MigraConnect

Connecting Migrants to a Better World

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A1: MigraConnect Training Content

Structuring Model definition

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Content of the Model Definition

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- What is Peer Mentoring?
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- Definition of the Handbook structure
- Remarks

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About the MigraConnect Project

MigraConnect Project champions using experienced migrants and refugees as mentors to help newcomers settle in. They propose creating a **Peer Mentoring** method and training course to equip these already-integrated individuals with the skills to guide and support new migrants through the social and work integration process. The key idea is that established migrants, having already navigated the transition themselves, can offer invaluable understanding and support to newcomers. The heart of the project is the MigraConnect Training Toolkit. Drawing on proven methods for peer mentoring in adult education, this toolkit provides open educational resources (OERs) specifically designed to train future MigraConnect Mentors.

This document is prepared within the MigraConnect Erasmus+ Project and it aims at presenting the model structure for the application of Peer Mentoring Models in adult training and in social & labour programs for migrants and refugees.

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What is Peer Mentoring?

MigraConnect Project has **Peer Mentoring** in its heart and peer mentoring is about meaningful connection. It isn't just a formal arrangement; it is an active partnership between someone with experience (the mentor) and someone looking to learn (the mentee).
Instead of a rigid hierarchy, think of it as a collaborative journey where the mentor offers support, direction, and honest feedback to help their peer grow—not just professionally, but personally.

Here is a breakdown of what this process really looks like in practice:

Key Aspects of Peer Mentoring

- A Collaborative Effort It is rarely a one-way street. Peer mentoring is essentially teamwork where two or more people join forces to unlock the potential of one individual. It turns personal development into a shared goal.

- Leadership Development for Everyone It is a win-win situation. While the mentee gains new skills, the mentor also grows. By guiding others, mentors are naturally stepping into leadership roles, sharpening their ability to manage and inspire.

- Building Real Connections Beyond the technical skills or advice, this process helps students or colleagues build genuine, positive relationships with their peers, creating a stronger sense of community.

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How does Peer Mentoring work?

Peer mentoring strikes a unique balance: it creates a personal, two-way relationship that feels less formal than traditional mentorship, yet it remains structured enough to ensure everyone benefits. It's not just about chatting; it's about growing together.

Here is a more human-centered breakdown of how these programs work, what they represent, and what makes them successful.

1. Building the Framework

A successful peer mentoring program doesn't happen by accident. It requires a thoughtful blueprint that includes:

- The "Why": Clearly defining the purpose and goals of the program.
- The "How": Establishing a solid structure. This includes deciding who gets matched with whom, how often they meet, and what specific topics they will tackle.
- The Support System: Determining exactly what resources or assistance the training center will provide to keep mentors and mentees on track.
- The Timeline: Mapping out the program's duration and deciding when and how to measure its success.

2. The Core Values

At its heart, peer mentoring is about connection. It fosters collaborative learning and networking, creating a space where participants can experiment with innovative ideas. Most importantly, it keeps the focus on the positive aspects of training, serving as a constant source of encouragement.

3. The Human Element: Essential Skills

Being a great mentor requires much more than just having technical knowledge or field experience. It relies heavily on emotional intelligence. The most effective mentors possess:

- Patience and Empathy: The ability to understand the mentee's perspective.
- Active Listening: Hearing what is said, and what isn't.
- Communication Skills: Including the ability to give constructive, helpful feedback.
- A Growth Mindset: A genuine willingness to learn alongside their mentee.

4. Structure Options

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There isn’t a "one size fits all" approach. These programs usually fall into two categories:

- One-to-One Mentorship: A direct, focused partnership between two individuals.
- Group Mentoring: A collaborative environment where multiple peers learn from a mentor (and each other) simultaneously.

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Definition of the Handbook structure

The MigraConnect Handbook will consist of 5 Modules plus “Introduction” and “Conclusions” parts.

Introduction: General introduction to the whole content

Chapter 1: Description of Peer Mentoring methodology

- What is Peer Mentoring?
- Description of Peer mentoring model.
- Needed skills in Peer mentoring.
- Benefits of Peer Mentoring for Peer Mentors, Peer mentees and institutions.

Chapter 2: Concept of Peer Mentoring, why to implement Peer Mentoring as a strategy of social inclusion for migrants and refugees, skills needed/trained

- Characteristics of migrants and refugees integration process
- Similarities and differences of migrants and refugees integration process
- Challenges of Peer Mentoring as an integration tool
- Benefits of Peer Mentoring as an integration tool
- Examples of application of Peer mentoring in adult vocational training

Chapter 3: Why Peer Mentoring, Benefits for Peer Mentors and for Peer Mentees, expectations

- Peer Mentoring for migrants and refugees. Why?
- Benefits for Peer Mentors
- Benefits for Peer Mentees

Chapter 4: How to implement a Peer Mentor Program with migrants and refugees based on BEST Model (Building/Enhancing/Sustaining/Transitioning).

- What is and what means the BEST Model
- Stages of implementation
- Generating the program and encouraging the participants
- Practical, Examples
- How to develop a session of Peer Mentoring. Peer mentoring tools.

Chapter 5: Advantages of Peer Mentoring for labor and social inclusion

- Which is the objective of a social integration process?
- How social integration is achieved through Peer Mentoring programs?
- Differences between peer mentoring and traditional guidance programmes

Conclusions: Main conclusions and recommendations

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Remarks

To make sure we are all aligned and creating the best possible material, here are some friendly guidelines to help partners develop their content. The goal is to keep things consistent, engaging, and easy for everyone to understand.

Structuring Your Content

-*Keep it Focused:* Try to stick to one main idea per paragraph. This makes the text much easier to digest.

-*Make it Real:* When using examples, ground them in reality. Use scenarios that are practical and relatable rather than abstract.

-*Know Your Audience:* Ensure every example you choose speaks directly to our target group and their specific needs.

Voice and Tone

-*Keep it Simple:* Write in clear, straightforward language. Our goal is to be understood, not to impress with complexity.

-*Be Transparent:* Openness builds trust. Write with clarity and honesty.

-*User-Friendly First*: content should be approachable. Avoid "technical jargon" or buzzwords that might confuse the reader; if you can say it simply, do so.

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