



# MMM Migrant Mentorship Model Newsletter

1st Edition

June 2018

## About the Project

MMM is a 2-year project that brings together four partners from Slovenia (AZM-LU, OZARA), Germany (INIBIA) and Italy (EUROCULTURA). The main project goal is to train 3-4 migrant mentors in each partner country. Mentors will be individuals with migrant background, good knowledge of migrant and host country languages, and high level of integration in host country society. They will complete a 96-hour pilot programme in which they will work as mentors to a group of migrant participants. Through this activity, they will gain experience and practical skills to be future mentors to other migrants in the area of literacy, numeracy, ICT and social competences. After the pilot programme, the participating group of migrants will take part in a 32-hour evaluation in the workplace to test their new gained knowledge and skills.

We will use a process of guided reflection to monitor both activities. This method will allow us to obtain feedback about various aspects of the activities from the migrant mentors and migrant participants. Based on the results of the guided reflection we will produce:

- 1. Migrant Mentorship model teaching plan** containing recommended standards of knowledge in the area of literacy, numeracy, ICT and social competences and strategies on how to achieve them;
- 2. Migrant Mentors training curriculum** providing a set of guidelines for training of migrant-mentors in the area of literacy, numeracy, ICT and social competences;
- 3. Guided reflection and tips for educators** containing observations from the guided reflection done by migrant-mentors. It will provide educators working with migrants a unique insight into migrants as learners. It will also contain teaching tips that will allow educators to tailor their teaching to the needs of migrants;
- 4. Guided reflection and recommendations for employers** containing observations of the guided reflection of the 2-month evaluation in the workplace. This will give employers better understanding of migrants as workers. It will also have recommendation on how to better integrate migrants in the workplace;
- 5. Efficiency study** presenting an overview of all project activities from the standpoint of quality and usability. It will rely on the feedback from project participants and stakeholders.

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## The trainings of migrant mentors

The training of mentors took place in **Vicenza** from April 30th to May 31st, every Monday and Thursday from 9am to

1pm. Our 5 mentors come from Tunisia, Morocco, Burkina Faso and Romania. They all speak good Italian and have previous experience as cultural mediators, especially with migrant children and women.



During the training, mentors dealt with all the topics as foreseen in the training curriculum, mixing theoretical inputs, group work and reflections in a very interactive and proactive learning environment.

In addition to the topics included in the curriculum (the principles of adult education, communication with particular reference to intercultural communication, management of the multicultural classroom, conflict management and cultural awareness), the topic of post-traumatic stress was addressed.

## Project website:

<http://www.mmm-migrants.eu/>

## Project FB:

[https://www.facebook.com/Migrant-Mentorship-Model-2010221962556067/?ref=aymt\\_homepage\\_panel](https://www.facebook.com/Migrant-Mentorship-Model-2010221962556067/?ref=aymt_homepage_panel)



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Since mentors will have to work with refugees and asylum seekers, they will most likely have in their class people who have been victims of abuse and physical and psychological violence during their migration.

Knowing how to recognize the signals that suggest they are dealing with a victim suffering from post-traumatic stress, will allow mentors to report him or her to local services to get the appropriate medical and psychological support.

Special attention has been paid to the development of materials to be used during the lessons with the learners, knowing however that the definitive materials can be prepared only after starting the training and verifying the degree of knowledge of Italian and, above all, understand what they are mainly interested in learning.

The evaluation of the training was excellent, from the point of view of the theoretical inputs, the methodologies adopted and the interpersonal relationships that have been established between mentors and the Eurocultura staff that led the training. Finally, they all agreed that what they learned would be very useful for their personal, social and professional life.



The training of future mentors **in Germany** entered its final phase on June 26th. Deborah, Sarvin and Yassir will work as mentors at their two schools in the next school year starting in September 2018. They get 2 hours per week each in the official school timetable, where they are available for migrants and refugees and help them to introduce the "newcomers" to the various areas in which problems and new things come to them: Language, Mathematics, Geography, behaviour, social rules and other things that are new to them. They have been trained over a period of 6 months.

They also had to learn to redefine the role in which they operate: As mentors in the future, they are no longer in the role of the learner, but pass on their own knowledge. In this situation they need to be counsellors and escorts, they lead a group in peer group learning and they are at the same time teachers and peers of the same age. So this training included teaching methods.

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Sarvin, Deborah and Yassir will be the first to work as mentors for migrants and refugees, but not the last. The coaches Baris Gündüz and André Westerhoff will train a new group of mentors starting in September 2018 so that this work can into the future.

#### **Training of Migrant Mentors in Slovenia:**

40- hours of training of Migrant Mentors started in May. Three mentors were trained: Zahra and Navid from Iran and Habte from Eritrea. All of them have some prior mentoring and teaching experiences and they are highly motivated to participate in the project. The training activity was implemented with the goal of preparing the future migrant mentors for independent mentoring work with migrants. Divided in four modules, it has presented the model of holistic integration of migrants into new cultural and social environment.

In September, we will start with pilot programme, where the mentors will test themselves as providers of knowledge and experiences to other migrants.

In Slovenia, migrants will attend "Presentation of the working process« in the form of a workshop and the testing of migrants in individual work procedures (sewing machine test, etc. ...)". This presentation will take place at OZARA d.o.o.

Evaluation in the workplace will be in parallel observed by guided reflection. Participating migrants will also participate in form of interviews. They will provide feedback on challenges they are facing and on the work process, focusing on possible obstacles and integration possibilities in the workplace.

No project is able to fill the gap in knowledge in how foreign-born workers are integrated successfully into the workplace. First, the issues are extraordinarily complex in terms of the social, cultural, educational, motivational factors of immigrant groups, and in terms of systems that serve as bridges into the workplace and the community. By presenting them actual »working process« and getting the feedback from them, we will try to address most issues on what can and should be done to ensure the successful participation of immigrants in the working process.

#### **MEET THE TEAM!**

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Co-funded by the  
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