

VM-PRO Self-assessment system for validation of youth mentoring

News #6

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"It is foolish not to learn from the wisest and those who can." (Sofocle)

We believe that the mentoring functions help people, in everyday life, improving communication mechanisms, offering belonging, deeper roots and instruments of professional and organizational enrichment, which help the development of talents and the exchange between diversity

SIM – Scuola Italiana di Mentoring

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Editorial

by Matteo Perchiazzi

The need of change carries on a continuous experimentation with managerial methods and employee training. However these are often unsatisfactory and economically expensive. How many times new managerial methodologies result not successfully in crisis situations or in accelerated change of management? Change can be motivating for a young people who faces the company, but is more difficult and confusing for those over years consolidated behaviors and attitudes in organizational sphere. Nowadays the most relevant organizational problems is the enhancement of



the skills of the senior employees and the concrete possibility that they transfer their expertise to younger employees. Mentoring is a powerful tool that concretely helps to build an intergenerational connection thus enhancing the existing tacit know how in the company. It represents a valid and potential moment of company integration by building an intergenerational and intercultural connection. In the Anglo-Saxon countries, the figure of Mentor has been spread for several years with various objectives: change management, managerial and inter-generational change, outplacement, talent and diversity management and creation of new business. The mentor is a person with passion for his job, which gives concrete help in transferring experience, in making better business ideas, in questioning products and target customers. Mentor is a concrete support for young people who wants to become leaders and manager for tomorrow, never replacing the direct line manager. Its role of guiding aims to transfer skills learned along years of work.



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Dissemination

VM-PRO

Workshop Day

25 May – Ischia Island - Italy



Mosaico Association realized a Day workshop direct to Students and Youth of I.S.S. C. Mennella School to introduce the benefits of Youth Mentoring in schools. (...)

VM-PRO at 5th Fair of Schools Teams for Career Guidance and Counseling

7 June 2019 – Belgrade - Serbia



The VM-PRO project was presented at the 5th Fair of Schools Teams for Career Guidance and Counselling held in Belgrade Chamber of Commerce in Serbia (...)

Events

VM-PRO Fifth Transnational Meeting

16-18 September – Ypres Belgium

VM-Pro 5th transnational meeting together with 1st joint training staff mobility already started in Ypres, Belgium last 16 September 2019. The first day started with a presentation about Ypres and its history and how the WWI affected the raise of supporting services for people with disabilities. The day proceed with an introduction by the mobility participants from Bulgaria, Italy and Serbia and a Presentation of the project and its intellectual outputs by the project coordinator Dr. Matteo Perchiazzi



from Italian School of Mentoring and the Partner Karel Van Isacker from Phoenix KM. In the second part of the day the project management met separately to work about analysis of the piloting test results and reports for NABs. The international team shared a common strategy for the optimization and implementation of the final version of the Intellectual outputs according to the feedbacks obtained from piloters and National Advisory Boards. Partners continue working on the action plan for the last task and activities for the next months



including administrative and financial issues. The second day of the meeting was dedicated to the Project management and implementation – reporting on released dissemination activities and the Presentation of post meeting evaluation and internal quality management. During this day, the partnership worked on the preparation of the final exploitation conference and the joint training mobility that will be take place in Florence next November, fixing contains and agenda for those two events. In the afternoon the management joined the motilities to visit the Entrepreneurial Networking and their mentoring activities - Hangar K - Nelson in Kortrijk. Once again the partnership works hard but in very lovely and cooperative atmosphere!



Joint Training Staff Mobility

16-18 September 2019 – Ieper Belgium

Somewhere certified, somewhere formalized by a clear methodology, and left somewhere at the level of an informal relationship between mentors and mentees. Whether a mentoring program or action is being implemented in Serbia, Turkey, Italy or another country, it is common for all of them that mentoring, if well-aimed, can produce good results. In the framework of the VM-pro project: validation of youth mentoring,



mentoring has proven to be an excellent mechanism in the field of preventing early school leaving, supporting the inclusion of young people (and vulnerable groups) in the labor market, as well as supporting personal and career development through mentoring. so



does the mentor. All this was reason enough for the mentors and mentees who participated in the VM-pro project to come together for a study visit in Iper, Belgium and to exchange their mentoring practices. The three-day study visit to Belgium brought together participants from Italy, Turkey, Serbia and Bulgaria. Participants had the opportunity to visit several organizations and companies that



implement mentoring schemes in different ways, as well as to get acquainted with some of the models for the active inclusion of people with disabilities in the mentoring support world. At Page Company in Popering, they had the opportunity to see live how the complete cycle of manufacturing electronic parts for computers was organized, as well as to

hear that people with disabilities employed by this company make a significant contribution to business development. They also visited the largest start-up center in this region of Belgium – “Netwerk”, which provides support to business development for small entrepreneurs and is based on a two-year mentoring program. The final part of the visit consisted of the workshop “Validation of informal experience from mentoring programs for students / young people with disabilities and their mentors at EU level”..



VM-PRO at the International Meeting with South American NGOs

17 June – Berlin – Germany



Mosaico Association presented VM-PRO Project and its intellectual outputs to youth workers from Argentina and Brazil held in Berlin. Good moment to leave project promotional materials and capture interest for some participants (...)

Piloting session with mentors who are working with youth with disabilities”

4 July – Plovdiv – Bulgaria



On 4th July in Plovdiv, Marie Curie Association organized piloting session with mentors, who are working with youth with disabilities (...)

VM-PRO piloting Completed in Turkey

31 August – Istanbul – Turkey



All VM-PRO piloting sessions conducted in Istanbul have been successfully completed (...)

VM-PRO at “Move.Link.Engage.Fundamentals. Wanted”

12-13 September – Belgrade – Serbia



The VM-PRO Project was presented during the 5th regional conference organized by Belgrade Open School with support of the Embassy of Sweden in Belgrade (...)

Multiplier Event

18 September 2019 – Ypres Belgium

On 18 September 2019, we realized the European workshop “Validation of non-formal experience deriving from mentoring schemes of students/youth with disabilities and their mentors on EU level” as part of our VM-Pro project activities. The conference was opened by the project coordinator Dr. Matteo Perchiazzi from the Italian Mentoring School, pointing out that mentoring



g is present in all social spheres, but that we must take into account the concept, methodology and target group to which mentoring is intended. Apart from him, Karel Van Isacker from the Phoenix KM partner organization presented the tools created within the VM-pro project, while

Marina Lukić presented various successful mentoring initiatives in Serbia in front of Belgrade Open School. In the discussion that followed at the end of the conference, the contribution was also made by participants from Serbia – Teachers Zorica Keselj and Mladen Slijivovic, who presented their views on the usefulness and applicability of VM-pro tools even after the formal completion of the project.

All presentations are available for download through the following link.
<https://bit.ly/2JKY0JA>



Intellectual Output

IO2: Handbook: Extended Code of practice for conducting youth mentoring program

More than 90 pilots among teachers, psychologists, youth workers, trainers etc. that pilot this output with in Italy, Belgium, Bulgaria, Serbia and Turkey gathered a huge number of useful and interesting feedbacks based on their own experience and framework. The consolidated results in terms of quantity and quality were analyzed from the coordinator and shared with all partners. This analysis join with the contributions and suggestions from NABs and pilots is the base to the finalization process of the output. The next month is dedicated to the optimization and

VM-PRO Promoted at the 7th National Conference on Career Guidance and Counseling in Serbia

3 October – Belgrade – Serbia



VM-Pro project flyers were promoted and distributed at the conference with interactive talks with teachers who were interested to finding out more about tools and possibilities to implement mentoring projects (...)

implementation process, in order to be able to deliver the final version of the Handbook (IO2) in November.

IO3: Self-assessment system for external validation as a part of a blended-assessment model

This output is strictly connected to the IO2 and the content integrated in to the IO4, it was implemented in multilingual version. All pilots completed the mentoring process with the self-assessment stage through the use of this output (IO3) and provided precious and useful feedbacks in order to optimize this output. In the next month it is necessary to do some fine tunings to the process – form, for example split the form in 3 separate part of the self-assessment process depending on the role of the users - 3 steps must be implemented: Create mentoring project, Assign users to this project and Assign roles to these users in this project. The delivery is planned for next November.

IO4: Android based mobile mentoring application to facilitate distance mentoring for youth with disabilities

The mobile learning App is live and it's available in multilingual version on the Google Play store. It is also available in desktop version for the non-Android users. The project partner Redvet realized a detailed user guide to support the navigation. All stakeholders, can access to the self-assessment system by the Mobile App or the desktop version of the learning platform. The VM-PRO team expects many feedbacks that will contribute to the improvement of the App functionalities.

Mobile App

Now you can use Moodle on your mobile/tablet devices



Visit Google Play and download the VM-PRO learning App <https://bit.ly/2MxhB1W> or access to the desktop version <https://bit.ly/2W86hfX>

Agenda Next Meeting

6 Transnational Meeting

6-7 November 2019 – Florence Italy

During the next meeting the management will meet in Italy for the last time to work on the analysis of the consolidated project results reached during those two years and will evaluate all project process, partnership, team working, impact at local and international level etc. Partners will work



6-7-8 November 2019

...In the next months the VM-PRO management will be committed with the organization of the Final Exploitation Conference...



together to set up all procedures to the formal closure of the project and will share ideas for further cooperation and new mentoring projects. It will be a new opportunity to strengthen the partnership and to celebrate VM-Pro success. Follow our activities on the VM-Pro official Facebook page <https://www.facebook.com/vmproproject/>

Multiplier Event

8 November 2019 - Florence Italy

Next 8 November we are organizing in Florence Italy the Final exploitation Conference of VM-Pro Project “Novel mentoring validation system that is supporting prevention of educational and labor market dropout of youth with disabilities” Registration via <https://www.scuolaitalianadimentoring.com>. To more details, download the full agenda on <https://bit.ly/2N6M4Ee> Follow the event on the VM-Pro official Facebook page <https://www.facebook.com/vmproproject/>

Joint Training Staff Mobility

6-8 November 2019 - Florence Italy

Short term training meeting for youth workers, teachers, trainers etc. From Italy, Turkey, Belgium, Serbia and Bulgaria. The motilities participants will get acquainted with Peer support, concept of Mentoring for disabled People(system or recruiting and involving young people) and Mentoring to sport for disabled People in Italy. To download the daily agenda for **Short-term joint staff training program for youth workers** use the following link <https://bit.ly/2JIUeAK> The event will be situated in Sala dei Marmi – Parterre c/o Centro Anziani Parterre, Piazza della Libertà, 12. Follow the event on the VM-Pro official Facebook page <https://www.facebook.com/vmproproject/>

If you are interested to learn more about VM-PRO and its results, visit the web site (<https://www.vm-pro.eu>) and join us on Facebook (<https://www.facebook.com/vmproproject/>).

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