

**e-MENTORING:**  
**New Skills and Competencies for New Jobs**  
No. 511579-LLP-1-2010-1-LT-KA3-KA3MP

**European Seminar**  
**Mentoring on Employability and**  
**Entrepreneurship:**  
**success stories**

Merseyside Expanding Horizons





*Access Enterprise*

## Mental Health Enterprise project



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NHS Trust

# Key purpose of project

- To help individuals currently excluded from the labour market to develop entrepreneurship skills or become self-employed, offering the opportunity to explore alternatives to traditional routes back to employment.
- To develop a Volunteer Mentor Programme to engage members of the community to train as Volunteer Mentors to support beneficiaries.



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# Target Groups (beneficiaries/participants)

- Individuals across Merseyside who have experience of mental ill health and/or are ex-offenders, including mentally disordered offenders.



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# A partnership approach



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**elect**   
*regeneration for real*

**Network**  
**Employment Service**



# The mentoring programme

- Available to all Access Enterprise beneficiaries
- Intense recruitment procedure for volunteers including references, CRB check, initial interview, training and post course interview
- Training can be accredited at OCN Level 2 Award in Mentoring if volunteers wish
- The programme is run by a Volunteer Coordinator with support from an additional staff member
- All training is co-facilitated



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# What does it offer to beneficiaries?

- A non-judgmental person, a trusting relationship and a confidante.
- Support, encouragement and feedback.
- A sounding board and a source of knowledge, ideas and options.
- Mentors listen, listen and listen some more.
- Support to engage in different activities.
- Encouragement to increase and maintain confidence, self esteem and motivation



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# The mentoring process

- Volunteer Co-ordinator meets beneficiary and identifies goals
- Beneficiary is matched to mentor at a joint meeting with the Volunteer Co-ordinator
- Volunteer Co-ordinator sets up meetings and ensures health and safety of volunteer mentor and beneficiary
- Mentor receives regular one to one supervision
- There are regular group supervisions for mentors



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# What does it offer to volunteers?

- In awarding APS, Mentoring and Befriending Foundation said ‘Your volunteers are appropriately screened and are then given relevant training and guidance, a careful matching procedure is in operation and on-going support is provided once the relationships have begun. There is also evidence that the project is formally evaluated to assess its overall progress and effectiveness.’
- Several mentors have gained work or places on courses as a direct result of their mentoring experience.
- Volunteers have been encouraged to access further training and personal development opportunities



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# Progress To Date

- 88 beneficiaries recruited
- 42 volunteer mentors recruited and trained
- 29 mentoring relationships
- Mentoring programme has achieved approved provider status (APS)
- 10 businesses started
- 19 individuals moved into employment/education
- 27 individuals moved into voluntary work



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# The real impact!

## Mentors

Empowering a person to do something they never dreamed possible is extremely rewarding

I have learnt so much about stigma and prejudices people make

I have been able to use the communication skills I learnt in training in my role at work as a manager



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# The real impact!

## Beneficiaries

I can feel so low that I don't want to see anyone or do anything but I always try to see my mentor because after I have seen him I feel great.

Just knowing the support is there makes a huge difference

Access Enterprise is an innovative project which has and mentors ..... the project has already made a real and lasting difference to beneficiaries and has the capacity to provide a life changing journey



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# For More Information

- [www.accessenterprise.org](http://www.accessenterprise.org)
- [www.workingbetter.eu](http://www.workingbetter.eu)
- [www.expandinghorizons.co.uk](http://www.expandinghorizons.co.uk)



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