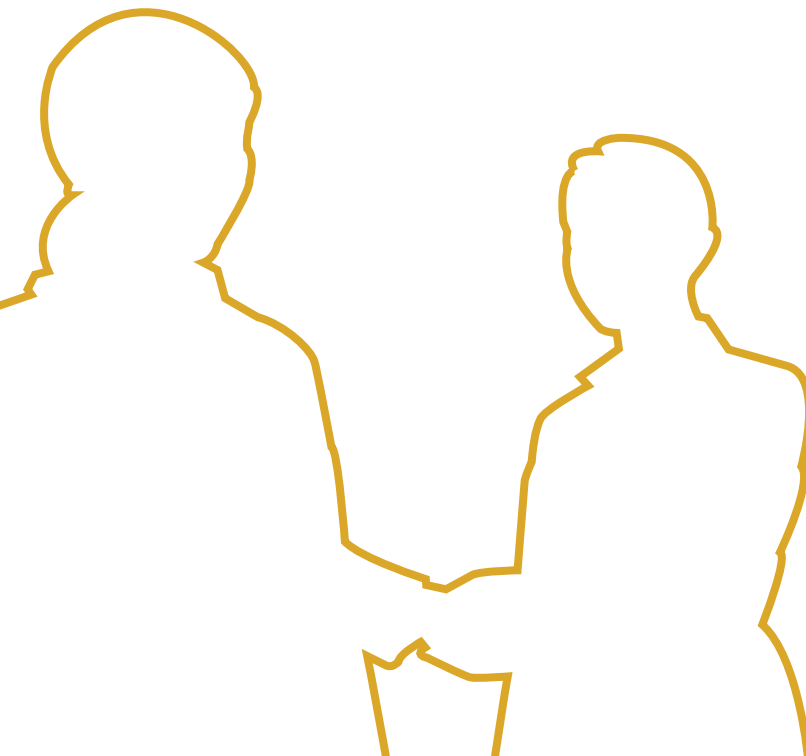


What is the Mentors' Programme?

What is the Mentors' Programme?

The Mentors' Programme is a network project that every year accepts well educated, young immigrant women and leading business women, who together develop a mutual exchange of cultural knowledge and contacts within the Swedish job market.

But the Mentors also have much to gain from this contact. Participation in the project gives them enhanced cultural knowledge, and they become more conscious of the importance of a multicultural workplace. The leading positions occupied by the Mentors means that they have the opportunity to directly influence recruitment and attitudes to multiculturalism in the workplace.



Experiences

"The discussions and meeting people with different backgrounds and experience gave me new perspectives - wonderful people and meetings!"

"It is incredibly rewarding to get to know a young person on her way into working life. It has also been interesting meeting other Mentors that work in other professions than mine. Then we have the mentees; a lovely group of people that really have thought through a lot of things that I never even considered in everyday life."

"To meet tough grown women has given me role models that motivate me."



Comments

"The relationship with my mentor was very fruitful in every way. She made me understand that everything adds up in the end one way or the other. A friendship for life!"

"I got the chance to understand how the organisation I would like to be part of works from the inside. I've gained insight into how the fine nuances of the relationship between leader/ employees and between employees works in a Swedish organisation."

"I got to know my mentee from her cultural background and have learned a lot from her way of thinking regarding the future, work and cultural differences. It has given me insight in how it is to be an immigrant. It urges you to reflect upon how Swedish working life functions and the young women's situation. I admire their power of initiative!"



Who participates?

Who participates in the Mentors Programme?

Taking part are Mentors and Mentees representing many varied professionals such as Financiers, Solicitors, Civil Engineers and Behaviouralists, Architects, Priests, Doctors, Teachers etc.

The project is run in collaboration with Malmo University, The Swedish Employment Service and Folkuniversitetet,

through which Mentees are recruited at the beginning of each project year. The Mentors are recruited thereafter based on the Mentees interests and needs.

The project receives support from the Swedish Integration Board, Region Skane and the City Of Malmo.



ikf malmö



REGION
SKANE



INTEGRATIONSVERKET



Malmö stad

Why become a mentor

Why become a mentor?

Because you can:

- contribute with your knowledge and experience
- experience how another person grow and develop
- take the chance to develop your cultural skills
- get insight in a new world! Develop your own network in new unexpected directions
- contribute to increased integration

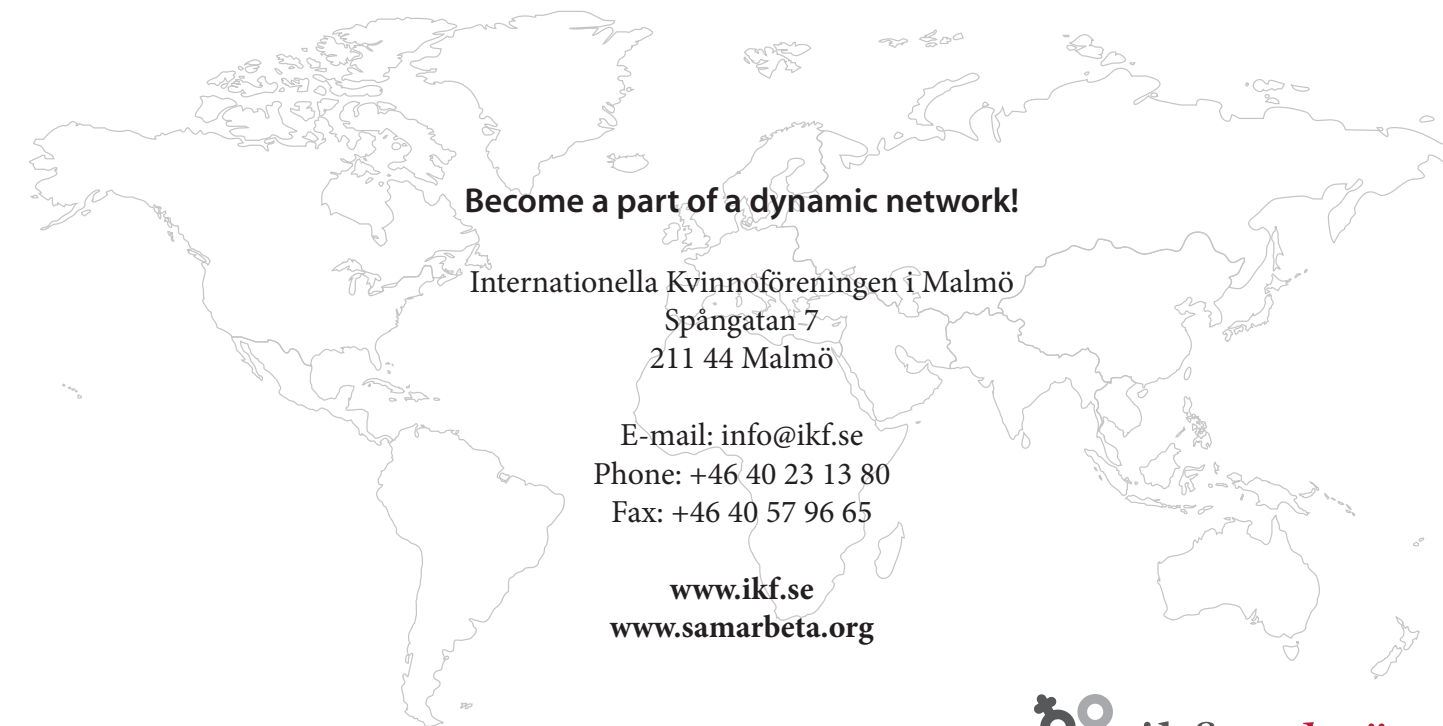
Who can become a mentor?

Business women, in leading positions, that have the opportunity to directly influence recruitment and attitudes to multiculturalism in their workplaces.

A mentor shall...

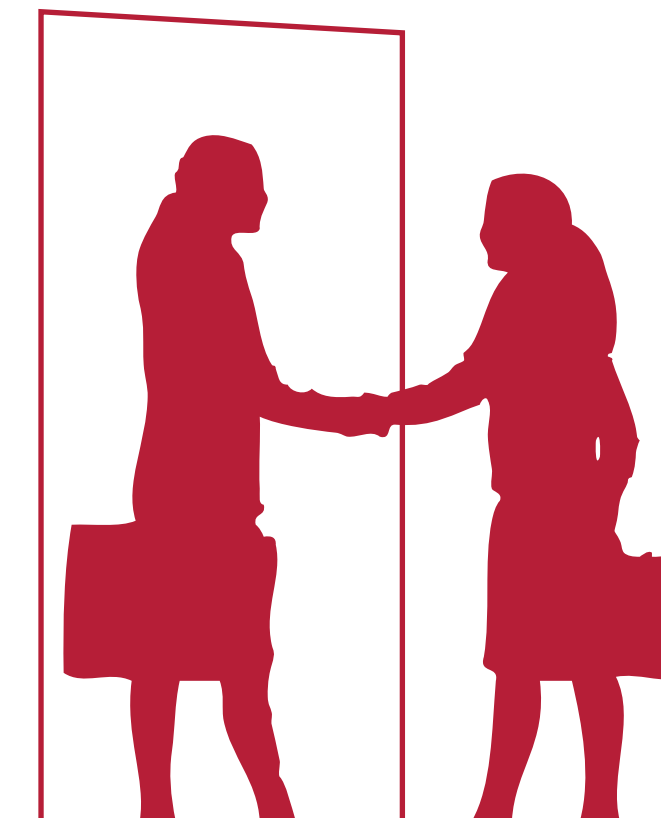
- pass on knowledge about formal and informal rules on the Swedish job market
- contribute with her professional experience and network
- dare to be herself
- be able to take initiative and at the same time be attentive

The Mentors' Programme is a 1-year network project that every year accepts well educated, young immigrant women and leading business women, who together develop a mutual exchange of cultural knowledge and contacts in the job market. Since the project has been so successful IKF is now working on spreading it to other parts of Sweden and to the Nordic countries.



The Mentors' programme

Opening doors to the job market and the society



Why become a mentee

Why become a mentee?

Because you get:

- a new network and personal contacts in the Swedish business world
- new social skills to enter the Swedish job market
- to know formal and informal social codes in Swedish working life
- insight in the working life and the attitude towards women in Sweden
- to contribute to increased integration

Who can become a mentee?

Well educated, young immigrant women age 25-35 years old newly arrived to Sweden and with a need for new tools and a network with which to faster enter the Swedish job market and to become a part of the Swedish society.

A mentee shall...

- contribute with her cultural background and work experience
- show an active interest and be generous
- dare to take initiative and be curious
- be yourself