

Belgium, France, The Netherlands



Duo for a Job



Keyword(s):

Career Guidance; Lifelong Learning; Labour Market and VET

DUO FOR A JOB
intergenerational coaching

Introduction

Working is a source of income, social integration, and fulfillment. It is an essential part of our existence that can be complicated for some: young people arriving on the job market and facing many hurdles, and seniors, who are retiring...

DUO for a JOB is an intergenerational mentoring program that allows volunteers aged 50+, mentors, to support young job seekers, mentees, and boost their chances of getting a job.

Free, professional, and personal coaching offered in Belgium, France and The Netherlands.

Main challenge

DUO for a JOB was born from a double observation:

There is a proven inequality of access to the labour market for young people with a migrant background in Belgium, France or The Netherlands.

People over 50 years of age in Belgium, France or The Netherlands have one of the lowest employment rates in Europe and face a lack of appreciation of their skills.

By bringing these two groups together, DUO for a JOB aims to help eliminate inequalities in access to the labour market for young people with a migrant background, to recognise the knowledge of our 50+ mentors and to combat discrimination by creating social cohesion, mutual understanding and local solidarity.



Objective

DUO for a JOB organises intergenerational and intercultural mentoring to facilitate access to the job market for young jobseekers while recognizing the value of the experience of people older than 50.

Practically, this means a relationship where an experienced person, “the mentor”, shares their knowledge and expertise with a young person, “the mentee”, in order to allow him/her to develop skills and autonomy and to enable him/her to identify and achieve professional objectives. This relationship (“the duo”) is based on mutual exchange and permanent and reciprocal trust.

Once paired, the mentee and his or her mentor meet for two hours a week for a period of six months.

Geographical range

France, Belgium, The Netherlands

Innovation(s)

The key to the success of DUO for a JOB’s mentoring program lies in the implementation of a methodology of qualitative and effective support based on eight main steps.

1. Information session

Information sessions are an opportunity to present the project, to clarify the roles of each and to answer any possible questions.

2. Individual interview

If interest in the project prevails, future mentors / mentees then meet an association coordinator in order to learn more about their experience and expectations.

3. Mentor training

New mentors follow an initial training course to provide them with a basic tool kit on the do’s and don’ts of being a mentor.

4. Matching

On the basis of different criteria (sector of activity, languages spoken, personality, availability, etc.), and taking into account all respective needs and skills, the coordinators constitute the new duos: this is the matching session.

5. First meeting

The first meeting is an opportunity for everyone to get to know each other. After this meeting both the mentor and the mentee will decide independently whether they want to work together or not.

6. Signing of the Agreement and the Charter

If the mentee and the mentor confirm that they want to continue together, a second meeting is organised to sign the mentoring agreement that clarifies the framework and the commitments of each party, and “officially” marks the beginning of the support period.

7. Period of mentoring

The accompaniment period, during which the pairs will meet once a week, lasts a maximum of six months. Each duo is accompanied by a coordinator from the association.

8. Evaluation

At the end of the 6-month period, the duo is invited to assess whether the programme has met their expectations and whether the objectives they set themselves have been achieved.

Website/Social Media profile(s) of the initiative

<https://www.duoforajob.org/>

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