

REGENERATIONS

Pathways of citizenship and support towards adulthood

Linking stories through mentoring
to create new opportunities

EUROPEAN MENTORING SUMMIT 2022 – Leeuwarden, NL 18 – 20 MAY 2022

“MENTORING AS A REGENERATIVE EXPERIENCE FROM MULTIPLE PERSPECTIVES.
THE RE-GENERATIONS PROJECT”

Julia Pàmias Prohias and Martina Finessi – Defence for Children International Italy



The project is co-funded by the
European Union's Asylum, Migration
and Integration Fund



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PROJECT BACKGROUND

MAIN AIM: improve the support to young third-country nationals aged 18-21 by strengthening the presence of volunteer citizens that accompany them in their integration process through mentoring programmes. The implementation of mentoring models will have direct impact on the young third-country nationals' lives in relation to these key dimensions and policy areas: employment, education, social inclusion and active citizenship.

The action is implemented through interlinked activities:

CAPACITY BUILDING through training and support sessions to mentors and mentees

EXCHANGE through ACTIVE PARTICIPATION in the framework of open thematic events designed by Organizational Committees involving young people and local community members

INTER-AGENCY COOPERATION through meetings with all the local actors involved in integration

SUPERVISION AND TRANSFER OF KNOWLEDGE through transnational and national study visits and EU event.

BENEFICIARIES are at least 200 mentors, around 200 young third-country nationals (18-21 years old), local actors involved in integration, the local community and other EU stakeholders.



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THE MEMOIR

The Memoir is the final deliverable of the project Re-Generations, a transnational European project aimed at supporting the integration of young migrants aged 18-21 from a Human Rights perspective through mentoring experiences.

Open access here: <https://www.defenceforchildren.it/en/news-322/memoir-thoughts-and-experiences-from>



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KINDNESS

Human Rights: the cultural and operational reference to put mentoring into context.

ATTENTIVENESS

Considering the centrality of each person as the focus of every mentoring experience.

FLEXIBILITY

The transcultural approach as a core element of any mentoring relationship.

NURTURANCE

The pedagogical intention of mentoring involving young persons in transition.

GUIDANCE

The role of a competent mentor.

SERVICE

The function of mentoring in the context of migration.

COOPERATION

Making mentoring a sustainable practice.

INTERDEPENDENCE

Connecting mentoring with the surrounding context.

VIGILANCE

Mentoring as an opportunity to exercise active citizenship.

CONSISTENCY

Ethical considerations intrinsically involved in mentoring actions addressed to young migrant persons.

Kindness

Attentiveness

Flexibility

Nurturance

Guidance

Service

Cooperation

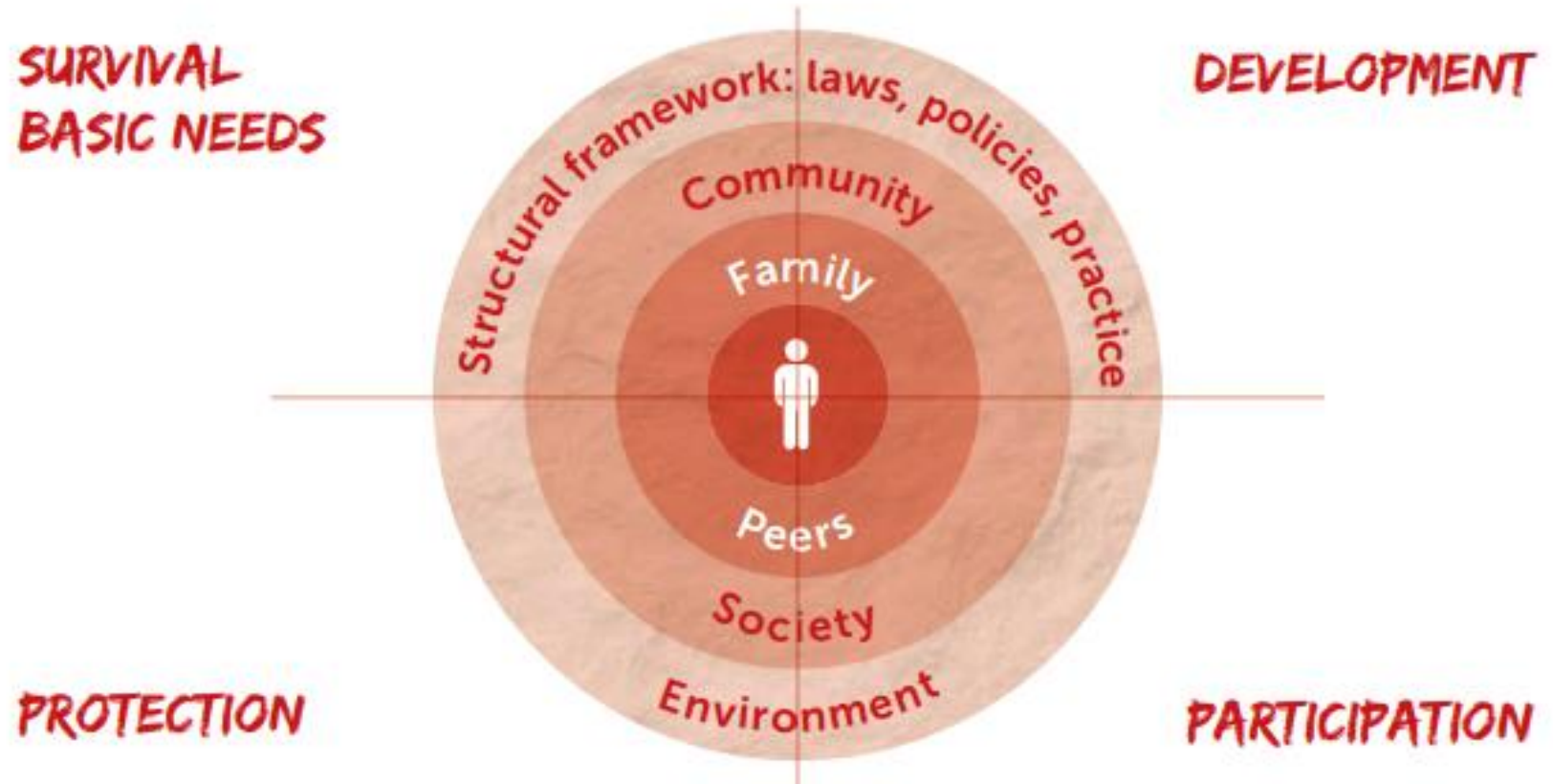
Interdependence

Vigilance

Consistency

Human Rights: the cultural and operational reference to put mentoring into context.

KEYWORDS: Human Rights, holistic vocation, ecological approach, resources, vulnerabilities, theory of change, orientation, humaneness



Kindness

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Human Rights: the cultural and operational reference to put mentoring into context.

PRACTICAL APPLICATION: Human Rights provisions can be used also as a reference to orient mentoring programs from the operational point of view, to establish the objectives that each mentoring relationship should reach and to determine possible ways to achieve them.



The relationship: considering the centrality of each person as the focus of every mentoring experience.

KEYWORDS: relationship, centrality of the person, biographies, stories, narratives, listening, trust, tailor-made support, matching

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In general terms, a mentoring relationship is characterised as follows:

- **Exclusivity (ad personam):** mentoring is a one-to-one relationship
- **Informality:** mentoring is a non-institutionalised action
- **Learning:** mentoring is an educational process
- **Networking:** mentoring involves the local community
- **Orientation:** mentoring provides guidance
- **Autonomy and control:** mentoring favours empowerment but has its own limitations
- **Empathy:** mentoring implies a sensitivity to the feelings of others

The relationship: considering the centrality of each person as the focus of every mentoring experience.

PRACTICAL APPLICATION: Fostering empathy through biographic exercises (“finding a mentor in your life”, “when I was 18 years...”). Adopting a respectful and non-invasive approach to biographic experiences and narratives.

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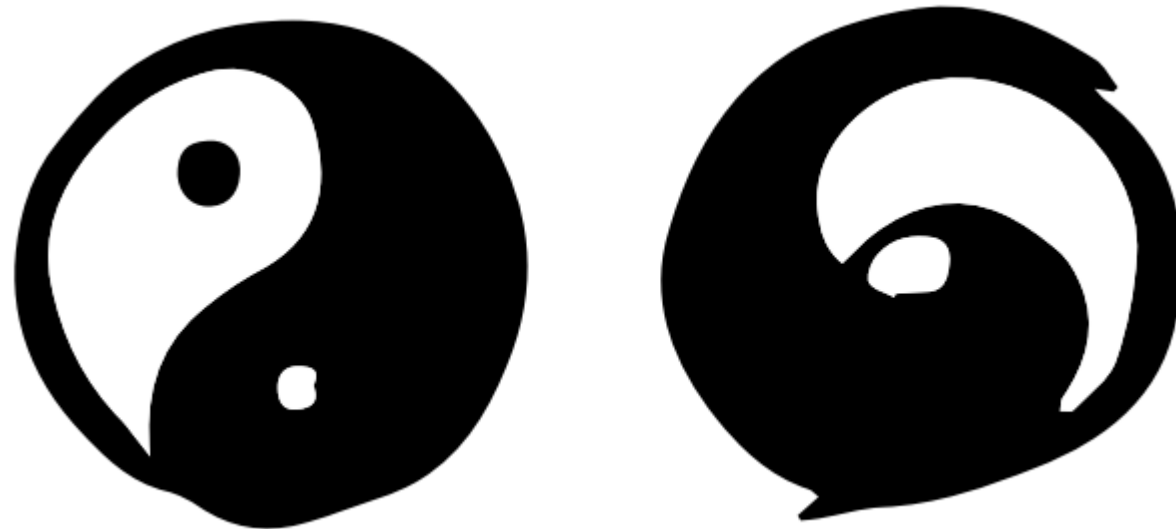
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The transcultural approach as a core element of any mentoring relationship.

KEYWORDS: transcultural approach, diversity, respect, mediation, mutual understanding, openness, suspension of judgement, stereotypes, relevance

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In light of this, in mentoring experiences, mentors could try to:

- Pay attention to understanding the identity and the broader socio-cultural and relational context which the young person feels he or she belongs to;
- Support the mentee in the (re)construction of meaningful contacts and relationships in this regard;
- Support the mentee in the definition of modalities and activities that allow the valorization of his or her cultural needs and expressions.

The transcultural approach as a core element of any mentoring relationship.

PRACTICAL APPLICATION: mentoring as a space outside institutional settings that are culturally conditioned. Informal meetings, sharing moments of universal meaning (having a coffee/drink, music, food)

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FROM THE MENTORING EXPERIENCES I TAKE WITH ME
IMAGES OF A DIFFERENT EVERYDAY LIFE,
THE RELATIONSHIP WITH FAMILY, CULTURE. ALSO,
INSPIRATION FOR HER BRAVERY

MENTOR, GREECE

The pedagogical intention of mentoring involving young persons in transition

KEYWORDS: Pedagogy, education, motivation, intention, (self-) assessment, exchange, (civil)commitment and responsibility, social role, empowerment, voluntarism

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THIS POSSIBILITY OF GETTING TO KNOW OTHER CULTURES
AND OF BEING IN THE RECIPROCITY REPRESENTS A MODEL
TO BE GIVEN TO THE SOCIETY. BEING ABLE TO SUPPORT
YOUNG PEOPLE OFTEN WANTING INDEPENDENCE AND
WANTING TO SHOW THAT THEY ARE CAPABLE

MENTOR, ITALY

The pedagogical intention of mentoring involving young persons in transition

PRACTICAL APPLICATION: Self-assessment criteria and exercise for mentor candidates.
Selection of mentees in order to understand if mentoring is a suitable experience for them.

Possible self-assessment criteria for mentor candidates:

- Motivation
- Knowledge or awareness of the mentees' situation
- Personal circumstances (absence of significant worries or difficulties)
- Family situation
- Characteristics of their own social network
- Good knowledge of the local context
- Interests, habits and hobbies
- Personal character and competences
- Emotional stability
- Time availability
- Being able to identify a mentor in their own life experience

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The role of a competent mentor

KEYWORDS: orientation, accompaniment, competences, autonomy, limitations, training and selection

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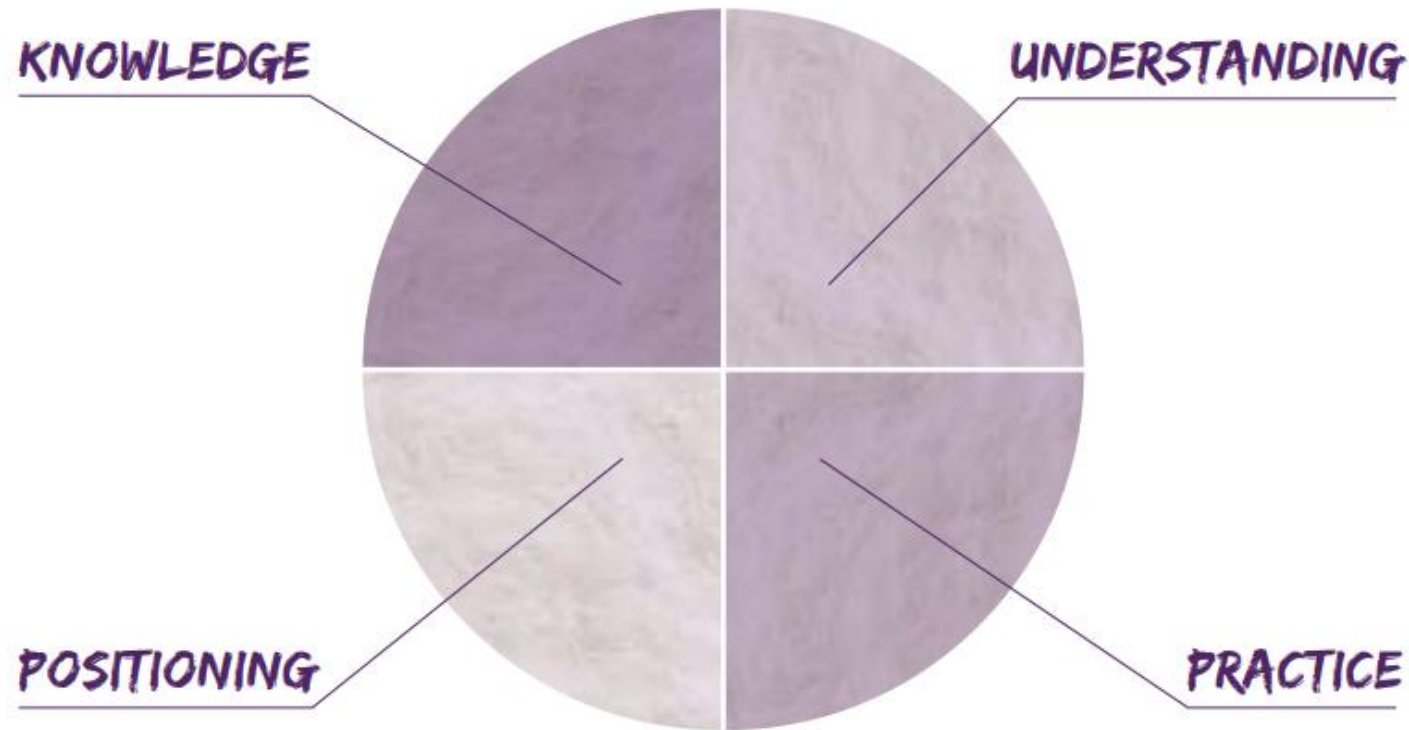
Vigilance

Consistency

- From the Re-Generations experience we have derived a series of **attributes that could characterize a "good mentor"**:
- **Present but not invasive**
 - **Proactive in orienting the mentee** from an educational perspective with a critical and analytical capacity
 - **Listens to the young mentee** and is able to support their own expression
 - **Respects the mentee's opinions, values, views** without substituting to the mentee
 - **Focuses on understanding the needs and expectations of the mentee** while having the capacity to look for alternatives if appropriate
 - **Gives space to the possible difficulties that may emerge** during the mentoring experience with a certain detachment, without being overwhelmed by them
 - **Is available to ask for help or advice** and to share their experience with other mentors or professionals
 - **Is able to question their own performance** and adapt it when necessary
 - **Conveys serenity and positive thinking**

The role of a competent mentor

PRACTICAL APPLICATION: Guiding and being guided, essential tips on the Re-Generations training course. Example about how mentor can guide mentee on how to do things without substituting to the mentee.



*Objectives of training
according to the
Re-Generations
experience:*

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The function of mentoring in the context of migration

KEYWORDS: Migration, social inclusion, circular approach to social integration, subsidiarity, life project, impact

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The life project is normally aimed at:

- The social insertion of the young migrant;
- Their personal growth;
- Their cultural development;
- Their right to housing, to health, to education and to vocational training and access to work.

The function of mentoring in the context of migration

PRACTICAL APPLICATION: impact of the mentoring relationship in relation to the mentee's life project

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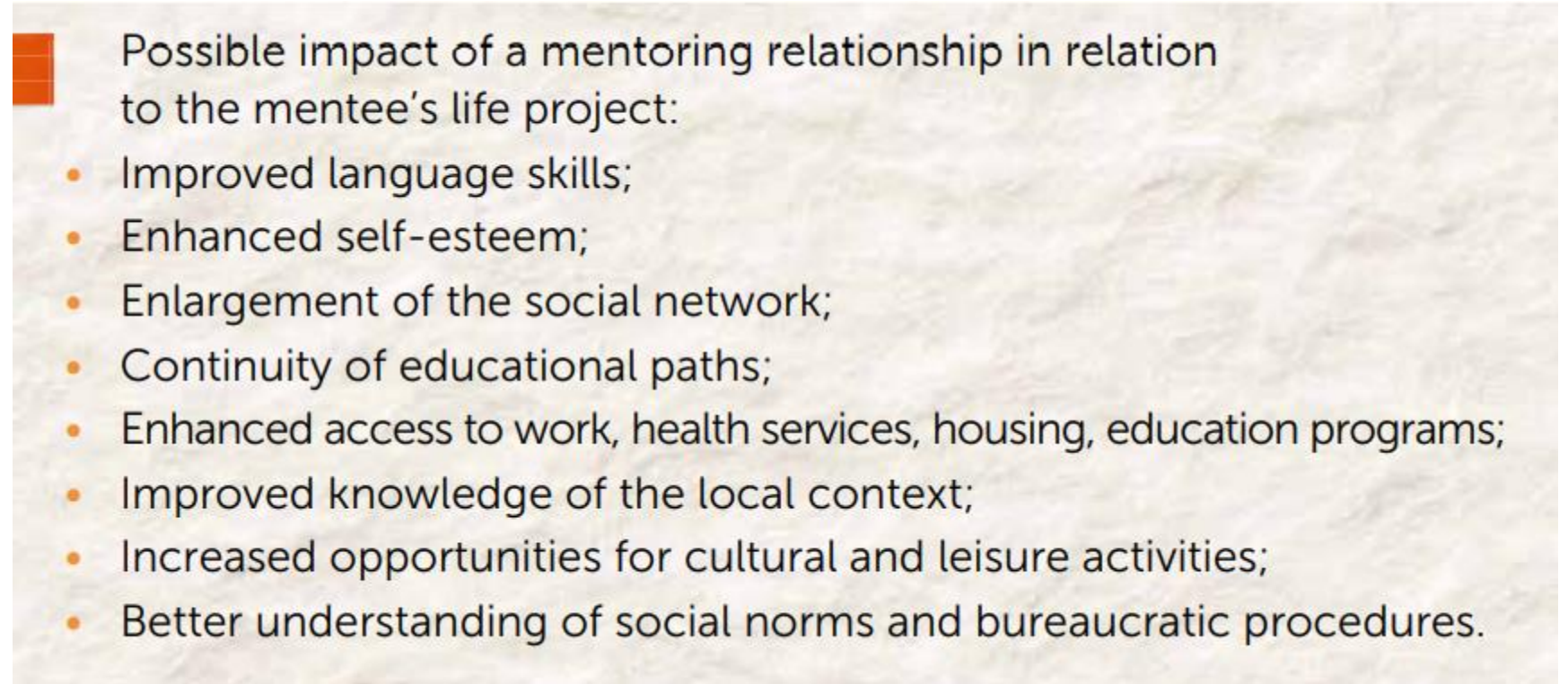
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Possible impact of a mentoring relationship in relation to the mentee's life project:

- Improved language skills;
- Enhanced self-esteem;
- Enlargement of the social network;
- Continuity of educational paths;
- Enhanced access to work, health services, housing, education programs;
- Improved knowledge of the local context;
- Increased opportunities for cultural and leisure activities;
- Better understanding of social norms and bureaucratic procedures.

Making mentoring a sustainable practice

KEYWORDS: context, sustainability, mentoring professional, support mechanisms

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*The different levels
of the context*

Making mentoring a sustainable practice

PRACTICAL APPLICATION: Steps of the Re-Generations mentoring program. Cooperation mentor – mentee and relation with the mentoring professionals

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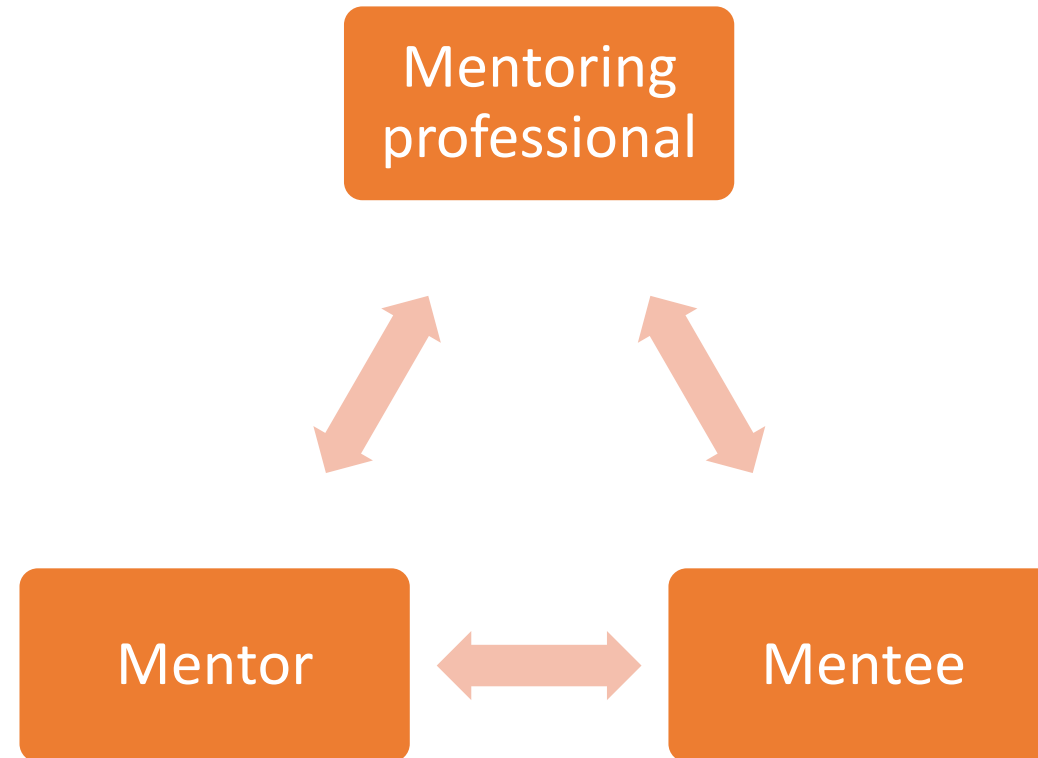
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Connecting mentoring with the surrounding context.

KEYWORDS: micro – macro levels, causes and consequences, advocacy, neutrality

PRACTICAL APPLICATION: The difference a mentor can make if, for instance, they instil an improvement in the way a professional does his work, or if they help the mentee at achieving a result that could establish a precedent of significance for other mentees.

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Mentoring as an opportunity to exercise active citizenship

KEYWORDS: Active citizenship, democracy, quality, community, positioning, collective voice, participation, watchdog, social justice

PRACTICAL APPLICATION: Examples of cases where a mentor has supported the mentee in changing a situation of discrimination or dysfunctionality

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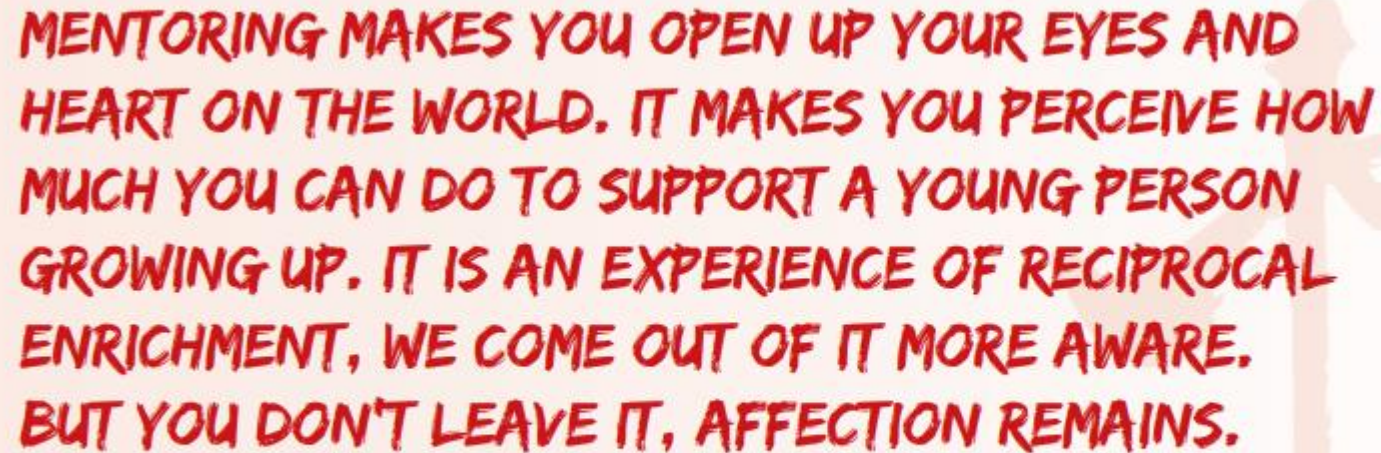
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MENTORING MAKES YOU OPEN UP YOUR EYES AND
HEART ON THE WORLD. IT MAKES YOU PERCEIVE HOW
MUCH YOU CAN DO TO SUPPORT A YOUNG PERSON
GROWING UP. IT IS AN EXPERIENCE OF RECIPROCAL
ENRICHMENT, WE COME OUT OF IT MORE AWARE.
BUT YOU DON'T LEAVE IT, AFFECTION REMAINS.

MENTOR, ITALY

Ethical considerations intrinsically involved in mentoring actions addressed to young migrant persons

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KEYWORDS: ethical considerations, HHRR principles, do no harm, monitoring and evaluation, safeguards

PRACTICAL APPLICATION: avoiding to involve young people without basic needs covered, gender perspective, child protection policies

HHRR principles applied to mentoring:

UNIVERSALITY AND INALIENABILITY

mentoring is a universal and trans-cultural practice that can occur anywhere and cannot exclude anyone unreasonably.

INDIVISIBILITY

the mentor assumes a holistic approach; even when focusing on a specific issue, they take into account all aspects of the mentee's life (material conditions, education, work, health, housing, social contacts, cultural and spiritual dimensions, etc.).

INTERDEPENDENCE AND INTERRELATIONSHIP

the mentor takes into account the interdependent set of factors and contexts that influence the life of the mentee (cultural background and personal identity, relationship with the family of origin, relationship with the host community, regulatory framework of the host country).

PARTICIPATION AND INCLUSION

mentoring promotes participation and strengthens the mentee's ability to make decisions and improve their autonomy.

EQUALITY AND NON-DISCRIMINATION

the mentor must act and treat the youth without discrimination of any kind.

ACCOUNTABILITY AND RULE OF LAW

formal mentoring relationships are overseen by a professional organization that provides guidance and develops support mechanisms.

TRANSPARENCY

mentoring is a transparent relationship based on mutual trust and understanding that respects the right to privacy.

THANKS FOR YOUR KIND ATTENTION!

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