YOUTHLINKS
ONLINE MENTORING

Employees engage as 1:1 Online mentors for young SOS adults
Your Presenters Today!

Maria and Julia together lead the YouthLinks Online Mentoring pilot that aims to test remote mentoring with corporate mentors from all over the world and mentees from the SOS programes in Peru and Nigeria.
AGENDA

PROGRAM IDEA
Why piloting an online mentoring program?

PROGRAM DESIGN
Everything about the scope and set-up of the program

PARTICIPANTS
Who are the mentors and mentees?

NEXT STEPS
Overview & first outcomes

CALL2ACTION
How can you participate?
**WHAT IS SOS STRATEGIC GOAL?**

**ENSURE THE BEST CARE OF CHILDREN, SO THAT NO CHILD GROWS UP ALONE**

By 2030, we ensure that many more children have a loving home and an equal chance to succeed in life.

We will lead the world’s most effective child-care movement to make sure “No child is born to grow up alone”.

---

**Prevent family separation and ensure quality alternative care**

Partner to improve nationally appropriate social protection systems for children, young people and families at risk through service provision and advocacy.

**Prepare young people for independent living**

Promoting quality education for children from early childhood onwards and youth employability, to ensure full inclusion into social, economic and political life.
WHY DO AN ONLINE MENTORING PROGRAM?

TO BRING TOGETHER PEOPLE THAT WOULD NEVER MEET OTHERWISE!

BACKGROUND INFO

Only 60% of SOS’ young people leaving our programmes are self-reliant. The goal is to increase this number to 90% by 2030.

The target group is at high risk social exclusion for young people at risk of losing parental care who have already lost it.

Young people lack of support networks

Job Mentorship programmes face challenges due to:
- limited time of mentors
- geographical distance of both mentor and mentee
WHY DO AN ONLINE MENTORING PROGRAM?

TO GUIDE AND CONSULT YOUNG SOS ADULTS IN THEIR JOB SEARCH!

I WORK FOR ONE OF THOSE COMPANIES

- Johnson & Johnson
- Credit Suisse
- Deutsche Post
- Allianz

WHAT COULD I BECOME?

- Accountant
- Cook
- Entrepreneur
- Teacher
AGENDA

PROGRAM IDEA
Why piloting an online mentoring program?

PROGRAM DESIGN
Everything about the scope and set-up of the program

PARTICIPANTS
Who are the mentors and mentees?

NEXT STEPS
Overview & first outcomes

CALL2ACTION
How can you participate?
YOUTHLINKS – AN ONLINE MENTORSHIP PROGRAMME

SOS YouthLinks is an online mentorship programme which uses a digital platform to develop young people’s employability skills.

The programme connects both mentor and mentee to share materials, create networks and call each other.

YOUTHLINKS is planned to be implemented in 17 countries by 2018.
THE PLATFORM ALLOWS US TO INCREASE OUR PROFESSIONAL AND JOB SKILLS AS WELL AS SELF-CONFIDENCE TO INTEGRATE THE JOB MARKET.

YouthLinks participant from Jordan

Why online mentoring?

TO SHARE SKILLS. DIGITALLY!
YOUTH LINKS lacks structured content and service.

YOUTH LINKS content is neither structured nor serviced, which makes it difficult to:

- measure participation rates
- define impact
- ensure a constant stream of relevant topics
- promote a lively community
- integrate personalized support and coaching for a big number of mentees
A PERFECT PARTNERSHIP

A NEW DIGITAL MENTORING PROGRAMME APPROACH DESIGNED IN COLLABORATION WITH

SOS CHILDREN’S VILLAGES

VOLUNTEER VISION

AFLATOUN INTERNATIONAL
**WHAT IS THE PROGRAM’S APPROACH?**

**COMBINE INNOVATIVE SOFTWARE AND ELEARNING CONTENT WITH SERVICE**

**ELEMENTS**

**SOFTWARE**
Digital 1:1 elearning classrooms with live video-chat sessions

**CONTENT**
State of the art eLearning scripts and presentations with a high media variety

**SERVICE**
End-to-end support service incl. training & live tracking of participants’ development

**PLATFORM**

---

12/26
WHAT IS THE PROGRAM’S SCOPE?

MATCH YOUNG SOS ADULTS AND EMPLOYEES IN ONLINE MENTORSHIPS

FRAMEWORK

70 employees from Allianz, DHL, Credit Suisse and J&J share their skills online with young SOS adults

5 Mentoring sessions of 1 hour held within a digital one-on-one classroom

eLearning scripts, developed by experts focusing on relevant job and empowerment skills

Mentees are young SOS adults between 18 and 25 years old aiming to enter the job market.

PARTNERS

Volunteer Vision offers unique online mentoring software and mentor support

SOS provides access and support for all participating SOS mentees.

Aflatoun designed created all five eLearning scripts for the mentors and mentees
WHAT IS THE PROGRAM’S CONTENT?

EDUCATE MENTEES IN THEIR SOCIAL AND EMPLOYABILITY SKILLS

ONLINE CURRICULUM

SESSION 1
Getting to know each other

SESSION 2
Identify your CV relevant job skills

SESSION 3
Practice a CV mock-up interview

SESSION 4
Know how to communicate at work

SESSION 5
Make your own development plan
PROGRAM IDEA
Why piloting an online mentoring program?

PARTICIPANTS
Who are the mentors and mentees?

NEXT STEPS
Overview & first outcomes

CALL2ACTION
How can you participate?
WHO IS THE MENTEE?

ALL MENTEES ARE FROM SOS PROGRAMMES IN PERU AND NIGERIA

FROM A VULNERABLE FAMILY BACKGROUND
All mentees are part of a SOS Children’s Villages programme in Peru or Nigeria.

BETWEEN 16 & 25 YEARS OLD
All mentees are between 16 and 25 years old and speaks either English or Spanish.

EDUCATED
All mentees are either just finishing school, starting a vocational training, or are studying.

ABOUT TO BECOME SELF-RELIANT
All mentees are in SOS programs or leaving SOS care. They all participate in the YOUTHLINKS program.
WHO IS THE MENTOR?

ONLINE MENTORS COME FROM VARIOUS BACKGROUNDS

- EMPATHETIC & UNDERSTANDING
  Mentors are able to carry out a change of perspective to respond to the mentee’s needs

- ARE BETWEEN 30 AND 50 YEARS OLD
  Our mentors are at different ages and career stages.

- EQUIPPED
  Mentors have access to a private PC or laptop, headsets and internet

- FROM DIFFERENT COMPANIES
  70 employees from 4 companies from 10 countries, most of them in time-intensive careers, are our mentoring pioneers
EDUCATE MENTEES IN THEIR SOCIAL AND EMPLOYABILITY SKILLS

**STEP 1**
**BOTH REGISTER**
First, mentors and mentees register on the Volunteer Vision Platform.

**STEP 2**
**MENTORS ARE TRAINED**
Second, mentors receive training and introduction to mentoring methods and goals as well as the mentoring platform.

**STEP 3**
**BOTH ARE MATCHED**
Third, mentors and mentee are trained considering both their personalities, values, and time preferences.

**STEP 4**
**BOTH START SESSIONS**
Finally, the best part begins, and mentor and mentee start their mentoring in the Volunteer Vision conference room.
AGENDA

PROGRAM IDEA
Why piloting an online mentoring program?

PROGRAM IDEA
Why piloting an online mentoring program?

PARTICIPANTS
Who are the mentors and mentees?

NEXT STEPS
Overview & first outcomes

CALL2ACTION
How can you participate?
NEXT STEPS: PILOT’S TIMELINE (1/3)
FROM FEBRUARY UNTIL APRIL THE FOCUS WAS ON CONTENT DEV’T

FEBRUARY 2018
FOCUS GROUPS

• Interviews with SOS & DHL Program coordinators
• Peer-group workshop with young adults from SOS Peru

MARCH - APRIL 2018
CONTENT DEV’T

• 5 mentor scripts and mentee slides
• SOS support webinar & handbook
• Mentor webinar
• CSR workshop training
**Next Steps: Pilot’s Timeline (2/3)**

**IN MAY MENTORS WERE SELECTED AND SOS STAFF TRAINED.**

**NOW**

**MAY 2018**

**Training**

- "How to choose mentor" workshop for CSR team
- SOS Support Staff in Peru & Nigeria receive online training & additional support material
- Mentors are trained in online webinar

**JUNE - JULY 2018**

**SESSIONS**

- 70 mentors start in 3 cohorts in June
- Status quo:
  - Cohort 1 (Peru) starts sessions
  - Cohort 2 is in matching
AUGUST – SEPTEMBER 2018

PROJECT EVALUATION

• 70 mentors and 70 mentees answer Volunteer Vision’s final evaluation
• Volunteer Vision prepares final evaluation presentation

NEXT STEPS: PILOT’S TIMELINE (3/3)

IN JUNE & JULY SESSIONS WILL TAKE PLACE, THE EVALUATION TAKES UNTIL SEP

CALL2ACTION

WE ARE LOOKING FOR CORPORATES WHO WANT TO CONTRIBUTE ONLINE MENTORS
OUTCOME: A SMALL OUTLOOK! (1/2)
MENTORS AND MENTEES BOTH DEVELOP THEIR SKILLS
OUTCOME: A SMALL OUTLOOK! (2/2)

VISIBLE FOR ALL CORPORATE PARTICIPANTS
AGENDA

PROGRAM IDEA
Why piloting an online mentoring program?

PROGRAM IDEA
Why piloting an online mentoring program?

PARTICIPANTS
Who are the mentors and mentees?

NEXT STEPS
Overview & first outcomes

CALL2ACTION
How can you participate?
THANK YOU!

INTERESTED IN PARTICIPATING WITH YOUR EMPLOYEES?

CONTACT US!

Maria Berenguer  
Global ICT4D Advisor, SOS Children’s Villages  
Maria.Berenguer@sos-kd.org

Julia Winkler  
Founder & COO  
Julia.winkler@volunteer-vision.com