

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**WoT | Ready for work (again)
mentoring program**


BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Women On Top Ready for Work (again) 2022
Organiser	Women On Top, powered by SAP
Brief description of the program	<p>Ready for Work (again) 2022 was a 2-step program:</p> <ul style="list-style-type: none"> - Step A Employability Skills Camp <p>47 women graduated from our Ready for Work & Ready for Work again programs, having undergone training in topics such as CV writing, public speaking, professional behavior & written communication.</p> <ul style="list-style-type: none"> - Step B Mentoring Scheme <p>The Camps' successful graduates were assigned a female mentor to support them in their professional development for the 3 months following the Skills camp.</p>
Objective of activities	<p>Ready for Work (again) is the organization's annual employability skills camp program. It is a 2-step program where women undergo training in topics such as CV writing, public speaking, professional behavior & written communication. Ready for Work (again) participants also enjoy a 3-month mentoring program, with established professionals from their chosen field. With the skills they acquire, Ready for Work (again) graduates can find a fulfilling job, and are encouraged to stay professionally active for most of their productive life.</p>
Target group	<p>Ready for Work is a program designed for young women looking for their first job, and Ready for Work Again is designed for women trying to return to paid work.</p>
Distinguishing features of the program	<p>Following the successful completion of the 2 skills camps, we started the implementation of the mentoring program. There were two requirements for the participants to continue to the mentoring phase:</p> <ol style="list-style-type: none"> 1. Attendance to a minimum of 8 out of the 10 workshops of the skills camps. 2. Filling in of the workshops' evaluation form. <p>The fact that all participants were aware of the requirements from the very beginning of the program, worked in favor of their commitment to the mentoring process.</p> <p>In terms of the evaluation form, we included questions to better understand each graduate's professional needs and challenges that would assist us in searching for the most suitable mentors.</p> <p>We also conducted a 2-hour mentees' training for all the successful graduates, on the principles of the mentoring process and tips for making the best out of the mentoring scheme.</p>

<p>Mentees selection process</p>	<p>As described above, the mentees were successful graduates of the organization's Ready for Work (again) employability skills camps. One of the main selection criteria for their entry to the program was the applicants' answers to the following questions in the application form: How do you see yourself professionally 5 years from now? What do you aspire to have achieved by then? Why do you want to attend the Ready for Work program? How do you think it will help you in the next steps of your professional career? For applicants wishing to enter our Ready for Work Again program, they also had to confirm that they had been out of paid work due to caretaking responsibilities for at least 2 years.</p>
<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p>We asked the program's mentees to evaluate the program on a scale of 1 to 5 and the results were excellent. When asked "How satisfied are you in general with your mentor?", the average score was 4.6 out of 5. When asked "How helpful and effective was the mentoring you received?", the average score was 4.3 out of 5. We also asked them "What was the most significant change you have observed on yourself, after the mentoring you received" and these are a couple of comments we received:</p> <p>"I realized many things about me and took much more care of myself."</p> <p>"It reminded me of my value as a professional, which I had forgotten after some years of not working."</p> <p>"The communication with my mentor and our discussions about my concerns were an awakening about understanding the professional reality, especially in Greece, in a way that will probably make me think more realistically."</p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**Women On Top | Mentoring
scholarships for women with
disabilities**


BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Women On Top Mentoring scholarships for women with disabilities
Organiser	Women On Top, powered by Orthostatical
Brief description of the program	Orthostatical, a company providing rehabilitation and mobility solutions to people with disabilities, in collaboration with Women On Top, offered in 2022, 5 three-month mentoring scholarships to women with disabilities for the 1st time in Greece.
Objective of activities	The main objective of the initiative was threefold: <ol style="list-style-type: none"> 1. To create mentoring partnerships and provide support and guidance to female mentees with disabilities, to clarify their goals and address any challenges related to their professional empowerment and development. 2. To connect mentees with other women with disabilities, as their mentors on their professional journey. 3. To start building on more diverse mentoring programs as an organization, as well as a more diverse mentees and mentors' pool.
Target group	The initiative was designed for women with disabilities looking for support and guidance in their professional journey. The secondary target group was to recruit women with disabilities that would join our mentors' community.
Distinguishing features of the program	This was the first time in Greece that a mentoring program was specifically designed for women with disabilities. It was also a great opportunity to further open the dialogue and cooperation between our organization and other underrepresented groups in our society, as well as highlight the difficulties of people, especially women, with disabilities at the workplace.
Mentees selection process	One of the main selection criteria for their entry to the program was the evaluation of each applicant's mentoring request, in terms of whether it was clear and adaptable to a mentoring relationship. We also considered diversity in terms of location, age and professional fields when selecting the final participants.

<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p>At the end of the 3-month program, the final feedback form was sent to both mentors and mentees to announce the official completion of the program, and to encourage them to evaluate their relationship, their mentor/mentee, and the program itself.</p> <p>The evaluation included, among other things, questions about overall satisfaction and the relationship established between the pair, as well as open-ended questions about the mentoring experience on both sides, support from the network, and any challenges and recommendations.</p> <p><u>Mentees' evaluation</u> How satisfied are you generally with your mentor? Average rating: 5 out of 5</p> <p>To what extent did you feel that she showed interest and willingness to listen to you? Average rating: 5 out of 5</p> <p><u>Mentors' evaluation</u> How satisfied are you generally with your mentee? Average rating: 5 out of 5</p> <p>How successful do you think the matching of mentor and mentee was in this particular case? Average rating: 5 out of 5</p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**Women On Top | Live a Legacy
(LAL) speed mentoring sessions**


BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Women On Top Live a Legacy (LAL) speed mentoring sessions
Organiser	Women On Top, powered by Mastercard
Brief description of the program	Live a Legacy is an initiative to empower women 18-35 years old in regards to their professional future. Since 2018, Mastercard and Women On Top have implemented 4 Live a Legacy events (both physical and digital) with more than 1.100 women attending. As mentoring is a very effective tool for professional empowerment, we incorporated speed-mentoring sessions during all 4 events, aiming to guide and give the participants the necessary skills, enabling them to claim their professional dreams.
Objective of activities	The main objective of the speed-mentoring sessions was for the mentees to have the chance to meet with successful female mentors, discuss with them their most urgent professional challenge, and get their insight. As these sessions were part of the LAL initiative, which also included inspirational talks and fireside chats, another objective was for the participants to have the chance to actually meet and converse with our mentors, and get 1-2 practical insights that they could work on later.
Target group	Live A Legacy is an initiative mainly targeting women 18-35 years old, however women of all ages, career paths and employment situations are welcome to participate.

<p>Distinguishing features of the program</p>	<p>The main distinguishing features of the LAL speed mentoring sessions are as follows:</p> <ol style="list-style-type: none"> 1. Participants are already part of a bigger initiative which includes other elements as well, and it is usually a 1 or 2-day event, so this means that the audience is not only diverse, but also already there. 2. We had invited mentors according to their expertise, and had 8 quite diverse mentoring topics. The mentees could choose which mentoring topic(s) they were more interested in and registered accordingly. Some of the mentoring topics were: “How to become an entrepreneur” “How to succeed in tech” “How to excel in your first job” “How to design your career in uncertain times” “How to become more resilient” 3. We used the “speed-dating” flow, which meant that each mentee had 15 minutes with each mentor, and then the next one came along, etc. This was quite challenging in implementation, however it worked well as mentees had to really focus and ask specific questions. This meant that mentors, also knowing their time was limited, had to give practical, short and meaningful insights and support.
<p>Mentees selection process</p>	<p>This initiative didn't have a selection process, as the participants had already registered for free to the LAL event, and there were no specific prerequisites for their participation.</p>
<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p>Our implementation partner initiated a quantitative evaluation questionnaire, asking participants how satisfied they were with each mentoring session they had the chance to participate in, using a 1-5 stars scale. 82.1% of the participants answered they were “absolutely satisfied” (5 stars).</p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**Women On Top | Mentoring
program for migrant/refugee
women**


BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Women On Top Mentoring program for migrant/refugee women
Organiser	IRC Hellas, in collaboration with the organization Women On Top and the support of Webhelp.
Brief description of the program	IRC Hellas, in collaboration with the organization Women On Top and the support of Webhelp through the Think Human Foundation, invited women, aged 16 and over, with a refugee or migrant background, to participate in a free 6-month mentoring program for 15 selected mentees.
Objective of activities	During the course of the 6-month program (January 2021-June 2021), the objective was for the mentors to provide support and guidance so as to help the mentees clarify their goals and deal with any challenges related to their professional empowerment and development. This was achieved by the mentors sharing the experiences and knowledge they had gained through their own professional path.
Target group	The program was designed and implemented for migrant/refugee women.
Distinguishing features of the program	The main distinguishing feature of the program was that it was the first time our organization designed and implemented a mentoring program specifically for migrant/refugee women. Mentoring was a newly introduced tool for the specific beneficiaries, in terms of their professional empowerment, as they usually take part in career counseling and job searching programs. Another distinguishing feature of the program was that the beneficiaries had the opportunity not only to get introduced into a new tool like mentoring, but also connect with successful female professionals. Our team also organized 1 Mentors' Training session and 2 Mentees' Training sessions: one for English speaking and one for Greek speaking beneficiaries.
Mentees selection process	The first part of the selection process was that the applicants had to fill in and share information about -amongst other details- their legal status, level of language skills (Greek and English), employment status and the professional challenge they were facing. The second part of the selection process was an interview with selected applicants, in order for them to understand the program's scope, and for the selection committee to understand the applicants' level of commitment.

<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p>It was really interesting to introduce mentoring as a tool for professional empowerment to participants who had never again participated in mentoring programs. It was also very exciting to bring mentors onboard that were also of a migrant/refugee background, not only diversifying our own mentors' pool this way, but also being able to connect women with similar experiences, who had undergone the same difficulties in another country, and managed to overcome them.</p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**WoT | Mentoring program for
female employees of a betting
company to celebrate IWD 22**


BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Women On Top Mentoring program for 10 female employees of a betting company to celebrate IWD 22.
Organiser	Women On Top, in collaboration with the company.
Brief description of the program	In celebration of the International Womens' Day in 2022, a betting company, in collaboration with Women On Top, gave the opportunity to 10 women employees to participate in a free 3-month mentoring program, with the support of WoT mentors.
Objective of activities	During the course of the 3-month program (April 2022- June 2022), the initiative's objective was to introduce mentoring as a professional development tool, as well as give the opportunity to selected female employees to form a mentoring relationship with a mentor outside of their organization. In this way, the employees gained new perspectives and received support and guidance, so as to clarify their goals and deal with any challenges related to their professional empowerment and development.
Target group	All female employees of the company.
Distinguishing features of the program	The main distinguishing feature of the program was that it was implemented via an open call to all female employees, with no distinction of rank, leadership, path or any other criteria. This method was chosen as this was a pilot program and the leading team wanted to first have an understanding of their people's interest in such programs.
Mentees selection process	The call was open to all female employees. The selection process was based on qualitative criteria, such as the applicants' reply when asked to define the reason they're applying to the program, and how they think it will support them in their professional development, as well as other criteria like diversity of the requests themselves, age of applicants and department.
What else is worth knowing about the program? (<i>Quote from mentor or mentee, statement from organiser</i>)	At the end of the 3-month program, the final feedback form was sent to both mentors and mentees, to announce the official completion of the program and to encourage them to evaluate their relationship, their mentor/mentee, and the program itself. The evaluation included, among other things, questions about overall satisfaction and the relationship established between the pair, as well as open-ended questions about the mentoring

	<p>experience on both sides, support from the network, and any challenges and recommendations. Both groups gave an average rating of 4.8 out of 5 in all evaluation questions.</p> <p><u>Here are some thoughts from the program's mentees:</u></p> <p>“My mentor helped me to understand how I should communicate my needs to my colleagues/manager, how I should handle difficult cases, and showed genuine interest in all aspects of the topics mentioned in our sessions.”</p> <p>“She provided ideas and communication tools to navigate through specific problems. She was also inspiring with her experiences and soothing in situations.”</p> <p>“My mentor helped me overcome my "fear" of standing up for myself. She gave me incentive to go for what I want.”</p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

Edumocni | Dare IT

**BeMyHelp – mentoring of women
returning to the labor market**

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	PROGRAM DARE IT
Organiser	DareIT Sp. z o. o.
Brief description of the program	<p>The largest program in Poland run by experts working in IT for women who want to start their career in the industry. Dare IT Mentoring is a 4-month program for women who want to find their first job in one of the selected specializations:</p> <ul style="list-style-type: none"> ● Front-end Development ● Back-end Development ● QA & Manual Testing ● Business Analysis ● Data Science ● UX Research ● UX Design ● UI Design ● Scrum Mastering ● IT Project Management ● Product Ownership
Objective of activities	<ul style="list-style-type: none"> ● The objective is to increase the representation of women at every level of their careers in the IT industry ● To support women in reentering and developing their careers in the IT industry ● To support technology companies in recruiting experts ● Participants of the Dare IT mentoring program are not only more likely to get a job in IT, but also receive more job offers and higher salaries (based on research from Stanford University).
Target group	The Dare IT Mentoring program is for women who want to find their first job in one of the selected specializations (as mentioned above).
Distinguishing features of the	<ul style="list-style-type: none"> ● Individual mentoring sessions with the support of a Dare IT mentor consultation and HR experts - prepare

<p>program</p>	<p>for recruitment, consult your CV, and have access to a database of 60 videos answering the most common questions.</p> <ul style="list-style-type: none"> • 10 expert webinars - gain knowledge from IT practitioners during webinars and Q&A sessions. • Virtual job fairs and internships - an opportunity to learn about recruitment offers from the best IT employers in Poland. • Direct contact with IT companies - the opportunity to meet and establish contact with our partners who are currently recruiting. • Access to a dedicated platform and network - inspiration and support from hundreds of IT experts and debutants.
<p>Mentees selection process</p>	<p>The basis for the selection of participants will be the application and the ability to meet the program's expectations. The final selection is made by Dare IT mentors.</p> <ul style="list-style-type: none"> • Receiving mentees' registration • Information about recruitment results • Confirmation of participation in the Program. <p>Selection criteria:</p> <ul style="list-style-type: none"> • woman has been developing in her chosen specialization for a minimum of 3 months • woman is motivated to fully engage in the program • woman doesn't work commercially in her chosen specialization • woman is determined to get a job in IT within 6 months • woman has clearly defined goals and knows what she wants from mentoring • woman wants to support the community of women in IT.
<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p><i>"I can't imagine a better start in the IT industry than what DareIT mentoring offers. I got a job as a UX researcher a few weeks after the official end of mentoring and I know firsthand that recruiters appreciated my experience with DareIT"</i></p> <p><i>"The program offered me a great mentor, expanded my network of contacts, opened up new perspectives for me and guaranteed me the right track in my professional development. I am grateful for this opportunity and I can certainly recommend the program to every woman who wants to enter IT with a bang"</i></p>



<p>Photo/logo</p>	<p>Dare IT</p>
--------------------------	-----------------------

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**Edumocni | Woman that
matters**


**BeMyHelp – mentoring of women
returning to the labor market**

**Project Number:
2022-1-PL01-KA220-VET-000087088**

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Woman that matters
Organiser	Deloitte
Brief description of the program	<p>Deloitte implements a number of initiatives supporting women's leadership. They have decided to go a step further and support female students in making conscious career choices.</p> <p><i>Woman that matters</i> is a mentoring program addressed to female students who are just entering the labor market and want to consciously plan their career path with the support of experienced experts. Thanks to meetings with the leaders of Deloitte Poland, they not only have space to exchange experiences, inspiration, and build a network of business contacts, but also learn about useful practices when starting a career in a specific industry.</p> <p>The program also includes the Woman that matters TECH path, which is dedicated to students who want to develop their technological skills with the support of experts experienced in these areas.</p>
Objective of activities	<p>The aim of the organizers is to teach the participants of the program to boldly articulate their needs, ambitions, and aspirations and have the courage to look for professional opportunities and take advantage of those that appear before them. The objectives are:</p> <ul style="list-style-type: none"> • Inspiration to act from experienced business women • Support in the conscious creation of a future career • Space to exchange experiences • Networking with the possibility of building a network of contacts with mentors and students from all over Poland • Invitation to participate in the program's introductory event with numerous activities for participants.
Target group	<p>The Woman that matters program is aimed at:</p> <ul style="list-style-type: none"> • students in their 2nd, 3rd, 4th, and 5th years of study in fields such as: economics, finance and accounting, management, administration, law, marketing. <p>Woman that matters TECH path is aimed at:</p> <ul style="list-style-type: none"> • students in their 2nd, 3rd, 4th, and 5th year of technology studies, such as computer science, data analysis, mathematics.
Distinguishing	The Woman that matters program consists of 3 mentoring

<p>features of the program</p>	<p>sessions (meetings are held as agreed by the mentoring pair - online, offline or hybrid) over 3 months in an informal atmosphere.</p> <p>The first step is an in-person event opening the program. The dates of the mentoring sessions are agreed upon individually with the mentor.</p> <p>Mentors in the program are Deloitte leaders from all business lines who are willing to share their knowledge and experience.</p>
<p>Mentees selection process</p>	<p>At the beginning, applications are collected to participate in the program through the <i>Woman that matters Mentoring program for female students Deloitte</i>. The next step is to fill out a short form that provides the necessary information about the areas of interest and the goal for the mentoring program.</p> <p>Students are matched with their mentors based on the areas of interest indicated by the students and on the areas of support indicated by the mentors.</p> <p>During the first meeting, the mentoring couple sets the formula of the meetings among themselves: whether they are to take place in-person, fully online, or maybe hybrid.</p>
<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p><i>Thanks to "Woman that matters,", at the beginning of their professional career, graduates of the program have the opportunity to cooperate with and use the knowledge and experience of our leaders, and this helps them consciously career plan. We want our leaders to share what they have learned throughout their careers to activate young generations of women. The first edition of the program was received by the students very enthusiastically. We hope that this year's edition will repeat this success (fourth edition)</i> Joanna Świerzyńska, talent partner Deloitte</p> <p><i>The project implements the idea of "paying it forward", transferring their experience and knowledge forward so that students can take advantage of them when starting out in the labor market and planning their careers. Sessions with leaders further in their careers gives young women inspiration and the courage to act, as well as the opportunity to validate their plans, doubts, and career vision. For future leaders, it is also a chance to get to know the company and gain information about Deloitte at individual stages or in different, specific service lines – Malwina Faliszewska, Manager, leader of the Training and Development area</i></p>
<p>Photo/logo</p>	



Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**Edumocni | Mentoring Program
of the Business Leaders
Foundation**


BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Mentoring Program of the Business Leaders Foundation
Organiser	Business Leaders Foundation
Brief description of the program	<p>Extensive project that supports ambitious people - both women and men - in conscious career development, developing their self-awareness and supporting them in the continuous acquisition and improvement of their leadership skills.</p> <p>The largest cross-business mentoring program in Poland targeted at women and men with at least 5 years of professional experience, the scheme focuses on developing mentees' leadership skills and offers them support to consciously plan their professional careers and improve their business performance.</p> <p>Mentees are provided with end-to-end support within 9 months of the program – personal sessions with a Mentor, self-development workshops, reference books and handouts, and networking sessions.</p>
Objective of activities	<ul style="list-style-type: none"> ● The largest cross-business mentoring program in Poland ● The scheme focuses on developing mentees' leadership competencies, offering them support to consciously plan their professional careers and improve business performance ● Mentees are provided with end-to-end support within 9 months of the program – personal coaching sessions with a Mentor, self-development workshops, reference books and handouts, and networking sessions. ● The 2023 Mentoring Program edition also offers: <ul style="list-style-type: none"> ○ Mentoring focused on leaders' growth in today's hybrid world ○ Workshops supporting the development of leadership skills, including: <ul style="list-style-type: none"> ▪ VERSATILITY ▪ STRENGTH ▪ TRUST ○ Mentoring provided in either Polish or English.
Target group	<ul style="list-style-type: none"> ● Designed for women and men with at least 5 years of professional experience

<p>Distinguishing features of the program</p>	<ul style="list-style-type: none"> ● One-to-one mentoring sessions (a minimum of 6 sessions) ● Mentee personal growth workshops dealing with professional development (3) ● Technical workshops for and interviewing of Mentors to methodically support mentoring conduct and address any issues as they arise (3) ● Moderated networking sessions to support relationship-building ● Several online interviewing sessions for Mentors to address issues arising in processes ● Meeting of Mentors and Mentees in the middle of the program ● Opening and closing Gala ● Access to substantive materials (manuals, Code of Ethics, process documents) and access to the Mentor and Mentee Zones with all recorded meetings available ● Support of Mentoring Process Supervisor and the Project Coordinator ● Diploma confirming participation in the program ● Unlimited membership in prestigious Mentor's and Mentee's Club.
<p>Mentees selection process</p>	<p>Applications for participation via the Application Form on the Organizer's website.</p> <p>In the case of a positive result, the applicant receives a confirmation of receipt of the application and an obligation to pay the administrative fee.</p> <p>After settling the amount due for participation in the Mentoring Program, Mentee will receive electronically the details of the person selected for cooperation by the pairing process. The selection of optimal Mentor-Mentee pairs based on the Application Forms, as a result of the work of the Program Project Team and according to the method of the Organizer, will be decisive in the qualification of participants.</p>
<p>What else is worth knowing about the program? (<i>Quote from mentor or mentee, statement from organiser</i>)</p>	<p>Mentoring Program of Women Leadership in Business Foundation is the winner of First place in the NGO category in the "Super M" competition organized by EMCC Poland in 2021</p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

Edumocni | Compass project


**BeMyHelp – mentoring of women
returning to the labor market**

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Compass project
Organiser	Association for Raising Women's Qualifications
Brief description of the program	<p>Compass is primarily a community of supportive women. It is a space to establish beautiful relationships, to notice that you are not alone with your doubts and that many people support your successes. The program creates opportunities to get to know each other and inspire each other during: integration meetings, networking, joint sports events, and volunteering.</p> <p>Joint discussions focused on the previously mentioned topics will be a unique opportunity to look at a given aspect from a different perspective. In group mentoring, mentors moderate the discussion and share their thoughts and advice.</p>
Objective of activities	<p>The goal is to give women the tools in accordance with their talents and values to achieve success in the following areas: WORK, FAMILY, PASSION.</p> <p>As part of the Compass Project, mentors, trainers, and our entire community support people who are looking for tools that will help them develop in accordance with their talents and values. They help you find your own way to achieve success in the areas of: work, family, and passion.</p>
Target group	<ul style="list-style-type: none"> ● Women aged 25-35 who are actively seeking change in their private and professional lives. They are ready to act and willing to take responsibility for their lives.
Distinguishing features of the program	<ul style="list-style-type: none"> ● Group mentoring participation in a year-long process conducted by women from the business world who have built their success on three pillars: work, family, and passion. ● Individual mentoring: It is a process that allows you to carefully focus on specific goals. It is based on a relationship with a mentor who shares her time and experience and accompanies you in your development. Individual meetings of mentees with mentors are held regularly during any cycle of the project. ● Workshops - 2 workshops conducted by professional business trainers ● Meeting with a special guest. This event is highly valued by

	<p>participants</p> <ul style="list-style-type: none"> ● Grand inauguration - an opportunity to meet mentors in person and take part in a short mentoring workshop ● Access to a closed discussion group on Facebook ● Ceremonial summary of the project ● Certificate of completion of a one-year mentoring program.
<p>Mentees selection process</p>	<p>Participation in one selected event is free (including the inauguration, without workshops) Registration for a given event through the appropriate form available in the schedule. After using the free meeting, the condition for participation in subsequent meetings is registration to the program using the form, payment of the administrative fee, and sending confirmation of payment.</p>
<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p><i>The Compass project, in which I took part, was like wind in my sails. There were many ideas for myself after a professional break. I wanted to work professionally again, preferably with a mission and joy after 3 years of being at home with my son. I got into individual mentoring and worked with Renata Grzonkowska. It was work on specifics and commitment that made me see the direction I should take and how best to prepare for such an expedition with each meeting. I experienced many wonderful conversations and inspirations, but most of all, reflection on what I really need. And so, with courage, I embarked on a journey in which I am currently implementing a project to create a family kindergarten in the model of personalized education in Lublin. I started a series of activities supporting the family in upbringing. I am currently working on the conference "In the right direction" and a series of classes for women and mothers with preschool children. Participation in Compass also resulted in a project implemented with the LUB Drama Foundation entitled: "Make friends with your family", in which every Thursday I conduct webinars with experts in the field of personal development, parenting and marital relations. What I have managed to achieve this year has exceeded my wildest expectations, and it is all in line with my role as a mother and wife, which are the most important to me. Marzena</i></p> <p><i>I found the Compass project at a time in my life when I didn't know in what direction I would like to develop, what to do after graduation. Meetings with mentors were a great inspiration to change and discover my path. Compass combines 3 important values for me (development, family, and passion). It is a group of women who support each other, not only in the professional field, but also in everyday life. Magda</i></p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**Edumocni | Successful Women
Mentality**


BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	2nd edition of the Mentoring Program for Women entitled "Successful Women Mentality"
Organiser	Mom Herself
Brief description of the program	<p>During mentoring, women define their mission and life values. They understand their needs and give themselves space to focus on themselves. If women feel stuck and don't know which way to go. If they have a lot of ideas, but don't know where to make a change. Women who wonder what success means to them. Women find out how to feel successful. Maybe she is a successful woman, and she is great in her role, but there are areas she would like to work on in her private or professional life.</p> <p>Every woman defines success using a different framework. Sometimes it is family, home, or happiness in love, and sometimes it is a promotion at work, owning a business, or having a healthy body.</p>
Objective of activities	The goal is to help and support women in understanding, communicating with consolation, and wisely guiding children into adult life, but also to support women who are divorced and need guidance on how to take the first step to regain self-esteem, get out of feelings of loneliness, raise their professional qualifications or wish to return to work. The program arranges help and support from psychologists, therapists, and lawyers.
Target group	<ul style="list-style-type: none"> ● Women who want to consciously pursue goals that bring them closer to success ● Women who feel they are ready to change their beliefs ● Women who want to be more efficient ● Women who want to better use their hidden potential and strengthen their self-esteem ● Women who want to learn how to most optimally use their strengths and talents ● Women who want to increase their self-confidence ● Women who want to increase their motivation to achieve their ambitious personal and business goals ● Women who want to plan out their life goals (personal, professional)

<p>Distinguishing features of the program</p>	<ul style="list-style-type: none"> • 4 group meetings - 90 minutes each. <p>An intimate group - the maximum number of participants is 6</p> <p><u>4 Mentoring modules:</u></p> <ul style="list-style-type: none"> - Harmony and balance - Rebuilding oneself (self-confidence, beliefs, self-esteem) - Looking at yourself through the prism of success - Work Life Balance <ul style="list-style-type: none"> • 2 individual meetings with mentor
<p>Mentees selection process</p>	<p>The selection of participants occurs through the application form and their ability to meet the program's expectations. The mentors make the final selection.</p> <ul style="list-style-type: none"> • receiving mentees applications form • information about recruitment results
<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p><i>"The participants showed great commitment and interest during the classes. It was obvious that they were interested in the proposed topic. For women, assertiveness and low self-esteem are important issues, and we are all the more pleased that they want to expand their knowledge and competences in this area. Maintaining balance in 'Home Life Balance' is a new look at yourself as a woman and a mother."</i></p> <p>Dominika Hapek, President of the Sama Mama Foundation, mentor</p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

Mamo Pracuj | Be brave mum

BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

GOOD PRACTICE DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMMES

Programme Title	<i>Be brave mum – mentoring programme</i>
Organiser	Mamo Pracuj Foundation with the support of the State Street Bank Polska
Short Description of the Programme	<p>“Be brave mum – mentoring programme” is one of several initiatives under a 5-year “Be brave mum” project carried out in collaboration with State Street Bank Polska. Its purpose is to offer emotional and practical assistance to mothers who have taken a break from work, such as maternity leave, and desire to return to the workforce.</p> <p>The programme’s core component is a 6-month individual mentoring process led by experienced mentors from different industries who have joined the Foundation to assist women in need. Participants were also given the chance to take a professional course of their choice, free of charge, to improve their hard skills. As a third component, the Foundation prepared an online course that provided insight into the current job market and effective job search techniques. This course helped participants create or improve their application documents and LinkedIn profiles, as well as taught them how to successfully search for jobs in the modern labor market. Additionally, two webinars were organized as part of the program to develop soft skills, such as the courage to act and openness to change.</p> <p>The mentors who took part in three webinars organized for them also received support. They had the option to receive ongoing consultations from the Foundation whenever needed.</p> <p>The programme was conducted remotely, and it successfully supported 26 participants.</p>
Purpose of Activities	<p>The programme was designed to boost the skills and confidence of women who are returning to work after taking a career break due to childbirth. Women are one of the vulnerable groups discriminated against in the job market. The mentoring programme aims to provide support during this challenging transition period and help them attain equal opportunities in establishing a solid professional standing.</p>

<p>Target Group</p>	<p>This program is specifically designed for women, especially mothers who have been out of the workforce for an extended period due to life circumstances (even a few years).</p>
<p>Distinguishing Features of the Programme</p>	<p>“Be brave mum – mentoring programme” is exceptional for the following reasons:</p> <ul style="list-style-type: none"> - It offers an excellent opportunity to enhance your skills by completing a free professional course as part of the programme (e.g. Junior Scrum Master, Agile PM). - 6-month individual support from mentors (12–14 meetings) who understand the unique needs of mothers returning to the workforce after a career break – they are often mothers themselves and have had similar experiences. - Mentees are provided with the complete list of available mentors upfront, and during the recruitment stage, they can choose a mentor they would like to work with. - The Mamo Pracuj Foundation, which specializes in helping mothers in their professional development, offers emotional and substantive support for mentees. - Mentors receive support through meaningful meetings and building relationships within their group.
<p>Mentees Selection Process</p>	<p>Participants were recruited through a two-stage process. In the first stage, individuals completed an application form, which we used to assess their motivation and readiness to return to work. We also collected information about their specific needs. In the second stage, we invited women who matched the Foundation's expectations to participate in online interviews. We delved further into their motivations during these interviews, and a committee consisting of a few individuals selected 26 women.</p>
<p>Is there anything else you would like to share about the programme? (mentor or mentee’s quote, organizer’s statement)</p>	<p><i>‘My mentor proved to be an excellent guide in the finance world. She is a shining example that one can successfully balance a career and motherhood. She is also a kind and likable individual. Through her guidance, I learned to embrace challenges and confidently pursue even the most daunting opportunities.’</i></p> <p><i>‘Since applying for the project, I have experienced numerous positive changes in my life. My perception of returning to work has shifted, and I have grown more courageous and confident. As a mother and a woman, these changes were much-needed.’</i></p>

Photo/logo



Ruszamy z projektem
Odważ się Mamo!
Program mentoringowy



STATE STREET®

<https://odwazsiemamo.mamopracuj.pl/>

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**Mamo Pracuj | Global Mentoring
Walk**



BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

GOOD PRACTICE DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMMES

Programme Title	Global Mentoring Walk
Organiser	Vital Voices Chapter Poland
Short Description of the Programme	The Global Mentoring Walk is an event where influential figures from various fields, such as business, diplomacy, and culture, provide guidance for women experiencing changes in their personal or professional lives. Mentors share their own experiences and engage in discussions about the challenges that mentees may be facing. This often leads to forming a long-term mentor-mentee relationship, with both parties staying in touch and continuing the mentoring process independently.
Purpose of Activities	Developing the leadership potential of women, supporting their career growth, and inspiring them to embrace professional challenges.
Target Group	Women who have acquired initial professional experience, are now considering a career shift, aiming for a promotion, pursuing a different profession, or launching their own business.
Distinguishing Features of the Programme	On the day of the walk, the mentor and mentee have the opportunity to get to know each other for the first time. They are given two hours to discuss critical professional topics or share their experiences, which may lead to a longer mentoring relationship if they are both willing and motivated. Additionally, the event includes a networking part, where the mentee can meet her mentor and other mentees and their mentors.

<p>Mentees Selection Process</p>	<p>Candidates undergo an online survey-based selection process. They must complete a questionnaire outlining their professional experience and motivations for participating in the programme. Mentees who are active in social circles have an added advantage.</p>
<p>Is there anything else you would like to share about the programme? (mentor or mentee's quote, organiser's statement)</p>	<p>The programme is a part of the Global Mentoring Walk campaign, founded by Geraldine Laybourne, CEO of Oxygen Media and Oprah Winfrey's business partner. Due to her packed schedule, she could not meet with all the women seeking her advice. Rather than turning them away, she invited them to join her on her daily walks, which eventually became a regular practice. Geraldine introduced similar events in major US cities. In Poland, the event is promoted under the slogan "Walk the Change."</p>
<p>Photo/logo</p>	  <p>VITAL VOICES GLOBAL PARTNERSHIP</p>

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

Mamo Pracuj | Destination IT

BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

GOOD PRACTICE DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMMES

Complete the table. Font size: 12. Please do not exceed the number of pages (2 p.).

Programme Title	<i>Programme → DESTINATION IT</i>
Organiser	Mamo Pracuj Foundation in collaboration with Roche Informatics
Short Description of the Programme	<p>The programme includes:</p> <ul style="list-style-type: none"> ● an open promotional event that offers substantial value for participants (approx. 100 people) ● an educational/mentoring programme for a select group of 18 people (including 110 training courses, online courses, and meetings as well as individual mentoring) in three areas: Testing Automation, Business Analysis, and Data Engineering ● support to strengthen the mentees' competencies in the programme ● opportunity to apply for job vacancies within the company ● monitoring and evaluation of activities ● close cooperation of partners. <p>Five people began working in the IT industry immediately after the programme ended.</p>
Purpose of Activities	<p>The programme aims to equip individuals seeking employment in the IT industry with the knowledge and skills to help them change occupations. It gives the employees of partner companies the valuable opportunity of collaboration and knowledge sharing.</p> <p>The programme's goal aligns with the latest global trends related to Diversity & Inclusion and the UN Sustainable Development Goals, with a focus on empowering women and eliminating existing inequalities in the labour market promoted by Goals 5, 8 and 10.</p>

	<p>Additional Objectives</p> <ul style="list-style-type: none"> ● Strengthening the soft skills of employees and acknowledging their achievements and role in the organisation. ● Providing opportunities for the company's employees to participate in social projects, increasing employee satisfaction and their sense of accomplishment.
<p>Target Group</p>	<p>The programme's main focus was on individuals who possess professional experience and have taken their first steps (courses, training, certificates) to advance their careers in the new technology industry, but have yet to take their first job in the IT industry.</p> <p>The programme did not consider age or years of service as determining factors.</p>
<p>Distinguishing Features of the Programme</p>	<p>The goal of the DESTINATION IT programme was to provide additional support to individuals who had demonstrated a strong sense of determination, commitment, and independence. Mentees often require guidance and assistance when beginning their careers in a new field.</p> <p>The programme was primarily targeted towards women (as part of the #MamoPracujwIT initiative), but men were also welcome to participate.</p>
<p>Mentees Selection Process</p>	<p>Participants for the programme were selected through an extensive application process. The application consisted of a section in which applicants shared their experience and the steps they had taken to change their occupation. Additionally, a substantial task was required for each path.</p> <p>The evaluation process was conducted in three stages:</p> <ul style="list-style-type: none"> - the formal validity was verified - two individuals independently assessed the substantive criteria, which led to the shortlisting of 50 candidates - the partner's team and mentors evaluated the shortlisted candidates, leading to the final decision of who was accepted to the programme <p>Here is an interesting fact - we initially expected to accept 12 individuals into the programme, but the quality of the applications exceeded our expectations. After careful evaluation, we ultimately took 18 individuals, all of whom successfully completed the programme.</p>
<p>Is there anything else you would like to share about the programme? (mentor or mentee's quote, organiser's statement)</p>	<p>Participants opinions: "I was blown away by the programme! It boosted my self-confidence, gave me wings, and helped me transition into a new field. After completing the project, I was offered a job at Roche Informatics, where I now work as a Data Engineer. :)"</p>

	<p>“Participating in the programme was a game changer for me. Having a mentor and a training plan with specific tasks to complete helped me avoid getting lost in the learning process. If I had to figure it out alone, I would have been overwhelmed and unsure of my direction.”</p> <p>Organiser's opinion: Marta Buchkovska, Team Leader at Roche Informatics: “New technologies bring great development opportunities, but the journey can be challenging and lengthy. It is good to have support and guidance along the way.”</p>
Photo/logo	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

Mamo Pracuj | Let's Do IT AKAdemy

BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

1. GOOD PRACTICE DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMMES

Programme Title	Let's Do IT AKAdemy
Organiser	Mamo Pracuj Foundation, Akamai Technologies and Akamai Foundation, Inc
Short Description of the Programme	<p>The mentoring program was the second part of the educational and development project under the same name. The first part offered four webinars for women looking to learn more about the IT industry and switch careers.</p> <p>The program was open to everyone, regardless of age or educational background. All meetings were held online.</p> <p>Candidates were selected from those who participated in webinars (part 1).</p> <p>Edition 2021/2022 – 10 mentoring pairs Edition 2022/2023 – 20 mentoring pairs</p> <p>Mentors were the employees of Akamai Technologies, who provided mentees with support and shared their knowledge about re-entering the labour market, preparing for the recruitment process, and various IT topics such as programming, cybersecurity, testing, etc.</p> <p>Duration: 3.5 months. Edition 2021/2022: a total of 90 meetings were held (on average 9 meetings per pair). The second edition is currently ongoing and will continue until June 2023.</p>
Purpose of Activities	<ol style="list-style-type: none"> 1. Empowering women in their quest for employment, particularly in the IT sector. 2. Encouraging women to embark on a career in IT / switch their professional fields. 3. Increasing the chances of women who have lost their jobs due to Covid-19 and other life circumstances (e.g. female refugees). 4. Providing individual support to women seeking employment after a career break.
Target Group	Women, especially mothers, who are returning to the workforce after a career break and are interested in transitioning into the IT industry.

<p>Distinguishing Features of the Programme</p>	<p>The recruitment process is specifically aimed at individuals who participated in the initial part of the programme (educational one). The 2022/2023 edition is also targeted at female Ukrainian refugees. Mentors are not exclusively Polish (meetings are held in English). Continuous evaluation and monitoring of participants' progress. A private Facebook group fosters integration and mutual support among participants who share similar goals, needs, and experiences.</p>
<p>Mentees Selection Process</p>	<p>The process is divided into two stages:</p> <ol style="list-style-type: none"> 1. The first stage requires participants to complete a comprehensive application form. The selection criteria are based on the candidate's motivation to bring about positive changes in their life, their previous experience, and how well their interests align with those of their mentor. The order of application submissions does not affect the selection process. 2. In the second stage, we conduct in-depth online interviews with dozens of selected candidates to get to know them better and choose the best ones.
<p>Is there anything else you would like to share about the programme? (mentor or mentee's quote, organiser's statement)</p>	<p><i>Finding this group on the internet has been a pleasant surprise. I feel compelled to share the positive energy and knowledge I have gained with other girls and encourage them to seek external support to improve their lives.</i></p> <p><i>I am highly motivated and energised to continue working. Now I am clear on my goals and direction. Thanks to this program, I have been able to organise my thoughts and plan my next steps with confidence.</i></p> <p><i>The feedback from my mentor was incredibly valuable to me. Their tips and advice will undoubtedly prove helpful in my job search.</i></p>
<p>Photo/logo</p>	<p>You can download graphics content from:</p> <p>www.akademy.mamopracuj.pl</p>

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**Mamo Pracuj | Mother
Empower**

BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

GOOD PRACTICE DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMMES

Programme Title	<i>Mother Empower</i>
Organiser	Mamo Pracuj Foundation and Bosch Poland
Short Description of the Programme	<p>The programme was created to support and empower mentees – women reentering the workforce after a break or exploring new career paths.</p> <p>Mentors from Robert Bosch Polska branches generously offered their time, knowledge, and experience to guide mentees through the process.</p> <p>We designed the program to comprehensively empower women, with mentors and mentees working together one-on-one for three months, totaling 10-12 online and offline meetings. This is particularly important as participants are located throughout Poland, while mentors are based in major cities like Warsaw and Łódź.</p>
Purpose of Activities	<p>The programme aims to empower women who have taken a career break, changed fields, or are in the process of changing fields.</p> <p>The project’s primary objective is to assist mentees in developing their soft skills, with a particular focus on improving their communication abilities through mentorship.</p>
Target Group	The Mother Empower programme caters to women from across Poland who:

	<ul style="list-style-type: none"> - want to return to work after a career break - seek guidance on how to secure a good job - seek a mentor who can guide them through the journey of changing occupations - need empowerment before re-entering the labour market.
<p>Distinguishing Features of the Programme</p>	<p>The project is complemented by a scholarship programme for mentees selected by the committee.</p> <p>Interested participants fill out the application form, expressing their desire to participate in the scholarship programme. Bosch will provide 60% co-financing towards the course as a reward.</p> <p>This funding can be used towards a vocational program that fosters acquiring or enhancing professional skills. The scholarship supports participants in obtaining the necessary certificates that validate their competencies in IT and other relevant fields.</p>
<p>Mentees Selection Process</p>	<p>The selection process consists of two stages.</p> <p>In the first stage, candidates are required to complete a comprehensive application form. In addition to providing their contact information, they are required to share their professional background, current status in the job market, challenges faced, and professional goals. Applications are assessed based on their alignment with the program's objectives and mentees' needs, as well as the candidate's motivation and compatibility with the mentor's professional profile.</p> <p>In the second stage, shortlisted candidates are invited for an interview. This interview is designed to better understand the participants, their motivations, and their efforts towards personal and professional development.</p>

<p>Is there anything else you would like to share about the programme? <i>(mentor or mentee's quote, organiser's statement)</i></p>	<p>“My mentor showed great empathy towards me as a mother of two young children. She never made me feel like I was falling short. Her constant reassurance helped me understand that progress doesn't always have to be rapid; sometimes taking small steps is better.” (mentee's feedback)</p> <p>“The program placed significant importance on developing self-confidence. It instilled in me the belief that with hard work and determination, I can attain goals that may seem unattainable.” (mentee's feedback)</p> <p>“In business, ROI (return on investment) is a crucial metric. I can personally attest to the effectiveness of this program as my ROI was 5:1. This indicates that I received five times more energy than I put in, with every bit of energy being magnified.” (Joanna Wojdan, Bosch Poland)</p> <p>“Without this program, we wouldn't be able to meet. We had amazing meetings, even in a virtual setting. It was precious to hear your perspective and that of my mentee.” (Magdalena Kołomańska, Bosch Poland)</p>
<p>Photo/logo</p>	<p>https://mother-empower.mamopracuj.pl/</p> <p>https://mamopracuj.pl/jak-dzielic-sie-soba-program-mentoringowy-mother-empower/</p> <p>https://mamopracuj.pl/mother-empower-wzmacnianie-ma-sens-podsumowanie-programu-mentoringowego-z-firma-bosch-polska/</p> <p>https://mamopracuj.pl/wiele-krokow-naprzod-podsumowanie-3-edycji-programu-mentoringowego-mother-empower/</p>

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

Neotalentway | #GirlsLoveTech


**BeMyHelp – mentoring of women
returning to the labor market**

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	#GirlsLoveTech
Organiser	Telefónica Open Innovation Campus
Brief description of the program	Telefonica organized a series of activities, including workshops, masterclasses, and initiatives facilitated by dedicated professionals and experts. These individuals willingly devoted their personal and professional time to engage with girls, young women, and university students. The primary objective was to instill a passion for technology in the younger generation, all while working towards shaping an educational and training system that eradicates gender stereotypes linked to specific vocations and professions.
Objective of activities	Telefonica aimed to foster STEAM vocations in girls and young women and reduce the gender gap, create a community of STEAM references for academic purposes for young women and university students, and transmit the passion for technology to the younger generations.
Target group	Young girls considering studies and careers in STEAM.

<p>Distinguishing features of the program</p>	<p>In addition to Telefónica, 100 companies and entities throughout Spain participated in this program. The company established a two-way connection between open innovation and the academic ecosystem, as well as with young talent, as they are committed to the development of Spain's future professionals.</p> <p>The topics covered in the sessions revolved around science, technology, engineering, mathematics, arts, humanities or trends.</p> <p>The program has proposed to expand the activities to more geographical areas of Spain and to include more professionals and experts from Telefónica.</p>
<p>Mentees selection process</p>	<p>In a fun and entertaining way, mentees brought the young women of Stem Talent Girl closer to the world of technology and innovation along with new trends and the reality of the company. Telefónica Open Innovation Campus was part of the #AlianzaSTEAM, 'Niñas en pie de ciencia' which was created to promote STEAM vocations, Science, Technology, Engineering, and Mathematics in connection with the Arts and Humanities, in girls and young women. The Stem talent girl programme was a Secondary to University Mentoring Programme that aims to inspire, educate and empower young women to discover the exciting world of STEM before they make decisions about their academic future.</p>
<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p><i>#GirlsLoveTech offers visibility and connection for female talent with new professions in our industry, so that young women in our country can find support and answers to their questions.</i></p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**Neotalentway | AED Lead
Mentoring Mujeres Directivas by
CaixaBank**


**BeMyHelp – mentoring of women
returning to the labor market**

**Project Number:
2022-1-PL01-KA220-VET-000087088**

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	AED Lead Mentoring Mujeres Directivas by CaixaBank
Organiser	AED (Spanish Association of Managers) and CaixaBank
Brief description of the program	<p>The mentoring programme focuses on supporting and promoting the development of women managers in business. It aims to foster women's professional growth and leadership by providing participants with the opportunity to receive guidance and support from experienced mentors in managerial and executive positions.</p> <p>Selected women managers are paired with mentors who have extensive experience in leadership roles and can provide guidance on topics such as management skills development, talent management, networking, work-life balance, and strategic decision-making.</p> <p>The programme runs over a period of time, during which mentors and mentees meet regularly to discuss challenges, set career goals and share knowledge and experiences. In addition to this, the programme also includes networking and specific skills development activities to foster the participants' professional growth and advancement.</p>
Objective of activities	The programme aims to foster the personal and professional growth of women selected for their high leadership potential and to promote the presence of female managers in large companies.
Target group	The target group is women with high leadership potential who have great capabilities, motivation, and talent to bring high value to their company.

<p>Distinguishing features of the program</p>	<ul style="list-style-type: none"> • The program spans over 6 months, during which participants engage in six virtual one-to-one sessions. Together, they work towards overcoming potential limitations and obstacles that women often face in their daily work lives. • The mentors taking part in AED Lead Mentoring Mujeres Directivas by CaixaBank are accomplished professionals with demonstrated leadership within their respective companies. Their track records enable them to identify the crucial factors for professional success. They possess impactful personal profiles and are eager to make a lasting impact within their organizations. • Through this new initiative, CaixaBank and AED aim to promote a culture of equal opportunities for professional growth in large companies. Both entities are committed to fostering diversity and actively support projects that enhance equal opportunities, meritocracy, and gender-neutral talent.
<p>Mentees selection process</p>	<p>Thirty-one professional women with high leadership potential from large companies are selected based on their professional goals, expectations, needs, and experience, among other variables.</p>
<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p>The director of CaixaBank's Paseo de la Castellana Store Office in Madrid and participant, Gema Gonzalo, said: "The sessions we hold are moments that invite you to reflect, to deepen your qualities and to recognize areas for improvement. It helps you to gain self-confidence and to focus your professional career".</p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

**Neotalentway | Social Mentoring
Programme "Fénix Andalucía"**


**BeMyHelp – mentoring of women
returning to the labor market**

**Project Number:
2022-1-PL01-KA220-VET-000087088**

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Social Mentoring Programme "Fénix Andalucía"
Organiser	Andalusian Ministry of Education
Brief description of the program	<p>The programme is a social mentoring programme aimed at schools to promote social inclusion and cohesion as well as equal opportunities for the most vulnerable groups with socio-economic difficulties and diverse aptitudes. It also seeks to promote personal development and other values such as resilience, respect and teamwork.</p> <p>It involves both area mentors and inspirational mentors. It also provides teaching materials, virtual training, and specific advice on how to carry out the programme.</p>
Objective of activities	The program's goal is to support the growth of communities where social exclusion is a severe problem or where there are risk factors for it. The program's more specific goal is to help students in Andalusian Primary and Compulsory Secondary Education improve their abilities in order to foster social inclusion.
Target group	The programme is aimed at publicly-funded schools that teach 5th and 6th year Primary Education or 1st and 2nd year Compulsory Secondary Education in ERACIS (Andalusian Regional Strategy for Social Cohesion and Inclusion in Disadvantaged Areas) areas or that have Educational Compensation Plans.
Distinguishing features of the program	<p>In order to increase students' motivation for their personal and academic growth, the program suggests that participants come from outside the school. This is done by taking into account the motivational impact of coming into direct contact with influential figures in their community and from various academic or professional fields.</p> <p>The aim is to increase the academic motivation of children from areas of social exclusion and to this end, inspirational mentors with a history of personal achievement and a track record of success will be</p>

	<p>used to inspire and support teachers in their task of motivating and facilitating the educational and personal development of these children.</p> <p>The programme focuses on SDGs 4 and 10 as it aims to reduce inequality for the most vulnerable populations by providing resources for inclusive, equitable and quality education that promotes learning opportunities.</p>
<p>Mentees selection process</p>	<p>Schools must submit an application for membership in the Junta de Andaluca's computer system from the management profile as long. The conditions are that schools must have the approval of the School Council and the School Board, a working team, and at least two of the members of the working team members should be enrolled in the training associated with the Andalusian program (unless the team consists of two teachers who have already successfully completed the training in previous educational settings).</p> <p>A Selection Committee will be set up operating under the the following criteria: they must be publicly funded schools located in ERACIS areas, have Educational Compensation Plans, have an absenteeism rate during the previous academic year of at least 5%, have at least 2 teachers who already have or are applying for the programme, and the number of units in the school must be greater than 6.1.</p>
<p>What else is worth knowing about the program? (<i>Quote from mentor or mentee, statement from organiser</i>)</p>	<p>The Regional Minister for Educational Development and Vocational Training, Patricia del Pozo said: "Education is the kilometre zero of people and, consequently, of any society. That is why it is so important, as the Fénix Andalucía Social Mentoring programme aims to do, to provide students with people who embody values such as solidarity, effort, social commitment and the desire for self-improvement".</p>
<p>Photo/logo</p>	



Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

Neotalentway | Mujeres con S (Women with S)

BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Mujeres con S (Women with S)
Organiser	Santander Bank
Brief description of the program	With the help of a professional and personal development process based on the participants' experiences and shared experiences, this mentoring program aims to advance the careers of women. In order to help women identify their leadership style and create a solid plan to reach their objectives, the program links them with high-level professionals, mostly other women, who have managerial or entrepreneurial experience and a large network of contacts.
Objective of activities	The objective is to give women the skills and tools they need to advance to managerial positions within their organizations, launch their own projects, or advance within their industry. The programme also aims to support female talent in the workplace, entrepreneurship, and equal opportunities for men and women.
Target group	The target group is women who need to refocus their careers, whether they want to grow within the company, find a job, become entrepreneurs or change sectors. They must be a professional or entrepreneur who genuinely wants to learn from others and progress, as well as have 10 years of professional experience.
Distinguishing features of the program	<p>The programme addresses the professional and emotional competencies and skills that are essential to build and enhance women's leadership.</p> <p>This programme is a component of the Generation 81 effort, which advocates for gender equality, the advancement of women in the workforce, and female entrepreneurship.</p> <p>The mentoring relationship will last for five months during which the mentee will be able to access her mentor and have virtual meetings through our platform.</p> <p>The programme started at the regional level and thanks to its success has been extended to the national level.</p>

	<p>Mentors must have more than 15 years of experience as an entrepreneur or professional and should show a genuine desire to give back to society with their experience and skills.</p> <p>Training and tools such as networking platforms, information, documentation, development plans, and virtual campuses are also offered.</p>
<p>Mentees selection process</p>	<p>To participate in the programme, interested parties must fill in the application form where they must make clear what needs they have as a mentee and what they can contribute as a mentor. Once they send Mujeres con S the filled form, they will process it and respond to the application.</p> <p>Mentees are required to have a genuine interest in being mentored, be an entrepreneur or professional with a desire to improve and learn from others, and have 10 years of professional experience.</p>
<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p>M^a José Macià, territorial director of Banco Santander in Catalonia, said that "the success of Mujeres con S lies in the relationships and connections generated between the mentor and the mentee. The key is sincerity and transparency".</p>
<p>Photo/logo</p>	

Co-funded by the
Erasmus+ Programme
of the European Union



BeMyHelp

Neotalentway | Mentoring Program of Repsol's Entrepreneurs Fundo

BeMyHelp – mentoring of women
returning to the labor market

Project Number:
2022-1-PL01-KA220-VET-000087088

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

BEST PRACTICES DATABASE. EXAMPLES OF THE MOST INTERESTING MENTORING PROGRAMS

Title of the program	Mentoring Program of Repsol's Entrepreneurs Fondo
Organiser	Repsol
Brief description of the program	<p>The mentoring programme was one of the activities carried out by the Repsol Entrepreneurs Fund to support entrepreneurs and start-ups in their early stages. Through this programme, the selected entrepreneurs received advice and support from Repsol experts and sector professionals to boost the growth and development of their projects.</p> <p>The mentoring took place over a specific period of time and covered different areas, such as business development, strategy, technology, and financing, among others. Mentors shared their experiences and knowledge with entrepreneurs, providing them with guidance and support to overcome challenges and seize opportunities.</p>
Objective of activities	The objective was to accelerate technological innovation by promoting and advising startups.
Target group	The target group was startups working on the challenges of the energy transition, such as decarbonization, circular economy, or digitalization of the industry. They were all startups in the testing phase with real customers, or they will reach this phase in 1-2 years.
Distinguishing features of the program	<p>The Programa de Mentoring del Fondo de Emprendedores de Repsol had several distinguishing features that set it apart from other similar initiatives:</p> <ul style="list-style-type: none"> - The program offered financial support of between 60,000 and 100,000 euros. - The mentorship program had a multidisciplinary team of mentors. This team consisted of two senior mentors who were former Repsol employees who are professionals with a high level of knowledge in business management. In addition

	<p>to them, there are two mentors who are active Repsol professionals and provided technological support and knowledge of the market.</p> <p>It also offered the possibility of conducting the relevant pilot tests in Repsol facilities.</p> <p>The mentorship program focused on the following areas: low-carbon energy technologies, circular economy, using Biotechnology and Nanotechnology to develop sustainable solutions, products and services based on energy management and renewable energies, digital technologies for the energy industry, and devising natural solutions for carbon footprint reduction.</p>
<p>Mentees selection process</p>	<p>The selection was carried out between March and June in successive phases. At the end of each phase, applicants were informed whether or not to continue in the selection process.</p> <p>The penultimate selection phase included a visit by a member of Fundación Repsol to each of the startups and a working session with recommendations to help the Startup with its candidacy, including a Work Plan with the milestones to be achieved during the acceleration period.</p> <p>A few months later, the finalists were announced and had to present their applications in Madrid, in person or remotely, before a jury in charge of choosing the startups admitted to the Acceleration Program.</p>
<p>What else is worth knowing about the program? (Quote from mentor or mentee, statement from organiser)</p>	<p>Javier Torres, Director of Entrepreneurship at Fundación Repsol: "Because of their size, startups are very agile in decision-making, very dynamic, and are already playing a fundamental role in this energy transition. If we add to that all the power that their collaboration with corporations can give them, the bet is a winner."</p>
<p>Photo/logo</p>	