e-Mentoring Recommendations to High Education, Vocational training, Adult Education organisations, and Enterprises

The key recommendation is to give the freedom to mentor(s) and mentee(s) to define which relationship is most suitable for them

Recommendations for Formal & Non-formal Educational Organisations: High Education, Vocational Training, and Adult Education

We recommend:

- To **incorporate** mentoring on employment-related issues (employability and entrepreneurship) **into formal educational programmes** of HE and VET institutions as part of the practice.

- To exploit mentoring for **effective cooperation between employers and educational institutions** to support students' employment as well as increasing the knowledge and skills of students entering the labour market.

- In HE and VET organisations, as an added-value, **integrate** the e-Mentoring methodology with the programmes of study, such as Human Resources Management, Entrepreneurship, and Business Planning, by combining the use of OERs on entrepreneurship **with more theory** on these subjects to foster entrepreneurial mind-sets among students.

- To **integrate** the e-Mentoring practice **within the Internship** programmes provided by universities and vocational schools.

- E-Mentoring methodology will **support existing counselling activities** provided by Career or Placement Helpdesks and to prepare young students for employment. The youth will clarify ideas on their professional interests (considering also the possibility of becoming an entrepreneur) and planning for their future.

- **Staff** of Adult Education organisations, HE, and VET institutions **need to be trained** on how to use mentoring on employment-related issues as a part of the practice process as well as receiving training on how to cooperate with employees and attract employers to be mentors for students of Universities and VET institutions.

- To **certify mentors** based on the UK experience as part of VET.

- To use the e-Mentoring model with **special emphasis on international students** studying abroad as they can benefit from the OERs because employment-related issues are often much more difficult than for the native students.

- To **exploit the social networks** created during the e-Mentoring process so counsellors can recruit new mentors, stay in contact with mentees and mentors, and share experiences in both national and international mentoring.

- To **use a blended mentoring**, as it was piloted in the e-Mentoring project, as a type of mentoring allowing for face-to-face mentoring sessions in combination with e-mentoring sessions.

- To carefully define the number of face-to-face sessions and online sessions **based on the mentees' needs, communication habits, and IT resources**.

- As an add-on to the project, the e-Mentoring methodology is particularly effective for **first year students**.

- To **exploit multimedia tools**, like videos and virtual communication, as an e-Mentoring approach specifically benefiting those students with a high affinity for Web 2.0 tools, people abroad, and/or suffering from inhibitions in personal contacts.

- To **incorporate** mentoring on employment-related issues into the non-formal educational provisions of AE centres **as guidance and training toolbox** and to foster **effective cooperation between the adult education organisations and employers**.

- When exploiting the e-Mentoring model **with vulnerable adult learners**, migrants, low skilled unemployed people or ex-prisoners, we recommend to provide at least 2 face-to-face sessions with expanded facilities prior to online mentoring sessions.

- Adult education organisations **to cooperate** with Labour Exchange Offices (Employment Services) in utilizing e-Mentoring on employment-related issues as an innovative approach to tackle unemployment especially with youth unemployment.

Recommendations for Enterprises

We recommend:

- To **develop the methodology for employers on how to use graduates mentoring** for the company's human resources purposes, how to participate actively in preparation of the specialist in accordance with the today's labour market needs and how to train and select mentors from the staff.

- To make companies **aware about the benefits** of being engaged in the e-Mentoring programme as inexpensive recruitment strategy and for sharing ideas and best practices with young talent.

- To the owners of enterprise to **use retired employees and the elderly workers** as mentors for supporting mentees and to have a mutual benefit by improving IT skills among old/retired workers.

THANK YOU FOR YOUR ATTENTION!
From the Italian TEAM

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