



QUALITY OF MENTORING-TO-WORK

TOOLKIT

- Good knowledge of the social problem you address
- Understand the environment you are working in
- Clear purpose
- Strong public narrative
- Good governance
- Collective leadership
- Organisational structure for effectiveness and agility
- Marketing strategy and communication plan
- Human Resources
- Financial sustainability planning
- Financial management & analysis
- Operational processes, systems and infrastructure
- Create dynamic partnerships
- **Quality of mentoring-to-work**
- Social impact

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Purkayastha & De Cuyper (2019) explored in the context of this transnational ESF-project MeMoRe what practices constitute a well-designed programme and under what conditions and why certain practices are more significant when it comes to labour market integration of refugees. First they took an in-depth look at critical success factors and best practices suggested by academic literature and studies on mentoring to work. Secondly the researchers conducted detailed interviews with mentoring to work organisations around the world in order to understand what they consider critical for success. The researchers discovered 11 key dimensions at the macro, meso- and micro-level. The paper and the checklist Purkayastha & De Cuyper are available on the website: www.memore.be

REFERENCES

Literature

- Purkayastha, D. & Decuyper, P. (2019). Best practices and critical success factors in mentoring to work for refugees and migrants: an evidence-based study. Leuven: HIVA KU Leuven