



DUO FOR A JOB
intergenerational coaching



City of Antwerp & DUO for a JOB

Mentoring to work as intergenerational participation

Marije Plantinga & Andrea Bardyn



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City of Antwerp

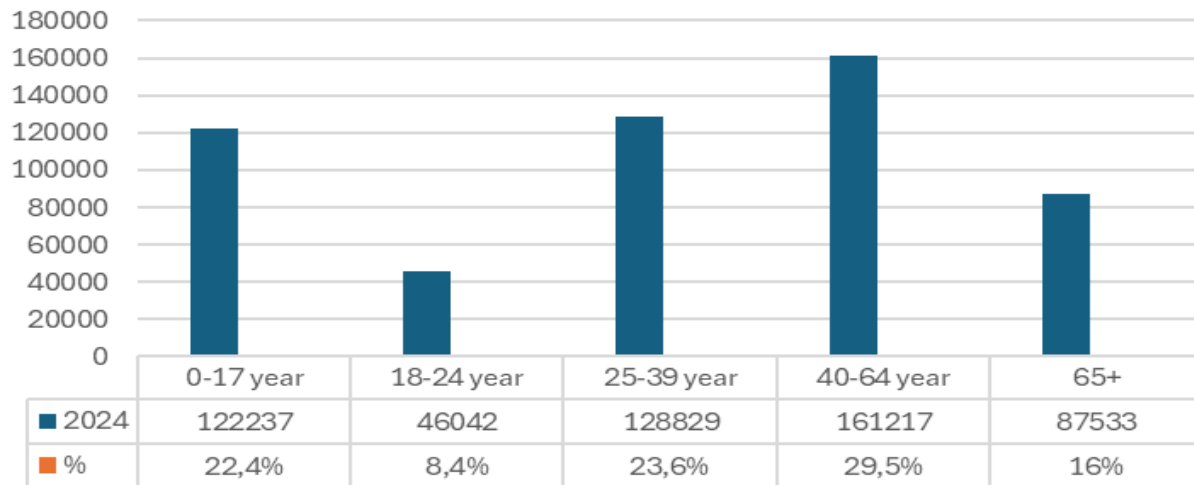


Context Antwerp



545.858 inhabitants

Grafiektitel

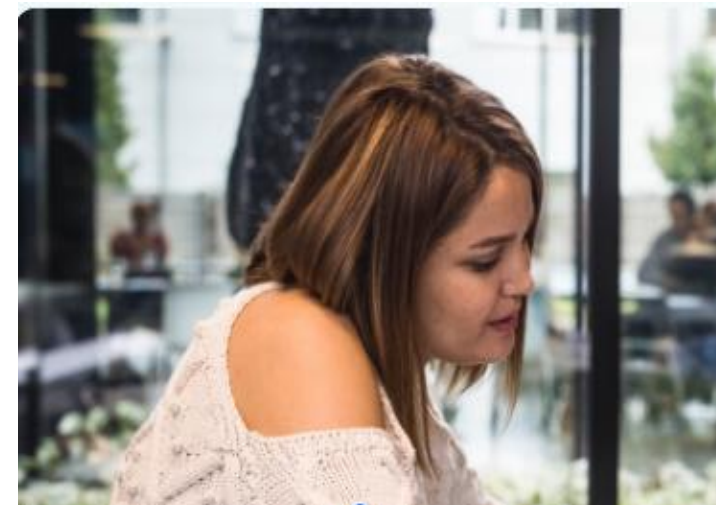


#336.088 working age group (18-64) 61%

10% unemployed + jobseeker (# 34.756)

30% < 30 years (# 10.534)

58% non EU migrant background (#6135)



Young people from migrant backgrounds have more difficulties accessing the labour market

Context Antwerp



The experience and skills of over 50 year olds are not sufficiently valued

Employers sometimes hold age stereotypes:

- older workers are less adaptable to new technologies
- unable to work well with younger colleagues / discomfort or lack of confidence in managers who are much younger
- slower to learn new skills
- resistant to change etc



But they may fail to recognize their:

- extensive networks
- leadership skills
- knowledge



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The experience and skills of over 50 year olds are not sufficiently valued



DUO for a JOB: mission & goals



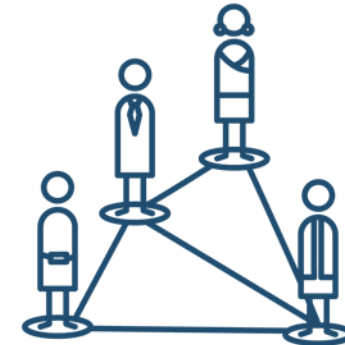
DUO for a JOB puts job-seeking young people with a non EU migration background in touch with over-50s, who volunteer to transmit their professional experience to guide them in defining their vocational project and finding a job.



Improve social and vocational integration for young people



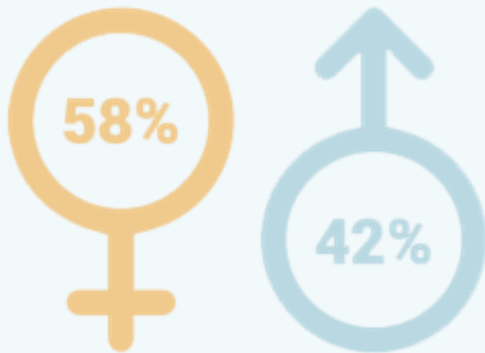
Appreciate and make use of skills and experience of over-50s



Strengthen social cohesion and local solidarity

Actions: who are the mentees?

- ✓ are between 18 and 33 years old
- ✓ non European migration background
- ✓ have a residence permit that allows them to work in Belgium



Actions: who are the mentors

- ✓ Are over 50 years old
- ✓ Have professional experience they can put to use
- ✓ Are available 2h per week for 6 months



DUO, it's:



8400+
duos since 2013, of which
1185
in Antwerp



17 cities
in Belgium, France & the Netherlands



292
active mentors in
Antwerp



100
employees
of which
8 in Antwerp



Actions: methodology



DISCOVER



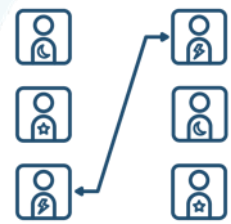
Infosession + intake

TRAIN



Training for mentors

MATCH



Matching of duo and first encounter

GUIDE



Signing of agreement 6 month programme, supervised by coordinator

EVALUATE



Evaluation at the end of the duo

Challenges & learnings



Bridging two very different worlds



- Obligatory intensive training for mentors
- Obligatory interventions for mentors

Risk of power imbalance between mentor & mentee



- Every step of the process emphasize the voluntary and reciprocal nature of mentoring
- Mentee can refuse a mentor proposal

Finding & retaining volunteers



- Word-of-mouth very important!
- Clearly defined commitment (6 months)
- Support of DUO team during programma



Impact: mentee



"I struggled with knowing what roles I could fit in and the technicalities of applying for a job in Belgium, and that made me lose confidence. Meeting my mentor helped dissolve my fears and worries and gave me a new picture to look at. A mentor is someone whose hindsight can become your foresight, so seeking their support is a courageous step. You're not meant to navigate it all on your own. Stay positive and confident, and the sky is just a starting point."

Utibe, mentee



Impact: mentor



"I'd say that the benefits of being a mentor is the fact that you stay in touch with young people. I think that's really important to age less quickly. And it's also a great way of discovering new worlds. I've read, I've listened, I've seen the news, all that, but I take into account people who have experienced things... the reality. (...) Perhaps what I find most in DUO is that it cultivates empathy."

Jocelyne, mentor



Conclusion

Mentoring is...

- ✓ **A reciprocal relationship tailored on both needs and competences**
- ✓ **through which both mentors and mentees acquire soft and hard skills**
- ✓ **and go through professional AND personal development (interconnected)**



Contact details



Marije Plantinga, Project Leader for Youth Unemployment, City of Antwerp

0473-56 21 02

marije.plantinga@antwerpen.be

Andrea Bardyn, Deputy Branch Director, DUO for a JOB, Antwerp

0498 27 43 13

abardyn@duoforajob.be

www.duoforajob.be - www.duoforajob.fr - www.duoforajob.nl



A DUO, A STORY



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- 👉 **Barbaros | 30 years old | in a duo with Bernard**
- 🔍 **Situation:** Has been in Belgium for 1 year and does not speak Dutch
- ★ **Dreamjob:** Work in the maritime sector
- 🚀 **Result:** Signed a contract in logistics

His mentor boosted him by:

- **Helping him to write a CV**
- **Giving him motivation**



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