate in the mentoring program. The course is a part of a bachelor degree.
Mentors profile	University students, basically social students.
Mentees profile	School children with immigrant background, age 8 – 12.
Duration	App 8 months, October to May.
Collaboration with other organizations	<p>UIA is a part of the international nightingale concept. In Norway eight universities collaborates. The concept is initiated and financed by “The Norwegian directorate for children, youth and family affairs”</p> <p>Local partners are: Kristiansand municipality; Two primary schools (Torden-skjoldsgate and Slettheia)</p>
Implementation place	The university of Agder
Type of training materials	Mentorguide from the swedish nightingale project.
Web address of the programme (if applicable)	http://www.uia.no/nattergalen International web page: www.nightingalementoring.org
Other relevant information	In Kristiansand the nightingale mentoring program has been going on for six years. The program involves appr. 15 mentors and 15 children every year.
Additions/ comments/ remarks (e.g. strengths and weaknesses)	<p>The project has so far been a success. The collaboration between the university and the primary schools is an important factor, and so far it has been very good.</p> <p>Most of the mentors are women. More men should be involved.</p>
Date	14/1 - 2014

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	Flyktingguide
Information about the programme provider	
Full Name	Norges Røde Kors
Address	Postadress : Postboks 1, Grønland, 0133 Oslo Visitadress: Hausmannsgate 7, Oslo
E-mail address	Post@redcross.no
Web address	www.rodekors.no/flyktingguide
Contact person	Annette Sørli, senior adviser migration and multicultural work
Detailed description of the programme	
Objectives	1.To guide the refugee in the Norwegian society and to be a fellow being and support in a new and challenging situation. 2.To learn and practice the Norwegian language. 3. To increase the network for the refugee
Type of training (e.g. face to face, online)	<u>For mentor and mentees</u> : Face to face at places that can contribute to gain the aims (cinema, library, cafe, sportorganisations, etc.). Social arrangements / activities arranged by the Red Cross in their district / association. <u>For mentors</u> : Two obligatory courses - 1. <i>The Red Cross history and values</i> . 2. <i>Care</i> . The mentors are also offered other relevant courses. Conversations / consultation by the local coordinator. <u>For mentees</u> : Information – course about the refugee- guide – program with translation. It is variable how the local associations organizes all this training.
Detailed description (methods, curriculum)	<u>Mentees and the mentors activities</u> :Making food together, translate / explain letters/ messages from school, doctor, and other utilities. Going shopping
Mentors profile	Men and woman (25%men, 75% woman) all ages over 16 years, 90 ethnic Norwegians, 62% are active working and 62% are married / cohabitant
Mentees profile	Refugees , mostly under 55 years
Duration	Minimum 3 ours two times a month during one year.
Collaboration with other organizations	The local Red Cross association collaborates often with the department for refugees in their district/ commune and with NAV (Norwegian work and welfare department.)
Implementation place	A number of districts / kommuner in Norway
Type of training materials	-
Web address of the programme (if applicable)	-
Other relevant information	It is variable from kommune too kommune how the program is practiced.
Additions/ comments/ remarks (e.g. strengths and weaknesses)	To have a mentor influence on how the refugees integrates in Norway. The weakness could be that an important relationship for the refugee ends when the program time is over. One investigation says that about 50% still have contact with their mentor after the formal program- period.
Date	20.01. 2014

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	A mentor. A chance
Information about the programme provider	
Full Name	Association of Social Work Students Cluj Napoca (Asociația Studenților de la Asistență Socială Cluj Napoca– ASAS)
Address	B-dul 21 dec. 1989, nr.128-130 Cluj-Napoca, Romania
E-mail address	batrinoiupaula@yahoo.com
Web address	https://www.facebook.com/asasclujnapoca
Contact person	Batrinoiu Paula
Detailed description of the mentor training programme	
Objectives	<ul style="list-style-type: none"> – Gain knowledge and specific skills for implementing activities with people with intellectual disabilities; – Learn about the project; – Achieve cohesion in the group of mentors.
Type of training (e.g. face to face, online)	Face to face (3 training sessions 2h each), study visit (1 session at “Saint Mary” Day Care Centre, Cluj Napoca)
Detailed description (methods, curriculum)	<p>Training was carried out for a group of 10 mentors. Three training sessions were delivered to the mentors. The content of the training sessions:</p> <ul style="list-style-type: none"> – aim and objectives of the project, administrative aspects – introduction of „Saint Mary” Day Care Centre, Cluj Napoca and its beneficiaries – roles and competencies in mentorship and limits of the mentorship – mentorship (what it is and specific aspects when mentoring youth with intellectual disabilities) – needs of the beneficiaries in the „Saint Mary” Day Care Centre, Cluj Napoca – participants’ expectations and worries – sharing of previous mentorship experiences with people with disabilities <p>The methods used:</p> <ul style="list-style-type: none"> – role play, negotiation, energizers, games
Mentors profile	10 university students with very good communication and social skills.
Mentees profile	12 people with severe intellectual disabilities from „Saint Mary” Day Care Centre, Cluj Napoca.
Duration	6 hours (3 sessions, 2 hours each)
Collaboration with other organizations	Association for the Protection and Support of People with Mental Disabilities Cluj Faculty of Sociology and Social Work, “Babeș-Bolyai” University Cluj Napoca
Implementation place	„Saint Mary” Day Care Centre, Cluj Napoca, Romania
Type of training materials	Handouts with information about the project, evaluation forms
Web address of the programme (if applicable)	-
Other relevant infor-	

<p>mation</p> <p>Additions/ comments/ remarks (e.g. strengths and weaknesses)</p>	<p>The beneficiaries from the „Saint Mary” Day Care Centre, Cluj Napoca had the opportunity to participate in activities that did not follow the daily routine. They had spent time with their peers, in a one to one relationship. They knew they had a friend who would visit him/her every week, and they would do an activity together and share it at home with the family.</p> <p>Each mentor has built a special relationship with a youth with disability. The mentors had the opportunity to meet some special people, and this experience had changed their views on what people with disabilities can do and how the world limits their possibilities. At the beginning of the project, the mentors considered these activities difficult to put into practice, but in time they realised that it is feasible to visit a museum with a person with intellectual disability, to go to the cinema, and do activities that are equally interesting for a person without disability. The mentors have realised that they can build friendships with people that are perceived as „weird”, they can things, and they take a position when people around disregard people with disabilities. The mentors felt that they have developed their negotiation skills, became more assertive, and learnt to manage conflicts.</p>
<p>Date</p>	<p>09.12.2013</p>

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	Equal opportunities in education for an inclusive society
Information about the programme provider	
Full Name	Resource Center for Roma Communities
Address	21 Tebei St, 400341 Cluj-Napoca, Romania
E-mail address	info@romacenter.ro
Web address	www.opportunitatiegale.ro
Contact person	Claudia Macaria, programme coordinator
Detailed description of the mentor training programme	
Objectives	Prepare mentors for providing mentoring activities for schoolchildren in 5th-8th grades in Central Romania
Type of training (e.g. face to face, online)	Blended learning - face to face and on-line (yahoogroups)
Detailed description (methods, curriculum)	<p>The training programme consisted of three face-to-face meetings and sharing experiences online, via the yahoogroups.</p> <p>The first training was in fact also an opportunity to finalise the selection of the mentors. The mentors-to-be were observed by the programme coordinators, and based on how they did in the training, they were invited to become mentors. Not all those who attended the first training became mentors (but all who became mentors attended the first training).</p> <p>The objectives of the first training were</p> <ul style="list-style-type: none"> - To introduce the project within which the mentoring programme was to be delivered - To raise awareness of issues related to identity, cultural diversity, cultural rights, stereotypes - To develop the future mentors' competences to plan thematic mentoring activities, to cooperate with the mentees' schools and families, and to provide career guidance to the mentees - To prepare the mentors to carry out the administrative aspects of their post; <p>The training activities were a combination of presentations and group work.</p> <p>The second and third training workshops were follow-ups, with a strong mentoring programme monitoring feature. The second training aimed to engage the mentors in reviewing the mentoring activities, facilitate their communication with the mentees' support teachers, and discuss successes and challenges in relation to the mentoring. The predominant style of work was group discussions starting from real-life cases (problems presented and potential solutions discussed). The third training was similar to the second, except it also included the evaluation of the programme.</p>
Mentors profile	College students or beginner professionals (psychologists, coun-

	cillors, teachers); cca. 80% were of Roma ethnic background, some were former beneficiaries of a similar mentoring programme for secondary school students
Mentees profile	5 th through 8 th grade students of Roma ethnic background
Duration	Training 1 - 27 hours Training 2 - 11 hours Training 3 - 16 hours Total - 54 hours On-line - depending on individual needs (this was not monitored in terms of time allocated)
Collaboration with other organizations	Roma Education Fund (the leading partner on the project) Amare Romentza Association, partner responsible for activities in Northern-East Romania The Association Center for SocioEconomic and Educational Development, partner responsible for activities in Southern Romania
Implementation place	Central Romania (the counties of Sibiu, Brasov and Mures)
Type of training materials	Handouts, ppt presentations
Web address of the programme (if applicable)	http://www.oportunitatiegale.ro/resurse.php?id=16 (in Romanian)
Other relevant information	The mentees' families received financial support from the project, and the mentors were paid. Each mentor worked with an average of 12 children. The mentees were also supported by teachers who provided tutoring or individualised support for improved school performance.
Additions/ comments/ remarks (e.g. strengths and weaknesses)	The selection of the mentors combined with their initial training is considered to have worked very well as an approach. The mentors managed to develop very close relations with their mentees. The weakness of the programme was the high number of mentees per mentor (sometimes the mentors had to travel significantly to meet with the mentees), and that the mentors had to produce formal monthly reports.
Date	16 December 2013

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	Mentoring for the empowerment of disenfranchised youth
Information about the programme provider	
Full Name	Romanian RWCT Association/ Asociatia Lectura si Scrierea pentru Dezvoltarea Gandirii Critice Romania
Address	Cluj-Napoca, Romania
E-mail address	office@alsdgc.ro
Web address	www.alsdgc.ro
Contact person	Ariana-Stanca Vacaretu
Detailed description of the mentor training programme	
Objectives	<p><i>General objective:</i> train the mentors to apply the mentoring programme curriculum provided.</p> <p><i>Face-to-face training 1:</i> Detailed presentation of the mentoring programme curriculum and demonstration of mentoring activities. The mentors will be able to</p> <ul style="list-style-type: none"> - Identify key elements of the project „Mentoring for the empowerment of disenfranchised youth” - Describe the methodology of the mentoring programme - Plan, carry out and assess the mentoring programme using the mentoring programme curriculum provided <p><i>Face-to-face training 2:</i> Analysis of progress in the mentoring programme and preparation for fine-tuning the programme to better meet the mentees’ needs. The mentors will be able to</p> <ul style="list-style-type: none"> - Explain the purpose of follow-up meetings with their mentees to plan and deliver successful follow-ups - Formulate adequate questions to guide the mentees’ learning and development - Assess the mentees’ progress using the rubric provided - Adjust their mentoring activities acting upon feedback
Type of training (e.g. face to face, online)	Blended learning: face to face - 5.5 days (3.5 + 1.5 + 0.5); yahoogroups: (estimated) 12 days
Detailed description (methods, curriculum)	<p>Training was carried out for a group of 11 mentors. The first face-to-face training was 3.5 days (Jan 2012), prior to the selection of the mentees, and there was a follow-up group training of 1.5 days in July 2012, approximately at halftime through the mentoring programme. In addition, a yahoogroups was set up and used for communication between the mentors and their trainers, and among the mentors throughout the mentoring programme. Communication on the group was about the mentors’ individual preparation work (task clarification related to mentee selection, development of the content and schedule of the mentor-mentee meetings etc), sharing plans for the mentoring programme as well as informal reports, receiving feedback on the reports and acting upon it, and for reflection and writing up case studies about the mentees’ progress during the mentoring programme. In addition to the group trainings and yahoogroups follow-up, the mentors were also supported by their trainers individually. The</p>

trainers visited the mentors, observed a mentoring meeting, provided feedback to the mentors, discussed their future plans and helped them reflect on their work. These meetings lasted for approximately 3-4 hours/ mentor.

The content of the face-to-face trainings:

Training 1:

- Project presentation
- Basic principles underlying the mentors' activity
- The mentors' tasks
- Selection of mentees
- The mentoring programme: planning and implementation of the thematic activities, monitoring and assessment, reporting
- Demonstration of mentoring activities, followed by analysis and reflection
- Initial assessment of the mentees
- Using the results of the mentees' initial assessment to plan the thematic activities
- How to prepare a case study

Training 2:

- Mentors share their experiences related to the thematic activities, their successes and challenges
- Clarification of follow-up activities with the mentees (purpose, successes, adjustments needed)
- Essentials of the follow-up activities with the mentees - what and how do the mentees learn?
- Questions and their role; wait time for response
- Best use of the space where the mentoring activities are carried out;
- Writing activities - their purpose and form
- Reporting - how to write a good report; synthesis of information; degree of specificity

General information about the face-to-face training:

- information was presented in an interactive manner, using handouts for easier understanding
- presentations were followed by application questions, as well as clarification prompted by the mentors questions
- mentoring activities were demonstrated (using the mentors as if they were mentees), and the demonstrations were followed by analysis of the learning experience and planning implementation
- each day of training was concluded with exit cards - a form of guided written reflection on the learning of the day, and each subsequent morning was started with the trainers responding to the mentors questions

General information about the yahoogroups (on-line) training:

- the mentors were encouraged to share their experiences, to ask for their peers' feedback;

	<ul style="list-style-type: none"> - the mentors could see their peers' plans and reports most of the time and this helped the mentors who were not very sure how to proceed; - the trainers provided both group feedback (raising the more general issues with the whole group of mentors) and individual feedback (when privacy was needed) to the mentors - the mentors' final reflection on the programme and their mentees' progress was written up in the form of case studies; the mentors had "helpers" (critical friends other than mentors) who provided feedback on the case studies and thus helped the mentors reflect on their work more profoundly.
Mentors profile	Secondary school teachers
Mentees profile	Secondary school students esp in technical/vocational schools
Duration	17.5 days (1 day equals at least 6 hours)
Collaboration with other organizations	RWCT RO collaborated with the management of the schools the mentees attended
Implementation place	Romania: Cluj-Napoca, Baia Mare, Oradea, Hida (Salaj), Agnita, Bucuresti, Tg Lapus
Type of training materials	Guidebook including the curriculum, the mentoring programme methodology, and pedagogical resources for the mentors
Web address of the programme (if applicable)	http://www.alsdgc.ro/proiecte/view/id/32/lang/en
Other relevant information	<p>The focus of the mentoring programme was on empowering the students, and this complex task was reflected in the methodology of the mentoring programme.</p> <p>The selection of the mentees was done by the mentors, following guidelines provided by the trainers, and in cooperation with the project management team.</p> <p>The mentoring programme included two types of activities: thematic activities (90 minutes every other week) and follow-up mentor-mentee meetings (30 minutes every other week, alternating with the thematic activity weeks). The thematic activities were to cover the topics proposed in the curriculum, organized in three big sections: My identity; My resources; My life as a journey.</p>
Additions/ comments/ remarks (e.g. strengths and weaknesses)	<p>The strength of the training programme is the comprehensive and coherently developed methodology. The curriculum of the mentoring programme was developed prior to the training of the mentors, and the training programme was conceived so as to best prepare the mentors to deliver that curriculum. This type of careful training was needed because we used teachers as mentors and their tendency is to "teach" rather than mentor.</p>
Date	3 Dec 2013

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	
Information about the programme provider	
Full Name	Presov University
Address	Ul. 17.novembra 15, Presov
E-mail address	Alica.petrasova@pf.unipo.sk
Web address	
Contact person	Guaranty: doc. PaedDr. Alica Petrasova, PhD
Detailed description of the programme	
Objectives	<p>Main goal:</p> <ul style="list-style-type: none"> - To improve professional competencies of teachers for a standard performance of pedagogic activities through gaining of new applicable knowledge and skills to work as a mentor in educating of Roma high school students
Type of training (e.g. face to face, online)	Life-long learning, in-service program, blended learning (90 hours of face to face and 30 hours of distant online learning)
Detailed description (methods, curriculum)	<p>Curriculum:</p> <ul style="list-style-type: none"> - Introduction to Mentoring - Roma ethnic - Diagnosing of students - Motivating of students to study - Learning styles and their reflection at students' performance at school - Communication - Social group as a factor of successful socialisation
Mentors profile	<p>Graduate of the program will gain competencies necessary for effective and good mentoring. He/she will be able to:</p> <ul style="list-style-type: none"> - apply self-reflection as an active tool of the correction of his/her own attitudes at the role of a mentor, - be aware of cultural and social particulars of Roma students at the education process - gain and use multiple innovative strategies and methods to effectively manage educational problems - create an effective strategy of monitoring and development of a school class - be aware of his/her rights and the rights of the students - create a program of an individual work and system of motivation for Roma students - reflect on the carried out strategies - resolute conflicts of the school class in a constructive and cooperative way - understand and apply such form of communication, that serve as a basis of effective cooperation between teacher, student, and parent
Mentees profile	
Duration	Max 24 months, 120 hours
Collaboration with other organizations	Program is funded by the Open Society Foundation

Implementation place	Presov University at Presov
Type of training materials	handouts
Web address of the programme (if applicable)	
Other relevant information	
Additions/ comments/ remarks (e.g. strengths and weaknesses)	
Date	January 30, 2014

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	WEF: Women Entrepreneurship Forum
Information about the programme provider	
Full Name	VOKA - Vidiecka organizácia pre komunitné aktivity (Rural Organization for Community Activities) in cooperation with the US Embassy in Slovakia
Address	Námestie Š. Moyzesa 4, Banská Bystrica
E-mail address	voka@voka.sk
Web address	www.voka.sk
Contact person	
Detailed description of the programme	
Objectives	Women – entrepreneurs from Slovakia will get opportunity to improve and innovate their business environment under the supervision of mentors from USA
Type of training (e.g. face to face, online)	-Face to face -Individual and group mentoring
Detailed description (methods, curriculum)	The project will offer: <ul style="list-style-type: none"> • Cycle of workshops with US mentors to increase managerial abilities and skills • Making contacts with businesswomen from the same area • Advisory for Slovak businesswomen • Sharing experiences in business • Possibly making direct contact Main project activities: <ul style="list-style-type: none"> • Workshops • Conference • Study journey • Selection of mentors/speakers from the USA • Selection of mentors from Slovakia
Mentors profile	45 erudite mentors from business environment, who will provide the selected entrepreneurs with specific advice concerning the business management and development and will at the same time help them obtain necessary social skills, while leading them.
Mentees profile	68 business women starting or running business, and employed women
Duration	September 2012 – October 2013 (12 months)
Collaboration with other organizations	US Embassy
Implementation place	Three Slovak regions covering the whole Slovakia: Bratislava, Banská Bystrica, Košice
Type of training materials	Outcomes: More than 300 face to face mentoring meetings 3 introductory meetings (in Bratislava, Banská Bystrica, Košice) 12 regional workshops (in Bratislava, Banská Bystrica, Košice) 5 mentees visited USA

Web address of the programme (if applicable)	See project bulletin at: http://www.voka.sk/rsadmin/foto/buletin_wef_1386497870.PDF
Other relevant information	Business is a suitable life choice for women, since it allows a flexible harmonization of the private and work life especially as regards the working time and place of business. In addition, may women that have lost their jobs as a result of the economic crisis could use their skills and knowledge, establish their own enterprise, and create their own job position.
Additions/ comments/ remarks (e.g. strengths and weaknesses)	
Date	January 8, 2014

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	Blue House & Rendez
Information about the programme provider	
Full Name	Youth of the Street (Mládež ulice) Civic Association
Address	Kopčianska 20, 851 01 Bratislava
E-mail address	info@mladezulice.sk
Web address	www.mladezulice.sk
Contact person	Mgr. Peter Kulifaj
Detailed description of the programme	
Objectives	<ul style="list-style-type: none"> - Provide meaningful activities to youth in marginalised communities - Introduce youth from marginalised communities experience outside world - Provide contact between youth from marginalised communities with larger society
Type of training (e.g. face to face, online)	Training for volunteers about the principles of field work.
Detailed description (methods, curriculum)	Model situations, first contact with the client, crisis situations, ethical code, internal rules, working manual, principles of field work
Mentors profile	Volunteers
Mentees profile	Children and youth living in marginalised communities
Duration	2004-2014
Collaboration with other organizations	Petržalka Municipal Part, Bratislava Self-Governing Region, Ministry of Interior of the Slovak Republic, Ministry of Education of the Slovak Republic, Children of Slovakia Foundation, ZUNO, and others
Implementation place	Bratislava
Type of training materials	
Web address of the programme (if applicable)	www.mladezulice.sk
Other relevant information	<p>The program has been realised since 2004 in marginalized community called Modrý dom (Blue House) in Petržalka, Bratislava. This community is known for families of mostly Roma origin. A lot of socio- pathological phenomena are accumulated here, related to poverty, unemployment and social segregation. A lot of apartments are uninhabited and serve as squats for drug users. This situation endangers particularly children and young people living in difficult conditions, who also have their dreams and goals. The second target location is a housing estate Východné/Rendez. Children and young people come from middle class families. Parents do not have time for them, but overwhelm them by leisure activities (for which they must travel or stay after school until late in the evening) or entertain them with social networks. They spend time on the street but with no meaningful activities. This leads to potentially risky behaviour – truancy, experimentation with drugs, engaging in dangerous subcultures, vandalism. The primary target group includes children and youth from the settlement Vajnory. The strategy of the project is to reflect needs of kids and meet these needs with activities. The project involves volunteers, social workers, teachers.</p>
Additions/ comments/	

remarks (e.g. strengths and weaknesses)	
Date	30.1.2014

Grundtvig Learning Partnership “Learning to be a Good Mentor – LeGMe“

ANALYSIS OF CURRENT MENTOR TRAINING PROGRAMMES

Programme title	Mit mir
Information about the programme provider	
Full Name	Caritas Luzern
Address	Caritas Luzern Geschäftsstelle Soziale Integration Migration – Integration Brünigstrasse 25 Postfach 6002 Luzern
Phone number	041 368 51 00
Fax	
E-mail address	mail@caritas-luzern.ch
Web address	http://www.caritas-luzern.ch/p81000895.html
Legal-status/ ownership	NGO public – non profit
Contact person	Tamara Riehemann
Detailed description of the programme	
Objectives	Mentoring program for vulnerable children and youth
Type of training	No training, regular individual meetings via phone or personal with the project manager
Detailed description	Mentor and child (from 1 month +) meet at least once a month for joint activities. Mentors are volunteers – they get an assurance via Caritas and once a year they are invited to attend trainings offered by Caritas.
Mentors profile	From 18 years up to ... – no additional requirements but there is an interview with the project manager prior to this mentoring. All of them are volunteers
Number of mentors actually involved	Appr. 80 mentors in Central Switzerland
Duration	From 3 years up to
Funding sources	Foundations, Caritas
Collaboration with other organizations	FABIA Luzern, department of well fare in Lucerne
Implementation place	Central Switzerland – mainly in Lucerne (but there are equal mentoring programs in other Swiss cantons run by Caritas Switzerland)
Deliverables	Project flyer
Web site of the programme (if applicable)	www.caritas-luzern.ch/p81000895.html
Target users/ mentees addressed by the programme	
Mentees profile	From new born children up to 18 years, from vulnerable families
Number of mentees involved	Appr. 80 mentors
Evaluation of the programme	
Sustainability	It has been offered by CARITAS for at least 10 years now, but has never been evaluated by external professionals.

Weaknesses	No external evaluation, no personal training for the mentors, no regular mentor group meetings with project coordinator, PR could be better
Strenghts	Caritas is a well known NGO – could be a plus to address vulnerable groups and volunteers (standards)
Other relevant information	
Additions/ comments/ remarks	
Date	12. December 2013

Grundtvig Learning Partnership “Learning to be a Good Mentor – LeGMe“

ANALYSIS OF CURRENT MENTOR TRAINING PROGRAMMES

Programme title	MUNTERwegs
Information about the programme provider	
Full Name	Verein MUNTERwegs
Address	Staldenweg 1 6313 Menzingen
Phone number	041 758 01 32
Fax	
E-mail address	info@munterwegs.eu
Web address	www.munterwegs.eu
Legal-status/ ownership	NGO public – non profit
Contact person	Miriam Hess
Detailed description of the programme	
Objectives	Mentoring program for vulnerable children aged 5 to 11 years
Type of training	Regular training for mentors (called coachings / intravisions) and free parent education programm, regular individual meetings via phone or personal with the project manager. The coachings are voluntary but the project team expects the mentors to attend at least 4 of the 6 meetings. There are also group activities organized by the MUNTERwegs team for the mentoring pairs and also for the parents. Each program starts with 10 pairs each year at various sites. Mentors can apply for several children or reapply in the next program round. There is no charge for the mentoring for the parents. The program is purely voluntary for both parts. But there are agreements to be signed before the mentoring starts with both parties: mentors and mentee's parents. MUNTERwegs is a social franchising and the whole program follows a defined project management.
Detailed description	Mentor and child meet twice a month for joint activities for a period of at least 8 months. Mentors are volunteers – they get a pocket money to spend with their child (app. Euro 340).
Mentors profile	Any volunteer over 16 years, but they have to apply by written document (interests, motivation etc.) and send a police record as well as credentials.
Number of mentors actually involved	Appr. 180 mentors in Switzerland (mainly German speaking part in Central Switzerland)
Duration	From 8 months up to- although there is a fare well party organized by the project management team, which defines the official end of the guidance of the mentoring pairs by the MUNTERwegs team, most pairs keep their relationship alive (app. 80 %)
Funding sources	Foundations, federal department of health and migration, cantons, communities, churches, NGOs, private sponsors, volunteer work of the MUNTERwegs project team
Collaboration with other organizations	Federal department of migration and health, FABIA Luzern, canton of Zug, Luzern and Basel Stadt, schools and kindergarten, social well fare of the communities, social workers,

	department of migration / asyl, universities (Social Sciences, Health prevention, Pedagogy), high schools, senior clubs and foundations like seniorweb.ch or Pro Senectute, Swiss National Agency for ERASMUS +
Implementation place	Central Switzerland – mainly in canton Zug and Lucerne but also in Basel Stadt (and soon in canton Bern)
Deliverables	Project flyer, newsletter, MUNTERwegs handbook (Social Franchising)
Web site of the programme (if applicable)	http://www.munterwegs.eu/portraet/index.php
Target users/ mentees addressed by the programme	
Mentees profile	from 5 to 11 years (kindergarten and primary school children) form vulnerable families – most of them with migrant background
Number of mentees involved	Appr.180 mentees
Evaluation of the programme	
Sustainability	This program has been offered by MUNTERwegs for 7 years now and each year it has been evaluated internal by the participants (mentors, mentee`s parents) as well as by external professionals. MUNTERwegs is largely supported by the communities and cantons. There is a strong network locally and nationally between different social players with MUNTERwegs (e.g. schools, federal departments etc.) 80 % of all mentors and mentees keep up their relationship also after the official ending of the MUNTERwegs program (after 8 months)
Weaknesses	There are often more applications from children than from mentors - not enough volunteers. Each year they need a lot of resources for fundraising activities.
Strengths	Good networking on local, regional and national / international level, profiles of project team are professional
Other relevant information	
Additions/ comments/ remarks	
Date	21. December 2013

Grundtvig Learning Partnership “Learning to be a Good Mentor – LeGMe“

ANALYSIS OF CURRENT MENTOR TRAINING PROGRAMMES

Programme title	SeniorInnen im Klassenzimmer
Information about the programme provider	
Full Name	Pro Senectute Kanton Luzern
Address	Pro Senectute Kanton Luzern Fachstelle für Gemeinwesenarbeit Menzbergstrasse 10 Postfach 6130 Willisau
Phone number	041 972 70 60
Fax	041 972 70 69
E-mail address	fachstelle.gwa@lu.pro-senectute.ch
Web address	http://www.lu.pro-senectute.ch
Legal-status/ ownership	NGO public – non profit
Contact person	Stefan Brändli
Detailed description of the programme	
Objectives	Seniors acting as classroom assistance / mentors for school children aged 5 to 12 years (Kindergarten and primary school)
Type of training	No training, only if needed individual meetings via phone or personal with the project manager, seniors have regular contact with the class room teacher but no trainings (it is up to the teacher to give them some guidance, support etc.)
Detailed description	Seniors assist on a voluntary basis at school or kindergarten and visit the class approx. once a week for about 2 lessons. They might coach a child individually or take care of a group of children in any subject according to their interests, resources and the needs of the school or kindergarten children. The seniors get insurance but no financial support or gratification.
Mentors profile	Seniors (retired persons) – no extra qualifications are needed.
Number of mentors actually involved	Appr. 140 such seniors classroom mentors in canton Lucerne
Duration	From 6 months up to
Funding sources	Pro Senectute, canton Lucerne, communities / schools
Collaboration with other organizations	Verein MUNTERwegs, Benevol Lucerne, communities, schools and kindergarten
Implementation place	Canton Lucerne in the following communities: Ebikon, Egolzwil, Horw, Malters, Schüpfheim, Emmen and Schwarzenberg (but there are equal mentoring programs in other Swiss cantons run by Pro Senectute all over Switzerland)
Deliverables	Project flyer
Web site of the programme (if applicable)	http://www.lu.pro-senectute.ch/angebote/seniorinnen-und-senioren-im-klassenzimmer.html
Target users/ mentees addressed by the programme	
Mentees profile	Kindergarten and primary school children aged 5 to 12 years
Number of mentees involved	Appr. 35 teachers and their classes are participating in this program – about 600 children

Evaluation of the programme	
Sustainability	It has been offered by Pro Senectute for at least 8 years now, but has never been evaluated by external professionals. The program is growing and receives good feedback from schools, parents, seniors and children.
Weaknesses	No external evaluation, no personal training for the senior mentors, no regular mentor group meetings with project coordinator, PR could be better
Strenghts	Pro Senecute is a well known NGO – could be a plus to address volunteers and communities (standards)
Other relevant information	
Additions/ comments/ remarks	
Date	12. December 2013

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	"Social guys" - Soziale Jungs
Information about the programme provider	
Full Name	Paritätische Bildungswerk Bundesverband
Address	Heinrich-Hoffmann-Str. 3, 60528 Frankfurt
E-mail address	Marc.melcher@paritaet.org
Web address	www.bildungswerk.paritaet.org
Contact person	Marc Melcher
Detailed description of the programme	
Objectives	<p>The training program is designed to prepare mentors for their work with boys. The boys are between 14 and 16 years old, often have a migration background, and have a fixed role stereotype.</p> <p>Content and purpose of the program:</p> <p>Boys from 14 to 16 years of age working one afternoon a week in a social institution. Their service in this case comprises the care, assistance and support of the elderly, children or people with disabilities. Playing together, storytelling, to escort the people in the freetime or to manage the internet cafe are some of the functions of this boys in the institution. This will give the boys the chance to gain experience in professional fields with female connotations.</p> <p>The engagement contains 200 hours (approximately one year), which generally corresponds to one afternoon a week in the place of use. The boys get an allowance for their commitment. The boys get an educational support through the support organization in place that is performed by educational professionals and volunteer mentors.</p> <p>The aim is, besides the establishment and expansion of civic engagement especially young men interested in social and educational activities to promote gender relations and the "young" for social commitment.</p>
Type of training (e.g. face to face, online)	The training program will be held on weekends or evenings in a seminar. It takes place in an educational institution of the Paritätisches Bildungswerk in Frankfurt.

<p>Detailed description (methods, curriculum)</p>	<p>The training takes place in small groups and in plenary.</p> <p>The following contents are taught there:</p> <p>Confrontation with a gender-sensitive boys' education</p> <p>Confrontation with gender skills</p> <p>Reflection of the role behavior of boys</p> <p>Standards for educational work with boy</p> <p>Engagement with social gender relations</p> <p>Reflection of one's own gender role</p> <p>During the training, the mentors learn also a lot about the planning and implementation of the following activities:</p> <p>Meeting of the mentors with their mentees and the educational Supervision (meeting minimum 1 x per month)</p> <p>To hold the contact of the mentors to the boys (for example call them after their deployment in the social institution - 1 time per week)</p> <p>Planning and implementation of group meetings</p> <p>Cleared billing modalities</p> <p>Organisation of the Mentor Group meeting 1x per month</p> <p>If necessary, contact the teacher</p> <p>How are the boys organized or structured? (Need we a scheduling –Terminplanung - for boys – structuring?)</p> <p>How are new boys introduced in the project?</p> <ul style="list-style-type: none"> - Is there a personal contact ? - Need we a meeting with the new boys / the boy? - Is there a contact with the parents of the boys? <p>How are new boys welcomed and integrated into the group?</p>
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	Initiation of reflection round at the group meetings.
Mentors profile	Women and men with experience in social work fields. Students of Social Sciences and Education but also full-time youth worker or school social worker.
Mentees profile	Boys between the ages 14-16 years (possibly with a migration background)
Duration	The project for the boys is during one year. The training for the mentors takes a weekend.
Collaboration with other organizations	It is a joint project between schools and youth work. There will be networking with the boy-work in the region
Implementation place	Various locations in Germany as Frankfurt and Potsdam.
Type of training materials	Literature / films / work templates / ppp-präsentation.
Web address of the programme (if applicable)	www.sozialejungs.de
Other relevant information	<p>It is a so-called team-mentoring. In each case 1-2 mentors meet with mentees at the facilities in small groups. It may be equal-gender mentoring teams or cross-gender mentoring teams.</p> <p>Promotion and scientific monitoring The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has placed for the years 2005 to 2008, a pilot program, to be set up and tested for all age groups in the new intergenerational volunteering.</p> <p>On 1 April 2005, the project "Social guys" in Frankfurt am Main is started. It is one of the pilot projects that are funded under the program of the Federal Government. Other implementations of the project will take place in Saarbrücken and Potsdam.</p> <p>The "social guys" are scientifically monitored by the contact point for practice-oriented research at the Protestant University of Applied Sciences Freiburg. The project is headed by Prof. Dr. Thomas Klie (Center for civil society development</p>

Additions/ comments/ remarks (e.g. strengths and weaknesses)	
Date	15.01.2014

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	Volunteer programme
Information about the programme provider	
Full Name	Forum for Freedom in Education
Address	Kralja Držislava 12
E-mail address	forum@fso.hr
Web address	www.fso.hr
Contact person	Mario Bajkuša, development and programs director
Detailed description of the programme	
Objectives	To prepare young people - students and unemployed people for active participation in the social changes and civil society and to equip them with the necessary skills and competences for the labour market in the field of education.
Type of training (e.g. face to face, online)	Face to face with practical work
Detailed description (methods, curriculum)	<p>Every year Forum for Freedom in Education offers a volunteering/mentoring programme for young people (students or unemployed young people). After selection based on the CV and motivation letter, applicants are invited for the interview. Each candidate elaborates motivation for applying for the programme, motivation for participating in it, previous work experiences. They are asked about their specific interests, areas they want to develop in, what do they want to learn and in what Forum's programme/project (mediation, PR, civic education, scholarships, research etc.) they would like to be involved. Mentors are Forum's employees; they guide volunteers who apply for certain programme or project.</p> <p>Forum's volunteers have opportunity to:</p> <ul style="list-style-type: none"> - Develop social skills (presentations, formal communication, teamwork...) - To work on the EU projects and national projects - They are encouraged to develop their own ideas (such as project ideas) - To develop their organization and coordination skills (be a part of the organization of events, conferences, seminars) - Develop confidence, independence - To improve reading, writing, speaking and listening skills in foreign languages - To meet other cultures and people (Youth in Action programme) - To develop public relation skills: writing press releases, making press clipping, media appearances - Developing skills necessary for organizing and implementing workshops with children on various topics (tolerance, non-violence, human rights...) - Senior volunteers help in mentoring new volunteers - Assistance in developing and conducting research - Acquiring computer skills (spss, indesign, visually, publisher,

	prezi, google docs, dropbox, ms office...)
Mentors profile	Highly educated experts from the fields of social sciences (sociology, psychology, pedagogy, social work). Mentors are experienced in trainings, seminars, project management, research, public relations, non-violent conflict resolution.
Mentees profile	Motivated young people (students and unemployed youth). Young people are mostly from the fields of social and humanistic sciences.
Duration	Throughout the year
Collaboration with other organizations	As Forum has lots of partners, volunteers have opportunity to collaborate with other organizations in Croatia and in the EU, especially if they are a part of Youth in Action programme.
Implementation place	Forum for Freedom in Education
Type of training materials	
Web address of the programme (if applicable)	http://www.fso.hr/o-nama/volonteri
Other relevant information	Volunteers can participate in Forum's seminars (Mediation, Reading and Writing for Critical Thinking, Teaching the EU, Anti-Corruption Education, YiA), they can use Forum's library, they are part of every Forum's Youth in Action trainings as part of the organization team, as well as participants. Each volunteer signs a volunteer contract that is based on the Croatian Law on volunteering, according which is obliged to volunteer 8 hours a week. Majority of volunteers spend more time in the Forum's office. After volunteering for six months, they receive recommendations.
Additions/ comments/ remarks (e.g. strengths and weaknesses)	
Date	10.01.2014

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	Generation Next at Work
Information about the programme provider	
Full Name	City of Čakovec
Address	Kralja Tomislava 15
E-mail address	karmen.franin@cakovec.hr
Web address	http://www.cakovec.hr/
Contact person	Karmen Franin, Project Manager
Detailed description of the programme	
Objectives	To prepare mentors in the companies for mentoring programme
Type of training (e.g. face to face, online)	Face to face with practical work
Detailed description (methods, curriculum)	<p>Analysis and selection of successful companies where young people could gather professional experience was implemented. Curriculum for mentoring program in companies - based on the analysis results was prepared and results were gathered in the survey of attitudes of the young towards jobs and employment.</p> <p>Motivational workshops for companies which took part in the pilot project were held to prepare future mentors for mentoring program. Four workshops dealt with topics 1) Introduction to work and development of programs of orientation, 2) Mentoring and evaluation of the contribution of the staff, 3) Teaching and training new employees and 4) Evaluation of mentoring, feedback and mentoring simulation.</p> <p>They were held in Technology Innovation Centre Međimurje (TIC) in Čakovec, and headed by an expert team of Superna (Tania Reisinger and an external associate Tatjana Badrov). The emphasis was on the need for quality and planned introduction of a new employee in accordance with existing business processes and procedures of the employer. It was also important to use the potential of young people as an advantage: their knowledge, creativity, skills in the use of multimedia aids and tools, and new and fresh ideas for business improvement. The workshops were based on active discussion and strong advisory support based on positive and negative experiences from the practice whereby participants can resolve all the issues concerns.</p> <p>Also, four workshops with young, unemployed people were also held with slogan “I want to succeed because I can” to prepare them for work with their new mentors in work environment. They dealt with topics 1) Improvement of personal competence, 2) Importance and techniques of proper communication, 3) Development of business competences and 4) Challenges of self-employment.</p> <p>Duration of mentoring program was 4 months and mentoring program was customized to the specific needs of companies, which involved the transfer of knowledge to praxis, evaluation of</p>

	mentoring providing accurate and timely developments and work-oriented feedback.
Mentors profile	Highly educated experts working in different fields, with experience and skills needed for mentoring a young, educated person.
Mentees profile	Highly educated unemployed young people
Duration	5 months
Collaboration with other organizations	Collaboration with 25 companies, 3 cities, Croatian Employment Service
Implementation place	Međimurje county, Croatia
Type of training materials	PowerPoint presentations
Web address of the programme (if applicable)	http://gen-next.eu/
Other relevant information	Because of the great interest, implementation of the project included more companies and interns than it was originally planned. It is important to note that of 21 people who completed the four-month internship program 11 of them stayed to work in the companies where they were interns. It is also significant that there is still interest of the youth to participate in such projects, as well as businesses for accepting new interns.
Additions/ comments/ remarks (e.g. strengths and weaknesses)	
Date	18/12/2013

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	Modification of behaviour through play – Students can do more
Information about the programme provider	
Full Name	Association “Play”
Address	
E-mail address	mppi-skmv@udrugaignra.hr
Web address	http://udrugaignra.hr
Contact person	Barbara Salopek Trusić, social worker
Detailed description of the programme	
Objectives	Professional and personal growth and development of students – individual mentors; raising new levels of competences and professionalism in work with students – individual mentors; spreading knowledge and skills needed for successful work with children and their parents; supervision help, support and surveillance as well as professional help in solving specific problems.
Type of training (e.g. face to face, online)	Group work, as well as additional individual work with children involved in the program. It is an intensive professional work based on individual approach with respect for differences of each individual child and it is done through modifications of behavior through play.
Detailed description (methods, curriculum)	<p>Methods of work: supervision, education.</p> <p>Supervision of students – individual mentors is done through group work, once a week for 2 hours. Supervision-education group consists of 5-12 individual mentors (students) and 2-3 supervisors (experts in the fields of social pedagogy, social workers, psychologists...) . Used methods are discussion, teaching, writing and painting, observation and evaluation, self-evaluation, interaction exercises, role-playing, dealing with problematic situations, short lectures and exercises.</p> <p>These supervision meetings are done simultaneously while students-mentors are involved in group and individual work with children who manifest complex and multiple behavior disorders. During those meetings students/mentors are helping children (their mentees) to develop creativity, confidence and positive self image, help them organize their free time, be more successful in school and encourage parents to be more engaged with their children. Students-mentors are also obliged to meet with children’s parents at least once a month and discuss their progress done in the work with children.</p>
Mentors profile	Students of social pedagogy, social work, pedagogy and psy-

	chology.
Mentees profile	Children (7-14 year old) who manifest complex and multiple behaviour disorders
Duration	8 months (1 school year)
Collaboration with other organizations	Center for social care, Zagreb
Implementation place	Elementary schools, Association “Play”
Type of training materials	
Web address of the programme (if applicable)	http://udrugaignra.hr/programi/mppi/studenti-koji-mogu-vise/
Other relevant information	<p>Students/mentors were participating in supervision meetings with experts once a week in duration of 2 hours.</p> <p>Students/mentors were obliged to work with their mentees once a week in duration of at least 2 hours. Also, at least once a month to contact mentees family as well as once a month contact with employees from school their mentee attends.</p> <p>Students/mentors were also obliged to write monthly reports as well as final report.</p>
Additions/ comments/ remarks (e.g. strengths and weaknesses)	
Date	09.01.2014.

ANALYSIS OF EXISTING MENTOR TRAINING PROGRAMMES

Programme title	Students Mentors
Information about the programme provider	
Full Name	Sociology Students Association “Anomie”
Address	Borongajska cesta 83d
E-mail address	anomija@yahoo.com
Web address	www.anomija.hr
Contact person	Maja Popinjač
Detailed description of the programme	
Objectives	Helping students of first year of undergraduate study
Type of training (e.g. face to face, online)	Face to face, online, brochures
Detailed description (methods, curriculum)	Every year on the introductory lectures and during the first weeks of teaching, students are arranged to meet with the student project advisor and introduce them to the ways in which they can help them to better orientate in college
Mentors profile	Senior students of undergraduate study
Mentees profile	Students of first year of undergraduate study
Duration	2008. - present
Collaboration with other organizations	/
Implementation place	Centre for Croatian Studies
Type of training materials	/
Web address of the programme (if applicable)	/
Other relevant information	/
Additions/ comments/ remarks (e.g. strengths and weaknesses)	/
Date	14 January 2014