DUO for a JOB : Intercultural and intergenerational coaching

The association DUO for a JOB, active in the Brussels region, connects immigrant youth who are actively looking for work with over fifty who support them in their efforts. Through this intergenerational mentorship (coaching) it’s DUO for a JOB’s ambition to give everyone equal opportunities in their access to employment. Since 2013 already 150 volunteer mentors subscribed to the program and 163 duo’s have been realized.

After a training of four days, the mentor accompanies for six months, a few hours per week, a person of non-European origin between 18 and 30 years old (the mentee) in his job search.

It is first and foremost an interpersonal experience and source of mutual enrichment. The adolescent takes benefit of the professional experience and the support of his mentor, practices the language and expands his network. The mentor engages in turn in a social commitment, remains active by sharing his experience, sharpens his social skills and gets a new social network.

This mentorship also allows creating intergenerational and intercultural relations, strengthening social cohesion and enhancing the experience of our middle aged and elderly.

The first results are excellent: 41% of the ‘mentees’ found work within six months, 34% began an internship or training and the remaining 25% feel - based on their feedback - more autonomous at the end of the ride (better informed, confident and independent).

The evaluation by the mentors is also very positive: 98% starts a new guidance after six months and also maintains contact with the previous mentee(s).

A professional team guides the duos, offering them a personalized follow-up during the entire process. DUO for a JOB also organizes training sessions and regular meetings between mentors in which exchanging experiences is central.

Want to know more?

Learn about the project through the following video with testimonials from mentors: https://vimeo.com/134823395. And certainly have a look at the Facebook page or website (www.duoforajob.be).

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DUO in the press

DUO for a JOB, voie royale vers l’emploi (Trends/Tendances) ; Le remède mis au point par DUO for a JOB est inédit (La Libre) ; DUO for a JOB, l’asbl qui aide les jeunes à trouver un travail (RTBF) ; Werk vinden gaat beter met twee (De Standaard); A lack of work in Brussels, but the help is there with DUO for a JOB (BBC World Service)

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