



DIMENSAAI

Diversity and **M**entoring approaches to **S**upport **A**ctive **A**geing and **I**ntegration

Result 10

Training and Mentoring on the Job

Diversity and Mentoring Training

Dates: 21.11.2013 and 10.01.2014

The Participants received folder with information at the beginning of the workshop. At the end, they received folder with the structured results. The participants presented themselves and also an activity, which they know better.

Diversity

Which advantages have people with disabilities?

Where can people with disabilities receive support (financial, legal issues, ...)?

The participants answered these questions individually in written form.

Two groups have been formed with a Fachsozialhelfer as group leader. The leaders structured the answers of the participants of their group, extend the results and discussed them with the participants.

After that, two new groups have been formed to discuss about advantages of having disabilities. The leaders structured the answers of the participants of their group, extend the results and discussed them with the participants.

Mentoring

At the beginning discussions about strengths and weaknesses took place and how they can be supported. The concept of mentoring, competences and how they can be achieved, have been discussed.



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Diversity and MENToring approaches to Support Active Ageing and Integration



Education and Culture DG

Lifelong Learning Programme

Workshop with Training – Mentoring- Approaches in care sector

12. March 2014 IAT

Wissenschaftspark, Munscheidstr. 14, 45886 Gelsenkirchen

- 11:30-12:00 Presentations about personal problems in care health sector
12:00-13:30 Exchange of experience Diversity and Mentoring Approaches
Lebenshilfe-GUV Graz, APD Gelsenkirchen, IAT Gelsenkirchen, Gelsenkirchener Werkstätten für angepaßte Arbeit, Stadtmission Kiel
- 13:30-14:00 Lunches
- 14:00-15:00 Discussion about possible Mentoring- Approaches at Stadtmission Kiel
- 15:00-18:00 Mentor training

The workshop took place between 11:30 and 16:00. Four people from Stadtmission Kiel and staff from IAT and BPT have participated. Gudrun Stubenrauch, from Lebenshilfe-GUV Graz (which is DIMENSAAI Project partner), who coordinated the projects IBB1 and IBB2 and has experience in developing and using Diversity and Mentoring approaches has been contacted per Skype.

After a short presentation of the participants, staff problems in the care sector have been discussed. Stefan Bandemer (IAT/BPC) explained that the problems of human resources development should be solved by taking into consideration diversity aspects and presented some measures taken within APD in this context. Referring mentoring approaches, mentees have to be qualified for the tasks to be fulfilled. Ileana Hamburg presented some mentoring approaches developed within the *Werkstätten für angepaßte Arbeit* and some planned within APD.

In the next two hours Gudrun Stubenrauch has been contacted per Skype to give good practices and answer questions. She presented the approaches developed and used by Lebenshilfe-GUV Graz in a closed cooperation with Caritas Graz which organizes training courses for specialized social welfare employees (Fachsozialhelfer). The difficulty is that in Germany such training is necessary but it does not exist. People from Stadtmission Kiel described tasks which could be fulfilled by a mentee in their organization i.e. distributing eating, helping older people or people with disabilities by eating, holding talks with these people, helping the living people to clean-up their rooms, walking with these people. Gudrun explained that the mentee in Graz fulfill similar tasks and meet 2-3 hours per week with their mentors. The discussed problem was how could mentee be recruited? In Graz this is done together

with Caritas. In Germany Job Centers and different VET providers could be contacted. Stefan precised that it is a difficult task.

A difficult problem which has been discussed was the remuneration. The mentors are staff from the organization. The managers of the organization should be convinced that mentoring is an approach which has advantages also for the organization and should make possible that mentors have some free hours to do their mentoring tasks.

The mentees should be paid by the internal budget of the organization or some other possibilities have to be found but they have to receive a corresponding remuneration (i.e. minimum 2.50€ per hour).

Possible mentees are also persons who would like to back to work after a rehabilitation phase, but they have to participate into a special further training.

After the lunch, possible mentoring approaches for Stadtmission Kiel have been discussed and possibilities to work new projects together with IAT, Lebenshilfe-GUV and APD.

A short mentor training has been also realized taking as basis the handbook developed within DIMENSAAI.

After the Workshop the participants visited the Wissenschaftspark.



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MENTORING TRAINING PROGRAM WORKSHOP JANUARY 2014 CRAIOVA-ROMANIA

PROGRAM

27.01.2014

9:00 Registration
9:30 Wellcome
10:00-11:00 Presentation of participants
11:00 Break
11:30 Mentoring training program presentation –Part I
13:00 Lunch
14:30-15:30 Creat the group discussion
15:30-16:30 Select the mentor
16:30-17:00 Conclusions first day

28.01.2014

9:00-11:00 Mentoring training program-Part II
11:00- 11:30 Break
11:30-13:00 Develop the training program-step by step
13:00 Lunch
14:30-15:30 Mentors discussion and mentees
15:30-16:00 Break
16:00-17:00 Group discussions between trainers and mentors slected

29.01.2014

9:00- 11:00 Mentor training program –Part III
11:00-11:30 Break
11:30-13:00 Mentors selected monitor from each organisation
13:00 Lunch

14:30-15:30 Training
15:30-16:00 Break
16:00-17:00 Conclusions for the training demonstration

30.01.2014

9.00-11:00 Conclusions about mentor training program
11:00 Break
11:30-13:00 Practical mentoring demonstration for each organisation
13:00 Lunch
14:30-15:30 Discussions between focus group
15:30-16:00 Break
16:00-17:00 Conclusions of the workshop