



## Mentoring for women re-entering the job market

### Introduction

The Erasmus+ **BeMyHelp** project was launched in September 2022 and aims to implement the mentoring method in socio-professional projects aimed at socially excluded groups, especially women.

It aims to provide an effective tool for personal development and facilitate their reincorporation into the labour market. The project involves four organisations from Poland, Spain and Greece.

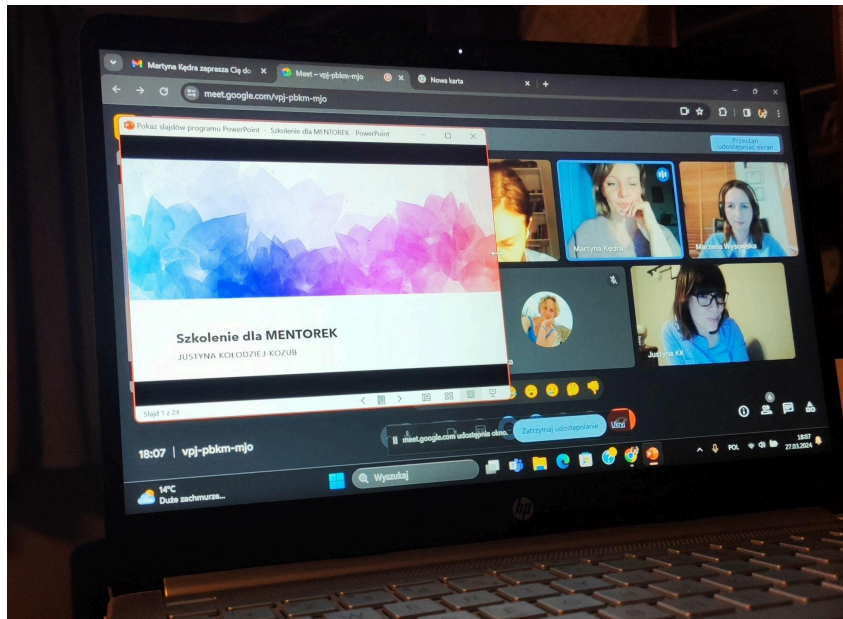


### Current status

With the project coming to an end, the consortium is now finalising the last details of the project and its outcomes. During this time we have been working on the development of the project materials such as the handbook and the good practice guide. We have also carried out mentoring training with four organisations in total and the last step has been the culmination of the project, carrying out a programme in organisations on how to implement the mentoring method. Here we tell you more about this experience and much more.

## Mentoring program by Edumocni

The Edumocni Foundation mentored the design and implementation of a mentoring program for the Luminaria Foundation from Nowy Sącz, which supports women's talents and self-expression through workshops and networking. The "United Moms" program, running from April 5 to June 28, 2024, aimed to boost new mothers' confidence with emotional support, parenting tips, and skill development. Mentors, including experienced mothers and specialists, were matched with mentees through an online recruitment process, resulting in 7 pairs.



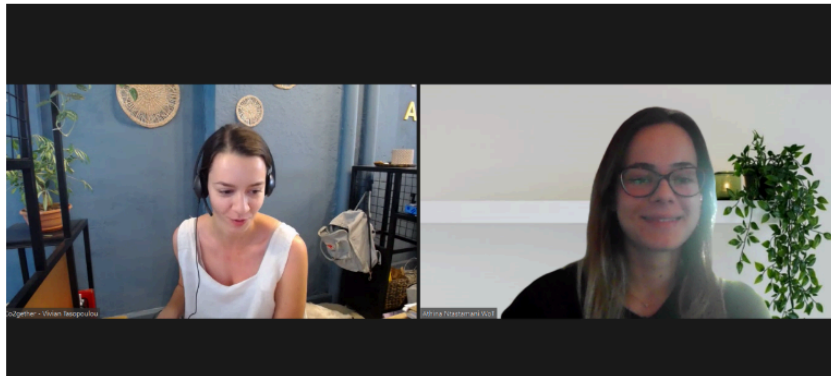
The program began with mentor training by Justyna Kołodziej-Kozub from Edumocni Foundation, followed by three online training sessions and a babywearing workshop. Monthly networking meetings and 42 mentoring sessions were conducted in various formats.

The program concluded with a ceremony awarding certificates and gifts, and feedback was gathered to evaluate its success. The "United Moms" program was completed on schedule, demonstrating effective and professional implementation.



## Mentoring program by Women On Top

Women On Top implemented the mentoring program with Cohesion Network 2gether (Co2gether) a non-government organization based in Athens, Greece, dedicated to promoting social cohesion and health. With extensive experience collaborating with local authorities and other NGOs, Co2gether aims to create an equal society for all. To enhance the skills and professional development of their volunteers, Co2gether established a comprehensive mentoring program.



In the 1st month, the program covered the fundamentals of mentoring, including its types, benefits, and how it aligns with Co2gether's mission. The 2nd month focused on setting goals and objectives to support volunteers' professional growth. Months 3 & 4 involved designing the mentoring program, including selecting mentees and mentors, ensuring effective matching, and setting SMART goals. In the 5th month, the program was launched, providing the team with valuable practical experience. The 6th month was dedicated to gathering feedback and conducting assessments to evaluate the program's success and identify areas for improvement.

Overall, this collaboration resulted in a well-structured and effective mentoring program that significantly contributed to the professional development and skill enhancement of Co2gether's volunteers.

## Mentoring program by Neotalentway

Neotalentway implemented the mentoring programme at Europuente, a company specialised in Erasmus+ project management and administration. During five intensive months, the programme took place in both face-to-face and online formats, offering participants optimal flexibility. Neotalentway's mentors, Miguel López and Elena Alonso, effectively guided Europuente's Project Manager and Project Coordinator, focusing the learning on the practical implementation of mentoring strategies within the organisation.



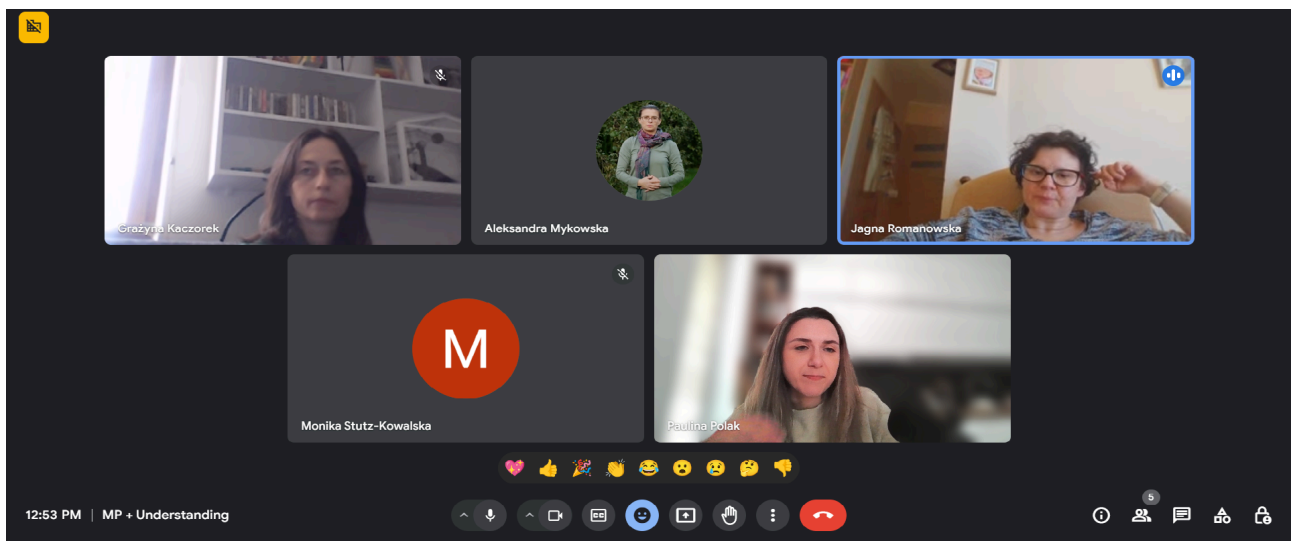
Participants positively evaluated the quality of the materials used and highlighted the usefulness of the practical examples provided, which facilitated a deep understanding and effective application of the concepts learned. The continuous interaction between mentors and mentees promoted a collaborative learning environment, strengthening communication, project management and interpersonal skills.

At the end of the programme, participants expressed a significant improvement in their skills and a high degree of satisfaction with the structure and duration of the programme. This success underlines our continued commitment to professional development and excellence at Europuente.



## Mentoring program by Fundacja Mamo Pracuj

The Mamo Pracuj Foundation conducted mentoring programs for several organizations: the Gdańsk Foundation for Social Initiatives (GFIS), Understanding, and Poles in Medicine (Polki w Medycynie). Our efforts have been highly appreciated by the participants. Now, we will summarize in a few sentences what we have worked on over the recent, intense period: how it started and what has changed.



The goals of these organizations varied: planning, risk anticipation, mentor selection and training, implementing an action plan to support a mentoring program in senior groups, or developing an advanced mentoring program for people in the medical field. The understanding of mentoring at the beginning of our efforts was at different levels: some organizations had no prior experience with the process, while Poles in Medicine aimed to enhance their existing methods.

In summary, participants reported that their knowledge and understanding of mentoring, as well as their confidence in setting mentoring program goals, increased. The mentoring support was rated very positively. The Poles in Medicine Foundation developed a mentoring-based project and submitted a grant application. Participants particularly appreciated the materials provided by the Mamo Pracuj Foundation, which were extremely helpful for their mentoring development. Their expectations were met, and the skills and knowledge gained had a significant impact on their personal and professional growth.

## End of the project

The project ends on 31 August this year, after two years of intense work. The four organisations have collaborated and achieved the proposed results and objectives. These two years of effort have produced the following achievements:

- Preparation of a mentoring model for the professional activation of women.
- Development of tools for the organisation and implementation of mentoring for women.
- Development of a training programme on how to implement mentoring in organisations (also in e-learning format).
- Creation of a website with materials and its dissemination in the partner countries.
- Testing the implementation of the mentoring model in 4 organisations in partner countries.

These materials were designed as a method for the professional activation of women, but can also be an ideal starting point and can be adapted to support other groups and organisations. All the materials developed in the project by the partners are available on the project website <https://bemyhelp.eu/> and in the four languages of the partners for anyone interested to use them.

With this project, we aim to take mentoring beyond companies and use it in social projects. For this reason, and thanks to appropriate assistance, we have ensured that the mentoring process guarantees a flexible response and assistance to mentees, in this case women returning to the labour market after a break. As a result, we have always sought to provide a life change necessary to advance and achieve the proposed professional goals.

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