



BeMyHelp

Mentoring of women returning to the labour market

Introduction



The **Erasmus+ BeMyHelp project** was launched in September 2022 and it aims to implement

the mentoring method in socio-professional projects targeting socially excluded groups, particularly women.

Its objective is to provide an effective tool for

personal development and facilitate their re-entry into the labour market. The project involves four organizations from Poland, Spain, and Greece.

The project

Today's labour market demands adaptable skills, flexibility and continuous learning, which is a challenge for those who have experienced an interruption in their career path due to various circumstances. In this sense, the key role of **mentoring** is to provide appropriate assistance to the mentee, offering **flexible responses, support and motivation for personal development**, often resulting in the life change necessary to move forward.

The project operates within a consortium that collaborates with organizations from various countries. Together, they strive to generate a significant impact on the labour market **reintegration of socially excluded groups**, with a special focus on **women**. By promoting mentoring as a key tool for personal and professional development, the project aims to provide the necessary **boost** for individuals to overcome existing barriers and achieve successful reintegration.

To achieve its objectives, the project focuses on **equipping organizations** with the necessary skills to apply the mentoring method, supporting them in its implementation, and providing essential tools for the mentoring process. It also focuses on adapting support tools to cater to the **specific needs** of socially excluded groups, particularly women who have experienced career interruptions as caregivers. These women often reside in remote areas, posing challenges in meeting the labour market's demands for flexibility and constant learning.

The project emphasizes a specialized approach that fosters **flexibility, trust, support, a motivation for skills development and alternative forms of growth**, such as remote work. Effective mentoring implementation offers opportunities for this target group. The developed findings and materials can be a starting point adaptable to other groups and institutions.

Results we want to achieve:

- Popularization of the **mentoring method** among people and organizations
- **Database of 20 good mentoring practices** in the countries of the consortium members
- **Training program** on the implementation of mentoring with materials in 4 languages
- Increasing the competences of **60 training participants** in the implementation of mentoring in the organization

The consortium

The consortium is composed of the Edumocni Foundation, Mamo Pracuj Foundation from Poland, Women on Top from Greece and Neotalentway from Spain.



In November, a face-to-face meeting brought together two experts from each organization to plan a five-day partnership event in Athens, Greece. The meeting focused on discussing the project's framework, including the manual, training program, and materials to be developed by each partner. It was a highly productive gathering, fostering personal connections and strengthening relationships among the

participants. Additionally, regular monthly online meetings are held to track progress and stay aligned with our goals.

By combining expertise from implementing mentoring programs in various countries, including our partners, we aim to create a universal and replicable model for cooperation, support, and professional empowerment of women across Europe. Many organizations capable of implementing such programs operate in multiple European countries. Avoiding the risks of a single-country approach is crucial for multicultural organizations. Thus, integrating our collective experience and insights from project tests ensures the project's high quality.