



# EXPANDING MENTORING OPPORTUNITIES, FOSTERING ALLIANCES

Created in 2019 by 8 non-profit organizations (Afev, Article 1, Chemins d'avenirs, Entraide Scolaire Amicale, NQT, Proximité, Socrate et Télémaque), Collectif Mentorat represents nearly 80 organizations today developing mentoring programs for 5-to 30-year-olds across France through employees, university students, high school pupils or retired mentors.

**Collectif Mentorat's mission is to bring together and serve the diverse mentoring community and work together to strengthen France's capacity to support and enhance mentoring.**

While France struggles to reduce social inequality and the isolation of its most vulnerable citizens, mentoring unites us, encourages solidarity, mutual aid and strengthens social ties.

## OUR MISSIONS



Advocate for a right to mentoring



Defend and expand the mentoring movement in France



Support our members in developing high quality mentoring

## 1 ADVOCATE FOR A RIGHT TO MENTORING

**“1 youth, 1 mentor”, a landmark initiative for mentoring in France.**

Announced early 2021, the plan “1 youth, 1 mentor” is the achievement of the advocacy work carried out by Collectif Mentorat. For the first time, mentoring is part of the French government’s youth policies.

**59**  
non-profit organizations involved

**Today, we advocate for a right to mentoring:**

- Every young person who needs a mentor must be able to easily find one where and when they need it.
- The commitment of mentors and the skills they gain from mentoring must be acknowledged.
- Organizations that rally, train and oversee thousands of mentors and young people must continue to be supported.

**150 000**  
youth mentored in 2022

**1**  
unique online platform for youth and mentors



With the online platform run by Collectif Mentorat, *1jeune1mentor.fr*, every young person who wants to be mentored and every person who wants to become a mentor can sign up to be put in touch with a mentoring organization that matches their profile.

## MENTORING, A TAILOR-MADE SOLUTION WITH MUTUAL BENEFITS

**A european definition of mentoring shared by the community, a first step towards quality standards.**

Mentoring is a powerful way of lending support to a young person. Mentoring connects people over an extended period of time, developing mutual benefits for those involved. The goal is to help the mentees grow autonomously, adapting to their specific needs every step of the way. And to ensure successful outcomes, the pair acts within a framework and is supported by supervising staff (training, follow-up, evaluation...)

## 2

## DEFEND AND EXPAND THE MENTORING MOVEMENT IN FRANCE

**Building sector capacity and awareness with key events.**

Every January, *the Assises du Mentorat* is the event for all mentoring professionals.

Through the organization of national and regional events, Collectif Mentorat showcases mentoring around France, raising awareness about the positive impact of youth mentoring. These events are also an opportunity to bring together the multiple stakeholders in the mentoring ecosystem (corporations, non-profit, company foundations, public institutions and agencies) to actively exchange knowledge and contribute to establish mentoring as a priority in France.

### 2022 event by the numbers:

**1 000**  
attendees

**60**  
speakers

**17**  
panel discussions



**“Mentoring bring social capital to those who have less of it and embodies solidarity.”**

Christophe Paris,  
President of Collectif Mentorat

## 3

## SUPPORT OUR MEMBERS IN DEVELOPING HIGH QUALITY MENTORING

**Collectif Mentorat has designed a program to support best practices around its members.**

Through its frequent workshops, members can create synergies between organizations and programs, they can collaborate and build their expertise.

**The Fabrique du Mentorat, the first mentoring incubator in Europe.**

Collectif Mentorat has created a mentoring incubator to support emerging mentoring programs. Its mandate is to create a positive framework for peer exchange, promote effective mentoring practices, and prepare program up-scaling. In 2022-2023, 10 organizations have benefited from it.

- Need identification
- Tailor-made support
- Thematic workshops
- Peer exchange



*The Fabrique allows us to benefit from shared and one-on-one support, within which we question our practices, our processes, our visions, and this with the aim of continuously improving our program.*

Member incubated  
by The Fabrique du Mentorat



# MENTORING, A POSITIVE IMPACT ON THE LIVES OF YOUTH AND MENTORS

**84%**

of mentees feel more confident in their future career paths

**87%**

of youth who graduated are employed after being mentored

**78%**

of mentees feel that their mentor was a moral support

**88%**

of mentees feel that they have a better understanding of themselves

**82%**

of mentors say that mentoring increases their sense of purpose

**72%**

of mentors say that mentoring allows them to develop their solidarity

**71%**

of mentors say that they have a better understanding of how young people work and the reality of today's society

**80%**

of mentors say they are proud that their company is committed to mentoring

## GETTING INVOLVED WITH MENTORING

**Public institutions and agencies, corporations, company foundations: mentoring brings together all of these stakeholders to work towards equal opportunity in life.**

**You are from the public or socio-educational sector or an association?**

Rely on the expertise of our members to implement mentoring in your community and contribute to the reduction of social and educational inequalities.

**You are a non-profit organization developing a mentoring program?**

Join us to help make the right to mentoring a reality and benefit from our support program "La Fabrique du Mentorat".

**You are a business or a corporate foundation?**

There are many ways you can contribute to the mentoring ecosystem.

You can fund mentoring programs, you can offer your employees the opportunity to become mentors, and you can share your expertise to help develop mentoring organizations through skill sponsorship programs.



*We are convinced that mentoring is a way to fight against social determinism, which is why we have made it a priority of our social responsibility policy (RSE). With the development of mentoring, employees tell us they feel useful, and they are proud to belong to a company that is committed to social change. Mentoring also allows them to develop soft skills such as empathy, open-mindedness, teaching...*

**A corporate committed to mentoring for over 10 years**

