

Mentoring - a way to bridge success!

Current Situation

The older active population possesses an important knowledge and skills capital which can be harnessed through an inter-generational process of transferring knowledge and experience for accompanying younger active population in their jobs and careers within SMEs which are a strong pillar of the employer system in Europe. Due to its previous work in the field, the consortium consists of 7 partners from 6 different countries - Portugal, Belgium, Turkey, Slovakia, Poland and the UK identified mentoring as an opportunity to promote the interchange of experience and competences between generations inside SMEs, oriented to improve competitiveness, investing in lifelong learning. The first phases of **BMW – Be a Mentor in the Workplace** project were characterized by in depth research on the mentoring culture in SMEs; identifying mentoring opportunities, how companies see mentoring in their development strategy, installed management capacity for adopting mentoring, mentoring experiences, etc. and comparisons between the countries involved.

Achievements so far

The project consists in the transfer of already existing and validated tools and methodologies, adapted, tested, validated and implemented in new target-groups. Through this transfer process, the project has developed:

- a new ICT based **framework for setting up mentoring in SMEs**;
- a methodology for certifying those who joined to the learning program, including an innovative **course for e-mentors**;
- an **innovative guide oriented towards the mentee** to support an effective mentoring relationship;
- an ICT based training for becoming an e-Mentor including a **feedback system** to evaluate the mentoring system/results and the mentoring relationship

Future Prospects

The next step is to promote the developed modules in order to allow potential users to get involved in training activities and to get familiar with BMW platform, to get to know the achievements and the related benefits of the BMW project. This will be done by addressing the target group of small companies in testing the developed e-learning modules on **BMW platform**.

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Partnership

Country	Name of partner institution	website
PORTUGAL	CTCP	www.ctcp.pt
BELGIUM	JONAC	www.jonac.be
BELGIUM	OBELISK	www.obelisk.be
TURKEY	POINT	www.pnt-grp.com
SLOVAKIA	COOP	www.vic.sk
POLAND	PROFUTURA	www.profutura.poznan.pl
UK	INOVA	www.inovaconsult.com

General information

1. Project duration: October 2013- September 2015 and Project website www.bmw-eu.net
2. Being a part of the European Commission's Lifelong Learning Programme (http://ec.europa.eu/education/lifelong-learning-programme/doc78_en.htm) funding many different types of activities of varying scales including 'mobility' initiatives enabling people to train in another country, co-operation projects to transfer or develop innovative practices, and networks focusing on topical themes in the sector; Leonardo da Vinci (http://ec.europa.eu/education/programmes/leonardo/leonardo_en.html) enables organisations in the vocational education sector to work with partners from across Europe; exchange best practices, and increase their staff's expertise. It should make vocational education more attractive to young people and by helping people to gain new skills, knowledge and qualifications, the programme also boosts the overall competitiveness of the European labour market.

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