



VALIDATION OF MENTORING

**“Development of a validation framework for mentoring: evaluating the achievements of disabled and disadvantaged people”
“Validation of mentoring”**

**BG/05/C/F/TH- 83 300
LEONARDO DA VINCI PROGRAMME**



Brussels, 18.IX.2007

www.mentoring-validation.org



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- **Measure C**
- **Thematic actions**
- **Validation of non-formal and informal learning**
- **24 months**



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- **CONTRACTOR AND COORDINATOR**
- **Marie Curie Association**
<http://www.marie-curie-bg.org>



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- **When?**
 - **What?**
 - **Where?**
 - **Target group?**
 - **Mission?**
 - **How?**
- **Set up in 1997**
 - **Non-profit research NGO**
 - **Plovdiv, Bulgaria**
 - **People with disabilities and disadvantaged people**
 - **Integration and (re)-integration at the labour market**
 - **Vocational training, education, career counselling and guidance, mentoring schemes**



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- EU experience since 1999
- 13 European projects targeting vocational training and employment of disabled people



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PARTNERS

- **BG - Euroconsulting, Municipality of Sliven**
- **UK- French & Burt**
- **SL - University of Slovenia, Dobrovita, SENT**
- **GR- Information Society Open To Impairments**
- **RO - Foundation H**



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Target groups and users:

- **People with disabilities**
- **Disadvantaged people**
- **Employers**
- **HR Managers**
- **Career advisors**
- **Policy makers**



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Outcomes and results

- **Need Analyses** reports from BG,SL and RO (employers, disabled, disadvantaged people and policy makers)
- **Logical Framework** describing current situation of people with disabilities in participating countries: UK,BG, SL and RO
- **Validation procedures** of learning outcomes of mentees
- **Analysis and classification** of sample of programmes for the **validation of INF/NF learning**
- **Accessible website** www.mentoring-validation.org available in 5 languages



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Outcomes and results (cont.)

- **Code of practice**
- **Guide to setting up mentoring schemes**
- **Training packages for mentors/mentees**
- **CD-ROM mentoring for employability** – improving the labour market position of disabled people
- **Mentoring schemes in BG, RO, SL**
- **Validation procedures of learning outcomes of mentees**



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Mentoring schemes

Romania – 10 couples



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Mentoring schemes – Bulgaria 8 couples -1 was hospitalised



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Mentoring schemes SLOVENIA

- 5 mentees with disabilities
- 6 mentees – homeless



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- In Bulgaria 4 of the 8 mentees found a job
- Mentees evaluated the mentoring schemes as very valuable in relation to improvement of their soft skills
- Empowerment and increased employability



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- Social employers network
- Logo reflecting the SEN





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SEN is a network set up to encourage, consult and support employers in recruitment and retainment of any kind of disadvantaged or disabled workers.

SEN is EU wide network with founding members from Bulgaria, Belgium, Greece, Ireland, Netherlands, Poland, Romania, Slovenia, Spain, Sweden and UK.

Membership is open to all kind of legal bodies at national and EU level, as well as non-governmental organisations (NGOs) that share the objectives of the Network.



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Objectives

- **To facilitate employers in hiring, keeping and developing any kind of disadvantaged and disabled people as a personnel**
- **To facilitate employers make their products and services accessible to all kind of disadvantaged and disabled customers**



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Methods

- Face to face meetings
- Seminars and workshops
- Queries via email
- Website postings
- Online forums



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- URL: www.disadvantaged-employment.eu
- Fully accessible and dynamic website



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Registration is required to receive mailings, as well as to access our forum.

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Leonardo da Vinci
Pilot projects



Launch of Social Employers Network

Welcome to the Social Employers Network (SEN).

SEN is a network set up to encourage, consult and support employers in recruitment and retention of any kind of disadvantaged or disabled workers.

SEN is EU wide network with founding members from Bulgaria, Belgium, Greece, Ireland, Netherlands, Poland, Romania, Slovenia, Spain, Sweden and UK.

The launching event of the Social Employers Network will be on 18 of September 2007 at POLIS, Rue du Trone 98, in Brussels from 9 till 2 pm. Free lunch will be offered to all attendees. Registration is a must at www.phoenixkm.eu/registration.php.

Membership is open to all kind of legal bodies at national and EU level, as well as non-governmental organisations (NGOs) that share the objectives of the Network.

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Events

* [Putting People First - Future, Opportunity, Work](#)

The federal associations workshops for persons with disabilities host every 4 years a federal congress, called Werkst.Ätten:Tag. The next edition will take place in Bremen and Bremerhaven (Germany), on September 24th to 26th 2008.

* [Opti-Work conference](#)

The conference "Optimising Strategies for Integrating People with Disabilities into Work" which will be organised by the project Opti-Work, will take place at the

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[Dolce La Hulpe Brussels](#)

Make the Most of Your Vacation: Get the Truth. Then Go. www.TripAdvisor.com

[Disability and Employment](#)

Training programs for employers to hire and train disabled workers www.disabilitytraining.com

[EU Commission Jobs](#)

Online training for EU Commission recruitment competitions (concours) www.eu-careers.com

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Any questions?



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CODE OF PRACTICE IN MENTORING

will be presented by David French,
French and Burt, UK

Thank you!