

Mentoring Programme

Information review: October 2015

SPAIN

The Mentoring Programme is a multidisciplinary project that encompasses different activities carried out by the 'Mentoring Team' and that has developed the 'Guidance and counselling service specialised in job placement for young people'.

Employment and other social policy measures are bundled to improve the labour market insertion rates of young people in care or under judiciary measures as they usually have the lowest opportunities and present specific vulnerabilities in their school-to-work transitions. This service includes the evaluation of the attitudes, dispositions and job skills of young people and individualised training pathways (including training, counselling, job searching, job matching, and housing/accommodation). Training courses (including social skills) and an awareness-raising campaign are also part of the programme. The practice contributed to improve self-dependence and social skills among participants.

Name of the PES	Consellería de Traballo e Benestar Employment and Welfare Ministry/ Galician Employment Office
When was the practice implemented?	1998 – on-going
Which organisation was involved in its implementation?	No other bodies involved
Which social groups were targeted by the practice?	Young people in foster care (aged 16-18)
What were the practice's main objectives?	<p>The main objective of the Mentoring Programme is to train young people (aged between 16 and 18) under the care of the Galician Public Administration with a view to integrating them into the labour market.</p> <p>The specific objectives of the practice are the following:</p> <ul style="list-style-type: none"> ▶ To promote the social integration of young people threatened by social exclusion in Galicia; through an innovative and multidimensional approach and the implementation of coherent measures concerning different fields of knowledge (educational sciences, psychology, sociology, etc.); ▶ To strengthen and improve the educational attainment and labour integration of young people in care; ▶ To create appropriate structures for training, employment and monitoring young people in care; ▶ To develop an individualised tutorial plan for every programme participant in order to incorporate them to the labour market; ▶ To create a database of training opportunities and companies/employers; ▶ To develop a permanent training seminar with trainers from different institutions involved in the programme.
What activities were carried out?	<p>The young people are given the chance to live with their families or in dormitories. The programme's technical staff monitors young people once they find a job. Four training strategies make up the core of the programme:</p> <ol style="list-style-type: none"> 1. Training at the centre; 2. Individualised education pathways; 3. Pedagogic contract; 4. Individual tutoring.
What resources and other relevant organisational aspects were involved?	The programme is run by the regional government of Galicia (Consellería de Traballo e Benestar, Secretaría Xeral de Política Social).
Source(s) of funding	Regional budget (tax revenue) European Social Fund

What were the outputs of the practice: people reached and products?	<p>People reached: 1 050 young people participated in the Mentoring Programme between 2000 and 2004 (46% women). 255 young people joined the programme in 2005. In 2011, 409 young individuals were part of the programme (34% of them being women). In 2012, 404 young people were involved in the programme (37% women).</p> <p>Products: Training schemes, job creation activities, an awareness-raising campaign. Website.</p>
What outcomes have been identified?	<p>The quantitative information available covering the practice is available online for 2010, 2011 and 2012 in the corresponding monitoring reports, published by Igaxes3. For previous years, individual researchers' evaluations have been prepared to find out the adequacy, effectiveness and efficiency of the programme (covering only some periods of practice implementation) and internal reports have been delivered to monitor the programme.</p> <p>According to the monitoring reports, 1 050 young people participated in the Mentoring Programme between 2000 and 2004 (46% women). 52.2% of them found a job after completion of the practice (average duration: 13 months).</p>
What are the lessons learnt and success factors?	<p>From the different methodological instruments to collect information, the main results were:</p> <ul style="list-style-type: none"> ▶ Only 3 out of 57 surveyed young people were receiving formal education (only 20% of them had finished compulsory education in 2011), 58% attended the vocational training within the programme. ▶ Responsibility, adaptation, maturity, motivation, personal leadership, smart appearance, among others, are the most significant personal factors that teachers consider the most positive behind the success of young people to their labour market integration. ▶ Once they have incorporated into the labour market, 17 out of 24 young people were satisfied with their jobs. Low wages and unsociable working hours are the most relevant negative factors. Their relations with their employers and colleagues are generally good. ▶ According to the employers, technical staff who monitor young individuals in their jobs help them to adapt to their workplaces.
More information on the practice	<p>http://ec.europa.eu/employment_social/empl_portal/weesp/ES-3.pdf</p>



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