Projects and Products Portal for Leonardo da Vinci

# Empire – Orientation professionnelle à travers le mentoring

134505-LLP-1-2007-1-IT-LEONARDO-LMP

http://www.adam-europe.eu/adam/project/view.htm?prj=3734

## Information sur le projet

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|---|---|
| Titre: | Empire – Orientation professionnelle à travers le mentoring |
| Code Projet: | 134505-LLP-1-2007-1-IT-LEONARDO-LMP |
| Année: | 2008 |
| Type de Projet: | Développement d'innovation |
| Statut: | Accordé |
| Pays: | EU-Projets centralisés |
| Accroche marketing: | Les meilleurs travaux vont toujours à ceux qui ont les meilleures compétences et connaissances.<br>Une bonne consultation et orientation professionnelles peuvent être décisives pour la propre carrière professionnelle. Tout de même, second les plus récents résultats de recherche, les informations professionnelles ne peuvent pas garantir une juste décision et carrière professionnelles. Le Cyber-counseling ou Mentoring peuvent offrir de nouvelles possibilités dans ce domaine pour les experts-conseil professionnels. |
| Résumé: | EMPIRE a l'objectif d'offrir le blended mentoring à des groupes ciblés différents et de développer, basés sur ces expériences, des outils nouveaux pour la consultation et l'orientation professionnelles. |
| Description: | Career advice and guidance services are among the most important institutions for the early identification of skill needs especially for those most likely to become long-term unemployed as well as for clients with high qualification and skills profiles. Especially a more personalized advice can enhance the employability of job-seekers and improve career development. EMPIRE wants to make career development a more collaborative service by tying up closer links between career guidance services and employers' associations and enterprises. Starting from a series of focus groups, the project partners will lay down the base for the piloting of tailored blended-mentoring schemes to be run with different target-groups. A mentoring kit will be prepared to equip mentors with basic mentoring tools. The final piloting phase (partly based on an on-line support service) with mentees (i.e. the customers of career counselling services) will produce several Career/professional plans and a reflection journal collecting the daily impressions of mentees and mentors. The experience as a whole will produce a set of guidelines/recommendations for career development agencies. |
| Thèmes: | *** Formation tout au long de la vie<br>*** Formation ouverte et à distance<br>*** Orientation professionnelle<br>** Entreprise, TPE, PME<br>** Accès pour les personnes moins favorisées |
| Sectors: | *** Autres Activités de Services |
| Types de Produit: | CD-ROM<br>Site Internet<br>Modules<br>Méthodes d'évaluation<br>Matériel d'apprentissage<br>Autres<br>Enseignement à distance |
| Information sur le produit: | The complete list of products (related to work packages) is as follows:<br>WP 2: 1 focus group per country<br>WP 2: 1 executive action plan<br>WP 2: 1 profile of mentee<br>WP 2: 1 training needs mentees<br>WP 2: 1 Tailored blended mentoring schemes (1/country)<br>WP 2: Translation of the blended mentoring schemes<br>WP 3: 1 Validation plan<br>WP 4: 1 kit for blended mentoring learning<br>WP 4: 1 customized platform<br>WP 5: workshop with mentors (1/country)<br>WP 6: test session of bended mentoring (1/country) |

## Information sur le projet

WP 6: 1 Guide/Recommendation for career development agencies
WP 7: 1 Quality and evaluation plan
WP 8: 1 Communication plan
WP 8: 1 Project leaflet
WP 8: 1 Project website
WP 8: 1 local dissemination event (E, D, A)
WP 8: 1 final conference
WP 9: 1 exploitation plan

Page Web du projet: http://www.empire-leonardo.org

## Contractant du projet

| | |
|---|---|
| Nom: | F.I.L. S.p.A. Formazione Innovazione Lavoro |
| Ville: | Prato |
| Pays/Région: | Toscana |
| Pays: | IT-Italie |
| Type d'organisation: | Institution conjointe |
| Site Internet: | http://www.filprato.it |

**Personne de contact**

| | |
|---|---|
| Nom: | Michele del Campo |
| Adresse: | Via Galcianese, 20/H |
| Ville: | Prato Italy |
| Pays: | EU-Projets centralisés |
| Téléphone: | 0049-0574-613230 |
| Fax: | 0049-0574-607850 |
| E-mail: | info@filprato.it |
| Site internet: | http://www.filprato.it |

## Coordinateur

| | |
|---|---|
| Nom: | F.I.L. S.p.A. Formazione Innovazione Lavoro |
| Ville: | Prato |
| Pays/Région: | Toscana |
| Pays: | IT-Italie |
| Type d'organisation: | Institution conjointe |
| Site Internet: | http://www.filprato.it |

### Personne de contact

| | |
|---|---|
| Nom: | Sara Ugolini |
| Adresse: | Via Galcianese, 20/H |
| Ville: | Prato |
| Pays: | IT-Italie |
| Téléphone: | 0049-0574/613233 - 613211 |
| Fax: | 0049- 0574/607850 |
| E-mail: | s.ugolini@filprato.it |
| Site internet: | http://www.filprato.it |

# Partenaire

## Partner 1

| | |
|---|---|
| Nom: | Amitié s.r.l. |
| Ville: | Bologna |
| Pays/Région: | Emilia-Romagna |
| Pays: | IT-Italie |
| Type d'organisation: | Institution de recherche |
| Site Internet: | http://www.amitie.it |

## Partner 2

| | |
|---|---|
| Nom: | SCIENTER ESPAÑA S.L. |
| Ville: | Granada |
| Pays/Région: | Andalucia |
| Pays: | ES-Espagne |
| Type d'organisation: | Institution de recherche |
| Site Internet: | http://www.scienter.es |

## Partner 3

| | |
|---|---|
| Nom: | IFS - Verein für neues Lehren und Lernen |
| Ville: | Innsbruck |
| Pays/Région: | Tyrol |
| Pays: | AT-Autriche |
| Type d'organisation: | Association/organisation non gouvermentale |
| Site Internet: | http://www.futurestudies.org |

## Partner 4

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|---|---|
| Nom: | BHR Consulting & Associates |
| Ville: | London |
| Pays/Région: | Greater London |
| Pays: | UK-Royaume-Uni |
| Type d'organisation: | Autres |
| Site Internet: | http://www.bhrconsulting.net |

# Partenaire

## Partner 5

| | |
|---|---|
| Nom: | Arbeit und Leben Hamburg |
| Ville: | Hamburg |
| Pays/Région: | Schleswig-Holstein |
| Pays: | DE-Allemagne |
| Type d'organisation: | Syndicat |
| Site Internet: | http://www.hamburg.arbeitundleben.de |

## Partner 6

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|---|---|
| Nom: | IMFE - INSTITUTO MUNICIPAL DE FORMACIÓN Y EMPLEO |
| Ville: | Granada |
| Pays/Région: | Andalucia |
| Pays: | ES-Espagne |
| Type d'organisation: | Institution publique |
| Site Internet: | http://www.imfegranada.es |

## Partner 7

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|---|---|
| Nom: | Mentoring USA/Italia Onlus |
| Ville: | Salerno |
| Pays/Région: | Campania |
| Pays: | IT-Italie |
| Type d'organisation: | Association/organisation non gouvermentale |
| Site Internet: | http://www.mentoringusa.it |

# Données du projet

### 2007_1960_FR_Empire.docx

http://www.adam-europe.eu/prj/3734/prj/2007_1960_FR_Empire.docx

Public part of the final report

### DEutsch Kit.pdf

http://www.adam-europe.eu/prj/3734/prj/DEutsch%20Kit.pdf

Mentor kit - a set of tools for managing a blended mentoring relationship (German version)

### DEutsch Recommendations.pdf

http://www.adam-europe.eu/prj/3734/prj/DEutsch%20Recommendations.pdf

Recommendations on blended-mentoring for career guidance services (German Version)

### ENglish Kit.pdf

http://www.adam-europe.eu/prj/3734/prj/ENglish%20Kit.pdf

Mentor kit - a set of tools for managing a blended mentoring relationship (English version)

### ENglish Recommendations.pdf

http://www.adam-europe.eu/prj/3734/prj/ENglish%20Recommendations.pdf

Recommendations on blended-mentoring for career guidance services (English Version)

### ESpanol Kit.pdf

http://www.adam-europe.eu/prj/3734/prj/ESpanol%20Kit.pdf

Mentor kit - a set of tools for managing a blended mentoring relationship (Spanish version)

### ESpanol Recommendations.pdf

http://www.adam-europe.eu/prj/3734/prj/ESpanol%20Recommendations.pdf

Recommendations on blended-mentoring for career guidance services (Spanish Version)

### ITaliano Kit.pdf

http://www.adam-europe.eu/prj/3734/prj/ITaliano%20Kit.pdf

Mentor kit - a set of tools for managing a blended mentoring relationship (Italian version)

### ITaliano Recommendations.pdf

http://www.adam-europe.eu/prj/3734/prj/ITaliano%20Recommendations.pdf

Recommendations on blended-mentoring for career guidance services (Italian Version)

## Produits

1 Focus groups

2 Mentoring kit

3 new learning content on e-mentoring

4 new learning content on e-mentoring

5 Blended mentoring guidelines

6 Validation plan

7 Quality and Evaluation plan

8 Executive Plan

9 Leaflet

10 Exploitation Plan

11 Communication plan

12 Guidelines/recommendations for career development agencies

13 Public part of the progress report

14 Public part of the final project report

# Produit 'Focus groups'

Titre: Focus groups

Type de Produit: Autres

Texte marketing: In Austria, Germany and Italy focus groups are organised by the project partner to get in contact with those organisations or enterprises representing future mentees and mentors . These events inform about project purpose and collect key information on future mentees and mentors. They are an essential networks to be maintained and animated throughout the project.

Description: These sessions are prepared carefully and share a common approach:
1. The major objective of the meeting are identified;
2. A common set of questions is prepared (see below).
4. Potential stakeholders are invited to the meeting. A copy of the report from the session is returned to each stakeholder.

Common questions
• To what extent are proposed mentoring programmes building on an existing or similar programme?
• What is the target group for mentees for the mentoring and what is the rationale for the selection of this target group, i.e. why have you chosen this group in particular?
• Are mentees employed or unemployed and what are the implications of their status for the management of the programme? (e.g. we would consider that mentees who are employed would be easier to organise and contact than those who are unemployed.)
• Who are the proposed mentors and are they employed by an enterprise or several enterprises? How are they to be recruited and what role would each enterprise have in the recruitment process?
• In what way is it anticipated that blended mentoring (face-to-face and email, phone, video conferencing, web forum, etc) will help the target group?
• What other forms of learning will be required to help the mentees to reach their goals (e.g. training, ICT skills, customer service training etc) so that the aims of the programme are achieved, i.e. can the blended mentoring be combined with blended learning?
• What are the proposed basic parameters of the programme, i.e. how long will it last, how many face-to-face meetings are planned, and how long will each meeting last?
• What are the diversity issues (i.e. gender, age, ethnicity, disability, social class, etc) that are likely to arise and how will they be managed?
• What is the balance of planned outcomes between ‘hard’ outcomes such as job interviews, getting a job as opposed to ‘soft’ outcomes, e.g. improved self-confidence?
• How will you ensure that there are enough mentees and mentors to complete the programme? What contingency arrangements are needed to allow for a drop-out rate of around 25%?
• What scope is there within the mentoring that is planned to also include coaching?
• What access will mentors and mentees have to the resources/ICT equipment necessary for the distance aspect of blended mentoring, i.e. mobiles, email, web-based forums, videoconference, etc?
• How will each mentoring programme be managed and supervised?
• What on-going support and supervision is planned for mentors?
• What are the main risks with the proposed programme – what are the weak points where things might go wrong and what measures can be taken to plan for these?

Cible: Unions, enterprises, training organisations, career guidance agencies

Résultat: The focus groups allowed to define the national target groups for the blended-mentoring pilots:
• Free lancers (creative professions)
• tax consultants
• safety officers

# Produit 'Focus groups'

| | |
|---|---|
| Résultat: | • In-comers and Out-goers<br>• Over 50 workers<br>• immigrant women<br>• trainers in adult education |
| Domaine d'application: | The focus group give information on how groups of people think or feel about mentoring.<br>They give greater insight on certain needs.<br>They produce insights for developing strategies.<br>They help to improve the planning and design of mentoring programs.<br>They provide a means of evaluation at the end of the program. |
| Adresse du site Internet: | http://www.empire-leonardo.org/ing/press/gallery/index.html |
| Langues de produit: | anglais |

# Produit 'Mentoring kit'

| | |
|---|---|
| Titre: | Mentoring kit |
| Type de Produit: | Autres |
| Texte marketing: | The mentoring kit is a valuable resource for anyone working with a mentee. It includes the principal tools needed to develop a mentoring program. It is written to follow the given format but it allows you to take portions of it in a different order, depending on whether you are starting or strengthening your mentoring program. |
| Description: | The focus of this kit is to support mentors. It helps them to understand their role and to be aware of some aspects that are critical to the career development of mentees. It includes operative and reflection templates for implementing the mentoring program.<br><br>Operative templates<br>0 – Mentoring agreement<br>1 – Mentoring objectives and goals<br>2a – First need analysis<br>2b – First need analysis<br>2c – First need analysis<br>3a – Recall your past experience - school - training<br>3b – Recall your past experience – job<br>3c – Recall your past experience - personal sources<br>7 - Personal and professional development plan<br><br>Reflection templates<br>A - Goal setting and Action planning – Personal learning steps<br>B – Mentor’s diary<br>C – Mentee’ diary |
| Cible: | Vocational training organisations<br>Career developement agencies<br>Mentor organisations |
| Résultat: | |
| Domaine d'application: | Management of mentoring programs. |
| Adresse du site Internet: | |
| Langues de produit: | anglais |

## product files

ITaliano Kit.pdf

http://www.adam-europe.eu/prj/3734/prd/2/1/ITaliano%20Kit.pdf
Mentor kit - a set of tools for managing a blended mentoring relationship (Italian version)

# Produit 'new learning content on e-mentoring'

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|---|---|
| Titre: | new learning content on e-mentoring |
| Type de Produit: | Matériel pour l'enseignement |
| Texte marketing: | Fundamental in enabling a mentor to engage in an e-mentoring relationship. |
| Description: | E-learning module "How can mentors access the e-mentoring platform and use its facilities" |
| Cible: | anyone involved in the mentoring & coaching business, education and training |
| Résultat: | After the training mentors will:<br>•Be able to log on to the e-mentoring platform<br>•Have a clear understanding of the main facilities and resources available on the e-mentoring platform and how to use them<br>•Be aware of the optimum balance between face to face and e-mentoring elements of interaction with mentee (appropriate to the type of blended mentoring project) |
| Domaine d'application: | Blended mentoring programmes |
| Adresse du site Internet: | http://www.empire-leonardo.org/ita/download/progetto/index.html |
| Langues de produit: | anglais |

# Produit 'new learning content on e-mentoring'

| | |
|---|---|
| Titre: | new learning content on e-mentoring |
| Type de Produit: | Matériel pour l'enseignement |
| Texte marketing: | Fundamental in enabling a mentor to engage in an e-mentoring relationship. |
| Description: | Training module "How to achieve the right blend for indirect communication" |
| Cible: | anyone involved in the mentoring & coaching business, education |
| Résultat: | After the training mentors will:<br>•Be able to conduct discussions that are appropriate for online (indirect) communication channels.<br>•Be aware of the limitations of indirect communication when exploring sensitive topics.<br>•Be aware of optimum balance between face to face and e-mentoring elements of interaction with mentee. |
| Domaine d'application: | Blended mentoring programmes |
| Adresse du site Internet: | http://www.empire-leonardo.org/ita/download/progetto/index.html |
| Langues de produit: | |

# Produit 'Blended mentoring guidelines'

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|---|---|
| Titre: | Blended mentoring guidelines |
| Type de Produit: | Procédure pour l'analyse et le pronostic des besoins de la formation professionnelle |
| Texte marketing: | The documents consists of generic information that would apply to almost any blended mentoring programme and customised guidance  You will see references to detailed focus group feedback that was made available. Similarly the Mentoring Toolkit and the Evaluation Strategy are also referred to where applicable. |
| Description: | These blended mentoring schemes are a practical example how an appropriate mix of online and face-to-face elements was defined to suit different target-groups. |
| Cible: | Mentors, trainers |
| Résultat: | An appropriate mix of online and face-to-face elements in blended mentoring programmes |
| Domaine d'application: | Blended mentoring programmes |
| Adresse du site Internet: | http://www.empire-leonardo.org/ita/download/progetto/index.html |
| Langues de produit: | anglais |

# Produit 'Validation plan'

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|---|---|
| Titre: | Validation plan |
| Type de Produit: | Méthodes d'évaluation |
| Texte marketing: | In any mentoring scheme there are three potential purposes to evaluation, for accountability, improvement and knowledge. In EMPIRE we have three dimensions to the evaluation strategy. We need to know:<br><br>A.how effective the programmes were;<br>B.what the outcomes were for mentees and enterprises; and<br>C.more about how blended mentoring works. |
| Description: | This plan sets out a series of evaluation questions linked to each of these three purposes. It identifies actions that each EMPIRE project partner needs to take when setting up their mentoring programme. |
| Cible: | anyone involved in the mentoring & coaching business, education and training |
| Résultat: | Evaluation of the effectiveness of blended-mentoring programmes |
| Domaine d'application: | Blended-mentoring programmes |
| Adresse du site Internet: | http://www.empire-leonardo.org/ita/download/progetto/index.html |
| Langues de produit: | anglais |

# Produit 'Quality and Evaluation plan'

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|---|---|
| Titre: | Quality and Evaluation plan |
| Type de Produit: | Méthodes d'évaluation |
| Texte marketing: | Evaluation is an essential feedback mechanism within the adaptive management framework to keep the project work plan dynamic and responsive to changing conditions. This tool provides both the partners and the European Commission with information on the progress and results of the project implementation. |
| Description: | The main evaluation purposes are:<br>•firstly, to improve performance by helping project partners manage the process of developing, piloting and implementing the foreseen on-line services.<br>•second, to provide evidence as to the usability, effectiveness and added value of the services that are being developed.<br>•third, to contribute to the overall learning in the project (knowledge management) as a whole that will be useful for future projects and planning. |
| Cible: | Project managers |
| Résultat: | Quality project management |
| Domaine d'application: | Project management |
| Adresse du site Internet: | http://www.empire-leonardo.org/ita/download/index.html |
| Langues de produit: | anglais |

# Produit 'Executive Plan'

| | |
|---|---|
| Titre: | Executive Plan |
| Type de Produit: | Autres |
| Texte marketing: | An action plan format to successfully set up and deliver a blended mentoring programme |
| Description: | This action plan format is intended as a tool or working document to help partners develop a more detailed plan to implement their respective blended mentoring programmes. The table identifies the main operational features along with attendant resourcing, materials, timescale and staffing responsibilities. |
| Cible: | |
| Résultat: | Successfully managed blended mentorign programme |
| Domaine d'application: | |
| Adresse du site Internet: | http://www.empire-leonardo.org/ita/download/index.html |
| Langues de produit: | anglais |

# Produit 'Leaflet'

| | |
|---|---|
| Titre: | Leaflet |
| Type de Produit: | Autres |
| Texte marketing: | If you need a concise description of the project and the partnership this leaflet contains all essential information. |
| Description: | Two project leaflets were designed with different lay-outs in English. One of the leaflet is available in Italian, German and Spanish. |
| Cible: | Enterprises, training organisations, schools |
| Résultat: | Project dissemination and promotion |
| Domaine d'application: | Project promotion |
| Adresse du site Internet: | http://www.empire-leonardo.org/ita/download/index.html |
| Langues de produit: | italien |

# Produit 'Exploitation Plan'

| | |
|---|---|
| Titre: | Exploitation Plan |
| Type de Produit: | Méthodes de distribution |
| Texte marketing: | This document outlines the plans of each partner organisation within the EMPIRE collaboration for the further exploitation of the results. |
| Description: | The partners believe that there is potential for exploitation of the ideas developed within the project and intend to pursue them as described in the exploitation plan. |
| Cible: | Project manager |
| Résultat: | To use the products implemented during the project course even for future mentoring paths. Thanks to the flexibility of the materials developed, it will be easy to adapt the learning contents to different target groups. |
| Domaine d'application: | Project management |
| Adresse du site Internet: | |
| Langues de produit: | |

# Produit 'Communication plan'

| | |
|---|---|
| Titre: | Communication plan |
| Type de Produit: | Autres |
| Texte marketing: | The priority of the communication plan 2008 is to create consensus and awareness of the objectives of EMPIRE. It is important to inform the press, the institutions and the enterprises about the general project idea, the methodology we will adopt and of course the results we want to achieve. |
| Description: | Informing and communicating is fundamental for every project. All partner must establish, through specific activities, an efficient system to elaborate messages and inform about the mission of EMPIRE and their own range of activities and initiatives. The communication summarises the main tools and channels. |
| Cible: | Projet managers |
| Résultat: | Effective project promotion |
| Domaine d'application: | Project management |
| Adresse du site Internet: | |
| Langues de produit: | anglais |

# Produit 'Guidelines/recommendations for career development agencies'

| | |
|---|---|
| Titre: | Guidelines/recommendations for career development agencies |
| Type de Produit: | Autres |
| Texte marketing: | In order for a blended-mentoring program to succeed, it must suit the needs and abilities of the target group. The guide/recommendations will summarize the Do's and Do Not's. |
| Description: | All salient parts of this blended-mentoring pilot for career development will be translated into recommendations for those - especially career development agencies - interested in setting up a similar programme. |
| Cible: | career development agencies |
| Résultat: | Introduce “blended” mentoring (mix of on-site and online events) in the ordinary practice of career counselling and development services. |
| Domaine d'application: | Career develoment, guidance, mentoring |
| Adresse du site Internet: | |
| Langues de produit: | anglais |

# Produit 'Public part of the progress report'

| | |
|---|---|
| Titre: | Public part of the progress report |
| Type de Produit: | Autres |
| Texte marketing: | Career advice and guidance services are among the most important institutions for the early identification of skill needs especially for those most likely to become long-term unemployed as well as for clients with high qualification and skills profiles. Especially a more personalized advice can enhance the employability of job-seekers and improve career development. EMPIRE wants to make career development a more collaborative service by tying up closer links between career guidance services and employers' associations, enterprises and jobholders or -seekers. |
| Description: | This report presents the activities carried out and the results achieved in the first year of the project. |
| Cible: | Mentors, career advisers |
| Résultat: | A mentoring-kit was produced and will soon be available on the website in English, German, Italian and Spanish. |
| Domaine d'application: | Mentoring, Career advice |
| Adresse du site Internet: | |
| Langues de produit: | anglais |

## product files

2007_1960_PR_Empire.pdf

http://www.adam-europe.eu/prj/3734/prd/13/1/2007_1960_PR_Empire.pdf
Public part of the Progress Report

# Produit 'Public part of the final project report'

| | |
|---|---|
| Titre: | Public part of the final project report |
| Type de Produit: | Autres |
| Texte marketing: | Career advice and guidance services are among the most important institutions for the early identification of skill needs especially for those most likely to become long-term unemployed as well as for clients with high qualification and skills profiles. Especially a more personalized advice can enhance the employability of job-seekers and improve career development. EMPIRE wants to make career development a more collaborative service by tying up closer links between career guidance services and employers' associations, enterprises and jobholders or -seekers. |
| Description: | This report presents the activities carried out and the results achieved by the project. |
| Cible: | Mentors, career advisers |
| Résultat: | A mentoring-kit was produced in English, German, Italian and Spanish. |
| Domaine d'application: | Mentoring, Career advice |
| Adresse du site Internet: | |
| Langues de produit: | anglais |

# Événements

## The experience of the project EMPIRE

| | |
|---|---|
| Date | 19.11.2009 |
| Description | Final event of the project “Empowerment through Mentoring to Promote the Importance of real work Experience”<br>Subject: Blended Mentoring: innovative methodolgies for human resource development. |
| Cible | Researchers and practitioners involved in blending mentoring and learning, or e-mentoring and<br>training.<br>Staff responsible for administering vocational training and career guidance and counselling for CPD<br>Staff involved in designing, setting up and managing virtual learning platforms (VLP)<br>Practitioners seeking to network and share good practice with international partners<br>Mentoring practitioners wishing to find out more about blended mentoring and learning |
| Public | Événement public |
| Informations de contact | For further information please contact:<br>Sara Ugolini – project co-ordinator EMPIRE – tel. 339-7430933<br>Fabiana Masi – press agency – tel. 349-4790455<br>web: www.empire-leonardo.org |
| Date et lieu | 19 november 2009<br>Provincia di Prato<br>Palazzo Buonamici – Via Ricasoli, 25 - Prato, Italy |

# Événements

## Final project conference in Prato (19th November 2009)

| | |
|---|---|
| Date | 11.11.2009 |
| Description | The event focuses on the results achieved in the four partner countries. Andrew Miller will illustrate how career guidance and training can be enhanced by using blended mentoring and blended learning. This event will present the findings of each pilot.<br>examine the qualitative benefits to mentees/trainees who took part.<br>presented by: |
| Cible | Researchers and practitioners involved in blending mentoring and learning, or e-mentoring and<br>training.<br>· Staff responsible for administering vocational training and career guidance and counselling for<br>CPD<br>Staff involved in designing, setting up and managing virtual learning platforms (VLP)<br>Practitioners seeking to network and share good practice with international partners<br>Mentoring practitioners wishing to find out more about blended mentoring and learning |
| Public | Événement public |
| Informations de contact | Sara Ugolini – project co-ordinator EMPIRE – tel. +39-339-7430933<br>Fabiana Masi – press agency – tel. 39-349-4790455 |
| Date et lieu | Province of Prato<br>via Ricasoli, 25<br>Salone Consiliare- Palazzo Buonamici<br>Prato |

# Événements

## UK dissemination conference

| | |
|---|---|
| Date | 14.10.2009 |
| Description | The event focuses on pilot projects run in four European countries. Each project investigates how career guidance and training can be enhanced by using blended mentoring and blended learning. This event will present the findings of each pilot, and will examine the qualitative benefits to mentees/trainees who took part. Case studies will be presented. |
| Cible | Researchers and practitioners involved in blending mentoring and learning, or e-mentoring and<br>training.<br>Staff responsible for administering vocational training and career guidance and counselling for CPD<br>Staff involved in designing, setting up and managing virtual learning platforms (VLP)<br>Practitioners seeking to network and share good practice with international partners<br>Mentoring practitioners wishing to find out more about blended mentoring and learning |
| Public | Événement public |
| Informations de contact | Bertie Ross<br>BHR CONSULTING & ASSOCIATES<br>bertie.ross@bhrconsulting.net |
| Date et lieu | LSN, HOLBORN CENTRE,<br>120 HOLBORN, LONDON EC1N 2AD |

## Blended Mentoring- innovative solutions for career development

| | |
|---|---|
| Date | 19.03.2009 |
| Description | 19 marzo 2009 Presentation of the project (Salerno, Italy) |
| Cible | Employment agencies, local authorities for vocational training |
| Public | Événement public |
| Informations de contact | Vito Giacalone<br>Mentoring USA/Italia<br>via Matteo Ripa, 7 - Salerno<br>vitogiacalone@mentoringusa.it |
| Date et lieu | Palazzo Sant'Agostino, Salone Bottiglieri<br>Via Roma, 104 - Salerno<br>19 marzo 2009<br>9:30 / 13.30 |

# Événements

## Focus group EMPIRE with target group: trainers in adult education

| | |
|---|---|
| Date | 04.04.2008 |
| Description | The goal was to define the profile and detect training needs of the potential Mentors and Mentees. |
| Cible | Trainers in adult education |
| Public | Événement non public |
| Informations de contact | Elvira Reitshammer<br>IFS - Verein für neues Lehren und Lernen<br>Tel. +43 664 8409095<br>elvira.reitshammer@futurestudies.org |
| Date et lieu | IFS / VHS / Tibs<br>Innsbruck<br>March to June 2008 |

## Focus group EMPIRE for target group: freelancers

| | |
|---|---|
| Date | 01.04.2008 |
| Description | |
| Cible | Creative professions |
| Public | Événement non public |
| Informations de contact | |
| Date et lieu | 1th April 2008, Prato (Italy)<br>VIA GALCIANESE 20/H – 59100 PRATO |

# Événements

## Focus Group EMPIRE with Safety Officers, Freelance Journalists & Architects and Tax Consultants

| | |
|---|---|
| Date | 31.03.2008 |
| Description | Focus Groups in which representatives from companies, NGOs and labour unions were involved in the planning of the future mentoring programmes.<br>The goal was to define the profile and detect training needs of the potential Mentors and Mentees. |
| Cible | (a) Safety Officers<br>(b) Freelance Journalists & Architects<br>(c) Tax Consultants |
| Public | Événement non public |
| Informations de contact | Matteo Perchiazzi<br>FIL Formazione Innovazione Lavoro SpA<br>tel. 0574 613230 fax 0574 870061<br>Via Galcianese 20/h<br>59100 Prato<br>tel. 0574 613230<br>fax 0574 607850 |
| Date et lieu | March 2008<br>FIL<br>Prato<br>via Galcianese |

## Focus Group EMPIRE for target group: in- and outgoers

| | |
|---|---|
| Date | 31.03.2008 |
| Description | The goal was to define the profile and detect training needs of the potential Mentors and Mentees. |
| Cible | (1)incomers in vocational training (hotel/gastronomy sector<br>(2)unemployed, but skilled out-goers: |
| Public | Événement non public |
| Informations de contact | Katrin Busche<br>Arbeit und Leben Hamburg<br>Besenbinderhof 60, D-20097 Hamburg<br>Tel. +49 40 28 40 16 21<br>www.hamburg.arbeitundleben.de<br>www.mobilitaetsagentur-hamburg.de |
| Date et lieu | Arbeit und Leben Hamburg<br>Besenbinderhof<br>Hamburg<br>March to June 2008 |

# Événements

## Focus Group EMPIRE with Immigrants Associations in Granada; Training Department, Local Actors

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|---|---|
| Date | 27.03.2008 |
| Description | The goal was to define the profile and detect training needs of the potential Mentors and Mentees. |
| Cible | (1) unemployed immigrant women<br>(2) unemployed of the service sector<br>(3) unemployed "over 45" |
| Public | Événement non public |
| Informations de contact | LOLA LUCEÑO MAESTRE<br>IMFE<br>Ayuntamiento de Granada<br>C/ Horno de San Matías, nº 4<br>18009 GRANADA<br>Tel: 958-216120<br>www.imfegranada.es |
| Date et lieu | FORMATE - I Salón Andaluz de la Formación para el Empleo<br>Recinto ferial Santa Juliana (Granata)<br>Ed. 2ª : Del 25 al 27 / Marzo / 2008 |