



What is TANDEM NOW?

TANDEM NOW is a mentoring programme which pairs up young people from migrant backgrounds or ethnic minorities with role models from their own communities.

The mentors support the young people by giving them guidance and support in the areas of education, training, and personal development. They share their experiences and can relate to their mentees as they have similar backgrounds and have overcome many of the issues the young people from migrant and ethnic minorities face.

If you would like to find out more about TANDEM NOW's Blended Mentoring Programme and access all the supporting materials available, please contact info@exchangehouse.ie or check out the project website www.tandemnow.eu

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Mentoring Youth from Migrant & Ethnic Minorities with Role Models from their own communities

Experiences & Recommendations



Experiences

For the **mentees** TANDEM NOW was a valuable experience as they got the opportunity to make a connection with someone who could understand their view and background while sharing their own personal and professional experience. The young people developed their skills and learned about different opportunities, career paths and resources available to them. For some it was also an opportunity to integrate into local communities.

The **mentors'** involvement gave them opportunity to give something back to their community, support young people to improve their situations, and to make an impact on a young person's life. Furthermore, the mentors stated that they learned new skills while attending the mentor training and during the mentoring programme. These included communication, intercultural and IT skills, and a range of mentoring approaches. All mentors said they had a positive experience on both a personal and professional level. As a result of their participation in the project many of the mentors said it helped them to reflect on their own careers and motivate them in their professions.

Recommendations

- Try the TANDEM NOW Blended Mentoring with different target groups – there is enough flexibility in the mentoring guidelines and supporting materials provided on: www.tandemnow.eu
- Find out what the mentees would like to achieve from the programme in advance.
- Organise a seminar, event or meeting to facilitate the beginning of the mentoring process for mentors and mentees.
- For a Blended Mentoring approach a minimum of face-to-face meetings should be integrated into the programme in addition to the online communication tools.
- Encourage participants to use an online forum, such as the TANDEM NOW Facebook profile, in order to enhance communication among the mentoring pairs as well as between mentees and mentors in general.
- Set up an online portal with specific online resources to support the mentoring process (e. g. games, video case studies and exercises). These resources should be available for download from this platform and selected and used during the mentoring process. This will aim to encourage both, the mentors and the mentees, to choose online tools for their communication.
- The Blended Mentoring programme could be used as a human resources tool to support employees in the workplace. Thus providing staff, especially those who are in trainee or apprenticeship roles, to gain support and professional development in such a process.
- For schools and guidance counselling institutions: use the online portal of mentors as a supporting tool during the guidance process by checking the professions and cultural background of the mentors.