



Tent UK Working Group

Mentorship: helping connect refugees to employment

July 2024



Agenda

A discussion focused on three areas:

- ▲ Cross learning for companies
- ▲ Ongoing development of the mentorship programmes
- ▲ Impact and good news stories





CONNECTING REFUGEES TO WORK THROUGH MENTORSHIP

An overview of where we are now

Tent has wide-ranging experience working with companies on mentoring LGBTQ refugees and refugee women in Europe



Tent has implemented mentorship programmes for LGBTQ refugees and refugee women across Europe, alongside 85+ companies, reaching 2,400 refugees



How do the mentorship programmes work?



- **Companies recruit** volunteer employees as mentors across all departments
- Tent works with **NGO partners to recruit refugee mentees**
- **Tent matches pairs** based on career history, sector of interest, location, language etc.
- Matching email sent to **mentee to re-confirm their interest in** mentorship
- If mentee confirms, **Tent informs mentors of mentee's details** and next steps
- Mentors schedule **first meeting** with mentee, after listening to the **recorded mentor training** and reading **the mentorship guidebook**
- Mentors & mentees **meet at least six times** for 1 – 1 ½ hour(s), during **four-to-six-months**
- Tent emails mentor with **feedback form and completion certificate** at end of the mentorship

Mentors and mentees can sign up any time through the survey

Reminder of our re-matching process

In the case of non-responsive mentees after initial contact or mid-way through the mentorship, we encourage mentors to try contacting their mentees at least twice via email and once via SMS or WhatsApp.

If mentors have not heard back from their mentee after three attempts, they can fill out an [uncontactable mentee form](#). This form also contains information on next steps once we receive your submission.



Our recent survey shows that mentors think their mentees have grown in the following areas...

	Refugee women	LGBTQ refugees
CV and cover letter writing	87%	86%
Navigating the job market in this country	84%	86%
Understanding workplace norms in this country	80%	80%
Interview skills	78%	75%
Networking	69%	72%
How to use LinkedIn	66%	60%

Mentors play an important role in the career advancement of mentees while honing their leadership skills...



My mentee was able to secure a paid internship in the field that she wanted to pivot to with my help – it has made me feel so amazing. After this internship she will likely have pretty good job prospects in the UK, which is very different to the situation she was in 6 months ago. **I really feel I have made a difference in her life and have had a positive impact.** On top of this, my mentee has had a big impact on me - her will to win, drive, positivity and energy have really inspired me.

A mentor from the refugee women mentorship programme



Before I joined the mentorship programme **I was getting rejected for jobs. I thought the employers didn't like me.** Little did I know that my resume and interviewing skills were not up to speed with what was required in the job market here in the UK. During my sessions with my mentor, I got to know I needed to rectify these errors. **My mentor guided me and later I got the job I wanted.**

A mentee from the LGBTQ mentorship programme

Mentors feel proud about the important role they play in the career advancement of mentees ...



- 90% of **mentors said they'd mentor again**, and encourage peers to mentor
- Mentors said the fact their company participated in the mentorship **made them feel proud** to work there
 - Refugee women: 50% said 'a great deal', 32% said 'quite a bit'
 - LGBTQ refugees: 59% said 'a great deal', 25% said 'quite a bit'
- The biggest challenge mentors cited was **they did not have enough time to dedicate/were not fully engaged, or mentee unresponsiveness**. Ranking these higher than not feeling well prepared or not having the skills/resources needed

Most of the mentees said that they've had a very positive experience...



- The majority of **mentees would recommend the programme** to other refugees
 - Refugee women: 72% said yes
 - LGBTQ refugees: 86% said yes
- Mentees saw an **increase in employability**
 - Refugee women: 34% of mentees employed at the start and 43% employed at the end
 - LGBTQ refugees: 37% of mentees employed at the start and 65% employed at the end

Mentees **felt better prepared to find and secure a job** in their preferred career industry

- Refugee women: 62% of mentees said yes
- LGBTQ refugees: 73% of mentees said yes



MENTORSHIP DISCUSSION

Next steps

▲ Next meeting:

- ▲ In-person meeting 2nd October, London

▲ Looking ahead:

- ▲ London Job fair with Indeed on 4th December





Thank you!