Title: *Impact of a Mentoring Model Using Randomised Controlled Trial – The Aproximar Case Study*

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Number of participants: 3

Starting question:

Can mentoring processes' results and outcomes in soft and hard skills be measured using a Randomised Control Trial (RCT)?

Sequence of content/methods:

The method was group work in which the participants synthesised challenges, constraints and other topics followed by a case study presentation seeking to answer questions posed by the audience initially.

Main points of discussion:

First, there was the question about previous contact with Randomised Control Trial. The results were mixed, from no contact to contact through lectures and through work in a different context than mentoring. Later, the group discussed the key requirements of RCT implementation and whether it has potential to be used for mentoring projects.

Result/s of Session:

Crucial for the implementation of RCT are:
- the adequate size of the experimental group and the control group (at least 30 participants each),
- the strict separation of the two groups to avoid "contamination",
- objective and independent evaluators without any contact to the participants.

Also the impact on mentors should be measured as they also grow during the project.

Main statements highlighting the results of the discussion:

1) Beware of "contamination" between the experimental and the control group.
2) The intervention ought to focus on the promotion of self-confidence, self-efficacy and self-concept.
3) RCT works and is cost effective.

Further question:

To answer the question, whether RCT can work for mentoring projects, one participant remarked the necessity of a strong questionnaire. There was a doubt whether qualitative results could derive from it.

References of literature:

Evaluation of the Mentoring for Excluded Groups and Networks (MEGAN) European Project – Final Report.