

## Education into Employment Programme Empowering Youth to Reach their Potential

A programme run by AERG  
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### **ABOUT THE PROGRAMME**

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The **Education into Employment** programme is run by AERG in collaboration with SURF<sup>1</sup>. We support disadvantaged youth, many of whom are orphans. At its core is the aim to help them to become more employable in the job market. We do this by helping them to gain skills that employers are looking for such as English, IT and some experience.

But this is not enough. Young people need to understand how the world of work is. They need to believe in themselves and be motivated. They need a coach, an adult role model to help them to achieve this.

This is why we have developed the **Forward Vision | Mentoring Programme** to complement our other work. It allows young people, who have lost many of their adult role models in their life, to have access to and meet regularly with a professional working within their area of interest. They can learn from them and be inspired by them. It will help them to go on and achieve what they want and to get a job. And this will not just benefit them, but their younger siblings, whose education they may be able to support financially.

### **FORWARD VISION | MENTORING PROGRAMME**

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The Forward Vision Mentoring Programme is an exciting new venture which brings professionals and students together. The main purpose of mentoring is to give young people direction and guidance for their future.

We match final year university students or recent graduates (mentees) with professionals in their area of interest (mentors).

The programme was launched as a pilot in September 2010 and it has been very successful. We are now scaling up the programme and are looking for new mentors and mentees who would like to take part. Mentors volunteer their time so that we can make the programme free of charge for mentees.

The programme runs for approximately 3 months, and mentors and mentees meet for between 1 and 2 hours once a week. It is flexible, so it will depend on the availability of mentor and mentee, and it is up to them to arrange their own schedule. We provide a full set of materials for you to use, so it makes the task much easier for mentors.

### **THE MENTEES**

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The mentees are final year University students, or recent graduates who are currently looking to enter the world of work. They are either full time students, un-employed or under-employed. The main target group of the EiE programme are student survivors. However as the programme grows and as funding increases we hope to be able to extend our services to all students who are in some way disadvantaged, regardless of their background, although the coordination will continue to be done by AERG.

### **WHAT YOU WILL GAIN FROM IT**

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Mentoring is a fun and rewarding experience. It will give you the opportunity to build up a friendship and get to know a university student. Many of our mentees are student survivors and orphans, who have lost many of their adult role models. That is where the mentor comes in.

Mentoring provides a real opportunity to work with and change the life of a young person. Your influence will help to shape their future and they will not forget this.

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<sup>1</sup> AERG (Association des Etudiants et Eleves Rescapes du Genocide); SURF (Survivors Fund)

## **SELECTION PROCESS**

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The most essential skill for a mentor is to have is the ability to inspire and motivate others, and to help your mentee reflect on their choices and perceptions, sometimes challenge these and come up with solutions. Our criteria for recruiting mentors are the following:

- A university degree and at least 3 years of professional experience
- Speak English fluently (as the mentoring materials are in English), with the ability to speak Kinyarwanda or French a plus.
- Ability to motivate and influence by inspiring and sharing your own experiences.
- Adhere to set guidelines and codes of conduct.

The first step of the process is to complete the attached application form. Alternatively, if you would prefer to complete this electronically, email us at [intoemployment@gmail.com](mailto:intoemployment@gmail.com) stating the subject <<mentors application form>> and we will send you one.

After we receive your application form, it will be assessed. In some cases we may get in contact over the telephone or arrange a meeting in person to further discuss your application before you are accepted.

Once your application is approved you will be placed on our mentoring database, and we will aim to match you with a suitable mentee within 1-4 weeks. We will then provide you with all the materials and the contact details of your mentee so that you can arrange your first session.

## **SOME FREQUENTLY ASKED QUESTIONS**

**I have no mentoring experience? Am I a suitable candidate?** Yes, as long as you have the desire to help, support and motivate a young person, you are just who we are looking for. We will provide you with some information on becoming a good mentor and we will also run workshops every 2-3 months where you will have the opportunity to meet other mentors and learn from them.

**You said you provide mentoring material, what exactly are these?** The mentoring materials are a set of 14 modules, which will help to guide your meetings with the mentee. You and your mentee can chose which issues to cover. Topics include setting goals for the future, how can I get the skills employers are looking for to stand out from other applicants, writing a good CV, doing well in interviews (including a mock interview with the mentor) and studying Masters abroad. You can choose just to work through these materials, or bring in some of your own activities according to the needs of your mentee.

**I am not from Rwanda, and know nothing about the job market here, is this a problem?** No. We provide you with a brief introduction to the job market in Rwanda and the mentoring materials bring up many of the key issues that you will need to address. We will also try to match you with a mentee who speaks good English to avoid any language problems.

**What additional support do you provide?** Whenever we come across internship opportunities or any trainings that will be particularly relevant to mentee, we will put these up on our website and circulate to mentors and mentees. You can encourage them to get involved in these opportunities. In addition we organise workshops every 2-3 months which bring mentors together to meet each other and share experiences. We will follow up with you once a month to check how the mentoring is going and if you come across any problems you can call us and we will help to solve them or mediate.

**I travel a lot or am leaving the country soon, can I still get involved?** Yes. Mentoring is flexible and is designed to fit in with your schedule. You will just have to inform your mentee that your meetings will not be regular, and let them know when you are available so that you can agree a time. The minimum amount of time that we take someone on for is 2 months. In this case, you will still need to complete 12 sessions together, but can do two-a-week and so on to ensure that the programme fits within the time available.