

AGFE November Spotlight

Mentoring Youth: from Education to Employment

"I appreciate everything in this experience. In fact, it was a life changing experience, and it really helped me to improve skills that are required for me as a university student".

-Rihab Farhaoui, Al Akhawayn University, AGFE Mentee



AGFE Mentorship Program

The AGFE Mentorship Program is a 20-week workplace learning initiative, in which AGFE scholars (mentees) are matched with professionals (mentors) from various industries.



Why is mentorship important?

Mentoring bridges skill gaps by exposing mentees to the experiences of professionals in the field. Prior to youth entering the workforce, having a mentor:

- Develops transferable skills,
- Builds professional networks
- Enhances employability
- Improves job readiness
- Strengthens career exploration capabilities.

According to [MENTOR](#), young adults with a mentor are 130% more likely to hold leadership positions, 78% more likely to volunteer regularly, and 90% are interested in becoming mentors themselves.

According to [Moving Ahead](#), 87% of mentors and mentees say that their mentoring relationships make them feel empowered and assist them to develop a more prominent sense of confidence in themselves.

According to [Huffington Post](#), 79% of youth view mentoring as a key contributor to their professional success.

What are the benefits?

- ▶ **Mentees** gain confidence to self-reflect, reshape their goals, work on career planning and exploration, and enhance employability skills.
- ▶ **Mentors** gain self-satisfaction by giving back, connecting to the younger generation, and improving their interpersonal skills.
- ▶ **Public-private partnerships** are enhanced, in addition to collaborations and engagement between AGFE and global corporate entities across the region to better serve youth.

How is it done?

- The AGFE Mentorship Guide provides recommendations to mentors and mentees as they engage in dialogue and transfer knowledge.
- The Mentorship program is divided into three phases:
 1. Foundation – setting expectations and creating career goals and objectives
 2. Progress – pursuing career goals and objectives and creating action
 3. Revision and Reflection – reviewing goals and sharing feedback on progress
- On average, mentors and mentees meet for 4 hours over 5 months.

Snapshot in numbers

Over 5 cycles in the last 3 years, the Mentorship Program has engaged:



335
Mentees



300
Mentors



58
Companies

with plans to launch Cycle 6 in February, 2022.

It was my pleasure to support in this initiative and I really benefited from it on a personal level. Thanks for giving me the chance to participate and you can count me in for other initiatives as well."

- Mohamed Shawky, Senior Project Manager, General Electric, AGFE Mentor

