

BMW- Be a Mentor in the Workplace

What is going on?

Europe is facing the problem of population aging, which is on the top of the EC 2020 Strategies. According to Eurostat EU27 active population is about 58 million people aged 50-60, representing almost 25% of all actives, when 22% of aged 5-24 are unemployed. People are living healthy longer lives, which opens large opportunities to continue working and having important roles in the world of work. By the other hand, is visible a lack of vocational skills from the younger population including the new comers to world of work, wanting to increase their work performance, be creative, competitive, provoking improvements in their companies, increasing their employability, going up in their careers. Knowing these facts, the project **BMW –Be a Mentor in the Workplace** has been developed. Be a Mentor in the Workplace is a project which promotes the development of mentoring skills, under the perspective of work based lifelong learning, of both mentors and mentees, envisaging a strong impact in the enterprises.

Main aim of the BMW project

The project aims at developing innovative tools and approaches in the field on Mentoring, based on already existing knowledge and material, fostering the inter-relationship between generations with benefits for employability of older and younger people as well as for SMEs competitiveness.

Who can profit from BMW?

There are many groups who will benefit from BMW project:

- **SMEs and employers** – demonstrating possibilities of setting up mentoring internally by the action of testing
- **Other employees** by testing the tools developed in the project
- **Mentors/Trainers/Coaches** by providing a new reference for their own learning improvement
- **Younger employees/mentees** by completing the framework they will improve their skills and integration in a mentoring relationship
- **VET institutions/Other types of training entities, institutions** offering support/guidance to SMEs and to TG (older and younger active people)

Results

The project consists of the transfer of an already existing and validated tools and methodologies, adapted, tested, validated and implemented in new target-groups. Through this transfer process, the project will develop a new ICT based framework for setting up Mentoring in SMEs, a methodology for certifying Mentors, including an innovative course for mentors, an innovative guide for orientating the Mentee in an effective mentoring relationship and an ICT based training programme for becoming an e-Mentor including a feed-back system to evaluate the mentoring system/results and the mentoring relationship, envisaging the mainstreaming of those tools within Education and Training Systems in each country.

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Milestones of the project

- Kick off meeting and designing the road plan,
- Innovative framework to set up Mentoring in SMEs,
- Certification of mentors in the workplace,
- Guiding the mentee package,
- E-mentoring,
- Quality Assurance Plan and Project Evaluation,
- Valorisation: Dissemination and Exploitation

Where we are in completing the process?

The first and second milestones are already completed and the next step is to develop a new framework for certifying mentor across Europe, which includes a new up-dated profile and a new course for mentors, targeted to mentors in the workplace; and then off course we will continue to proceed with the other milestones.

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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