

Peer-mentoring program Guidelines



Project partners



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Introduction to the Peer-Mentorship Program

This program is a key initiative of the Erasmus+ project Motivate Youth, designed to inspire, guide, and support young people in achieving their goals across four key areas: higher education, meaningful employment, volunteering, and sports.

Our peer-mentorship program connects motivated and experienced individuals (mentors) with those seeking guidance and encouragement (mentees). By fostering collaboration and sharing knowledge, this program aims to:

- Provide personalised support to overcome challenges.
- Empower mentees to set and achieve meaningful goals.
- Build skills, confidence, and motivation to succeed.
- Create lasting connections that encourage growth and development.

Who is it for?

- Mentees: Young individuals looking for guidance, motivation, or skills to overcome barriers in their chosen field.
- Mentors: Experienced individuals passionate about sharing their knowledge and helping others thrive.

Through this program, participants will engage in one-on-one sessions, set actionable goals, and gain access to resources and networks tailored to their area of interest. Whether they are navigating academic challenges, exploring career opportunities, finding your place in volunteering, or striving to stay active in sports, this program is designed to help them succeed.



Goal: to guide young people through the challenges of higher education, providing academic and career-related advice, fostering confidence, and improving their academic performance.

Structure:

- Mentor profile:
 - Experienced students, alumni, or educators with a successful academic background.
 - Mentors can be from various fields to provide diverse perspectives on higher education.
- Mentee profile:
 - High school graduates, university students, or young adults interested in pursuing higher education.
 - Students facing academic challenges, lack of motivation, or uncertainty about their future studies.

Program features:

- One-on-One Sessions: regular virtual or in-person meetings where mentors offer personalised guidance.
- Goal setting and academic support: mentors help mentees set academic goals (e.g., grades, skills, extracurricular involvement) and offer strategies to reach those goals.
- Career path guidance: mentors discuss different career opportunities linked to higher education programs, share their career journeys, and provide advice on internships, job search, and professional development.
- Mental health and motivation: support on managing stress, staying motivated, and addressing the emotional challenges of higher education.
- Networking and connections: help mentees connect with academic peers, organisations, and potential employers.

Mentorship sessions:

- Frequency: Monthly or bi-weekly
- Mode of communication: Video calls, phone calls, or in-person meetings
- Duration: 6 months to 1 year

Evaluation:

- Regular check-ins to track academic progress and personal growth.
- Feedback surveys to improve the program and measure the impact on mentees' academic motivation.



Goal: to empower youth to overcome barriers to employment by providing guidance on job search strategies, skill-building, and career development.

Structure:

- Mentor Profile:
 - Experienced professionals, HR specialists, or entrepreneurs with expertise in various industries.
 - Mentors should be able to share insights on the job market, skill gaps, and career development.
- Mentee Profile:
 - Young people seeking their first job, those who are underemployed, or those exploring new career paths.
 - Youth facing challenges in building a professional network, finding opportunities, or navigating the job market.

Program features:

- Job search support: mentors guide mentees in creating effective resumes, cover letters, and job applications.
- Interview preparation: mock interviews and tips for answering common questions, showcasing skills, and building confidence.
- Skill development: mentors recommend specific skills to focus on based on industry demands (e.g., digital literacy, soft skills, technical skills).
- Networking opportunities: mentors introduce mentees to professional networks, online communities, and potential job leads.
- Career path exploration: mentors help mentees identify career goals, explore different sectors, and outline clear career paths.
- Workplace integration and success: provide mentees with insights on adapting to workplace culture, handling challenges, and managing professional relationships.

Mentorship sessions:

- Frequency: Monthly or bi-weekly
- Mode of communication: Video calls, phone calls, in-person meetings
- Duration: 6 months to 1 year

Evaluation:

- Track the mentee's job search progress, skill acquisition, and confidence.
- Conduct surveys or interviews to measure how mentorship contributed to securing employment or improving career clarity.



Mentorship program for volunteering

Goal: to encourage and support youth in engaging with volunteer work by connecting them with mentors who can offer practical advice, emotional support, and opportunities for growth.

Structure:

- Mentor Profile:
 - Experienced volunteers or leaders of volunteer organisations.
 - Individuals with knowledge of the community, volunteer opportunities, and the impact of volunteering.
- Mentee Profile:
 - Youth interested in getting involved in volunteering but unsure where to start.
 - Youth who may have volunteer experience but need guidance on selecting the right causes, managing their time, or staying motivated.

Program features:

- Matching based on interests: mentors match mentees with volunteer opportunities that align with their interests, values, and skills.
- Skill-building and impact: mentors help mentees develop key volunteer-related skills (e.g., teamwork, communication, problem-solving) and understand the broader impact of volunteering.
- Motivation and commitment: mentors guide mentees on how to maintain motivation over time and find deeper personal meaning in volunteer work.
- Community engagement: mentors involve mentees in community projects, events, and social causes, encouraging active participation and leadership.
- Networking and future opportunities: mentors help mentees connect with volunteer networks, other organisations, and potential employment opportunities linked to volunteering.

Mentorship sessions:

- Frequency: Monthly or bi-weekly
- Mode of communication: Video calls, phone calls, or in-person meetings
- Duration: 6 months to 1 year



Evaluation:

- Track mentee participation in volunteer projects and assess their personal growth and motivation.
- Gather feedback on how mentorship influenced their level of engagement and future plans for volunteering.

Goal: to promote active participation in sports by mentoring youth who are either looking to start sports or improve their performance, while also encouraging a healthy lifestyle and teamwork.

Structure:

- Mentor Profile:
 - Experienced athletes, coaches, or sports trainers.
 - Mentors should have a strong understanding of both the physical and mental aspects of sports, and be able to inspire youth through their own athletic experiences.
- Mentee Profile:
 - Youth who are interested in sports but struggle to get started or stay motivated.
 - Youth looking to improve their athletic performance, find a suitable sport, or manage the balance between sports and other commitments.

Program features:

- Personalised training plans: mentors create tailored workout and sports schedules based on the mentee's interests, fitness levels, and goals.
- Skill development: mentors provide practical training tips, demonstrations, and advice on technique improvement for various sports.
- Motivation and persistence: mentors help mentees overcome mental barriers to sports participation, such as lack of confidence or fear of failure.
- Physical and mental wellness: mentors focus on holistic well-being, teaching strategies for maintaining motivation, staying fit, and managing stress.
- Social and team integration: mentors encourage mentees to participate in team sports and help build connections with teammates and other athletes.

Mentorship sessions:

- Frequency: Weekly or bi-weekly
- Mode of communication: In-person training sessions, video calls for discussions, and remote check-ins
- Duration: 6 months to 1 year

Evaluation:

- Track mentee's progress in physical fitness, skill level, and sports participation.
- Conduct feedback surveys to assess how the mentorship influenced their motivation to engage in sports.



General tips for successful mentorship programs



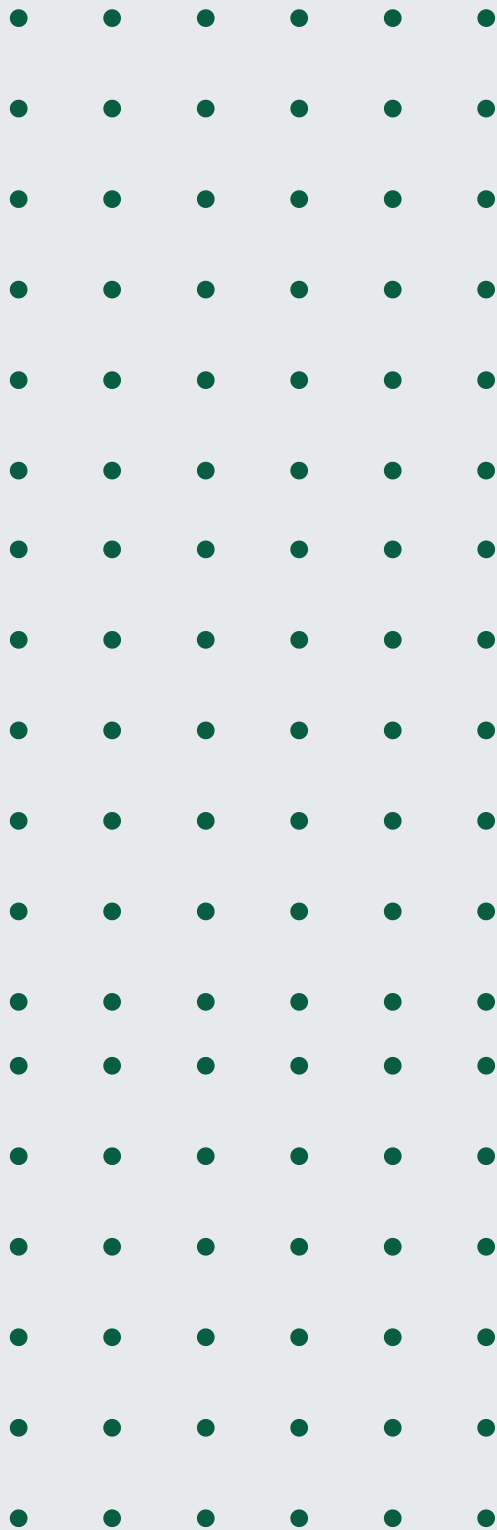
-  Clear matching process: ensure mentors and mentees are matched based on shared interests, goals, and compatibility.
-  Goal setting and monitoring: set clear expectations at the start of the program and review progress regularly to keep both mentors and mentees on track.
-  Incorporate technology: utilize apps, online platforms, and social media groups to facilitate communication, share resources, and track progress.
-  Continuous support and feedback: offer ongoing support for both mentors and mentees and gather feedback regularly to ensure the program is effective and making an impact.





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