

CHALLENGES

In Belgium, the unemployment rate in 2017 was close to **7%**



the rate is more than **twice as high** for non-European youth from immigrant backgrounds who may lack guidance and marketable skills & face discrimination due to ethnicity or background.

YOUTH UNEMPLOYMENT RATE in Belgium (2017): around 19%

BRUSSELS: 26.1%

LIÈGE: 32.2%

ANTWERP: 27.2%

GHENT: 25.2%



AT A GLANCE

DUO for a JOB supports immigrant youth seeking employment in Belgium through intergenerational mentoring by experienced professionals in early retirement. It connects the previously untapped resource of retirees with youth who are experiencing difficulties in accessing the labor market due to their ethnicity or geographical origins. Mentors provide advice and support as mentees search for a job. Participants are interviewed in order to identify the best match before the pairs begin the 6 month program together. The goal of DUO for a JOB is not only to help youth find employment, but also to promote intergenerational and intercultural exchange in order to strengthen communities.

KEY PROGRAMS

Recruitment & Training

DUO for a JOB has built institutional relationships and a strong web presence in order to recruit participants. Interested mentees and mentors go through an interview process in order for DUO for a JOB to learn about their backgrounds, motivations and personalities. Mentors selected to join the program complete a four day training on the challenges faced by immigrants, multicultural interactions, active listening and mentoring.

Pairing

Duos are formed based on mentee's and mentor's common interests, language, personality, location and availability. After their first meeting, the duo decides if they are comfortable working together. If so, they both sign an agreement and a code of conduct.

Mentoring

Mentees and mentors meet on a weekly basis for 6 months. During their meet ups, mentors advise mentees on how to search for a job in their field of interest and share their personal knowledge and experience. Mentors provide concrete support by helping mentees to revise their resume, cover letter, and practice for interviews.

DUO for a JOB rigorously tracks the employment outcomes of each mentee as well as participants' overall satisfaction with the program. By the end of 2017, 73% duos had a positive outcome with 53% of mentees having secured employment in the 12 months following the start of the program and 20% having access to an internship or training. About 458 retirees are working as mentors for DUO.

KEY FACTS



■ Area of operations supported by Epic Foundation

AGE RANGE	18-30
BENEFICIARIES	509
SECTOR	ECONOMIC EMPOWERMENT
STAFF	26
BUDGET	\$2,033,082
YEAR ESTABLISHED	2013

(2017 data estimates)