

# Die Mentoring-Partnerschaft

The Mentoring-Partnership is built on a successful Canadian concept, implemented in British Columbia. It brings together skilled migrants (mentees) and established professionals (mentors) in career-specific mentoring relationships. Skilled migrants entering the programme have the education, experience and language skills to succeed in the German labour market. However German workplace culture may be unfamiliar for them or they may not know how to translate and apply their skills set in current professional context. Often what they need are the local insights, ideas and access to professional networks which a one-on-one connection with a local mentor can offer.

## Aim of the program:

- Remove barriers to labour market integration of qualified migrants
- Combat skill shortages through the promotion of existing human and professional capital
- Reduce prejudice through direct contact with qualified migrants
- Use international competencies and expertise efficiently to stand out in the international competition for skills

## Key barriers to labour market integration skilled migrants face include:

- Unfamiliarity with traditional German business practices, such as job hunting techniques
- Non recognition of foreign credentials
- Lack of business and social network

Mentors are established professionals who support mentees in their job-search effort. They guide, encourage, motivate, teach and inspire. They are not expected to find a job for the mentee.

Measure of success: It is critical, that by the end of the relationship mentees feel, they have made significant progress in their plans and are confident that they can continue building on those achievements on their own. Even if the goal is not necessarily to find a job up to 60 % of the mentees find a job related to their existing qualification when participating in the program.

This Project is coordinated by:



City of Munich  
Department of  
Social Services



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The Network "Integration through Qualification (IQ)" aims at sustainable improvements in the labour market integration of adults with a migration background. The programme is funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF). Strategic partners in implementing the programme are the Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA).

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[www.migranet.org](http://www.migranet.org)  
[www.netzwerk-iq.de](http://www.netzwerk-iq.de)

# How does the program work?

The Mentoring-Partnership is implemented in cooperation with local governments, regional companies and employers as well as organisations active in the field of migration and integration. Companies support the program by identifying potential mentors among their employees; organisations in the field of migration and integration support by informing potential mentees about the program.



## Focus in tandem cooperation

- Build professional networks
- Introduce skilled migrants to the German workplace culture and professional context
- Develop individual strategies for a professional career
- Learn job-search and application procedures

Within the scope of the program, the tandem is committed to participate for 36 hours of mentoring over a six-month period in Augsburg and in Munich for 24 hours over a four-month period. The exchange in the tandem mainly takes place in person, but can also be online and by telephone.

## How to become a mentor?

A mentor should have:

- Work experience
- Existing networks with good contacts
- Openness and willingness to transfer experience

## How to become a Mentee?

A mentee should have:

- Academic degree
- German language skills (B2 level)
- Access to labour market
- Work experience abroad
- High motivation and commitment
- Recognised qualification/degree

# A “Win-Win-Situation”

## Advantages for mentors

- Develop own leadership competencies
- Enhance intercultural competencies
- Gain insight into actual labour market trends and expand own networks
- Transfer of knowledge and experience
- Get inspired and motivated for own professional career and personal development

## Advantages for mentees

- Better understand the German labour market and business practices
- Establish professional networks and contacts
- Develop individual strategies for building own career
- Transfer knowledge and experience
- Enhance and apply own strength and competencies
- Get support in finding employment opportunities and in applying for a job

## Advantages for companies

- Become an even more attractive employer
- Establish a better relationship with new employees
- Gain deeper insight into the context of the international labour market
- Have employees with improved professional & soft skills
- Promote and establish (future) leaders
- Develop a better understanding & practice of diversity (i.e. „diversity as an opportunity“)