



# European Mentoring Summit 2022

Leeuwarden, NL

Linking formal and informal mentoring  
in a holistic approach

18-20 May 2022



## *International & Regional Impact Report*

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The *EUROPEAN MENTORING SUMMIT 2022* was realised by *Mentoring Europe* in partnership with  
*International Affairs of NHL Stenden University of Applied Sciences*



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## THE EUROPEAN MENTORING SUMMIT

The *European Mentoring Summit* is a biennial event that connects people and projects in the mentoring field in order to establish connections and share research, best practices, and learning-bearing experiences of mentoring programmes across Europe. Every event has a mentoring-related theme and highlights special keynote speakers and activities.

The 2022 Summit concretely aimed at disrupting the traditional binary distinction between formal and informal mentoring. Still in line with a global response to the COVID-19 pandemic, the fourth edition of this knowledge exchange platform format was held hybrid. It explored the topic and share knowledge on ***Linking Formal and Informal Mentoring in a Holistic Approach*** with **200+ attendees** both in person and online attendees from **19 different countries** from four different continents, **57 workshop hosts**, **30+ different workshop sessions**, and **11 keynote speakers** from the Netherlands and beyond.

The identification of the topic fields and the scope of the *Summit* was formed in collaboration with the *Advocacy, Researchers, Practitioners Committees* and *Associate Partners* of Mentoring Europe.

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What attendees said about the event:

***'Each of the speaker and workshop facilitator was well-versed and passionate about mentoring and how to make it better'***

***'It was very valuable to think about misperceptions and mistakes in mentoring practices explored with Samuel McQuillin, and the need for ongoing, continuous training and support for mentors and how much funding and human resources that aspect also needs'***

***'The re-thinking of meaning and manifestations of youth voice and youth participation as explained by Bernadine Brady, and the many ways to look at the evaluation of mentoring programmes as well as the student direct participation to the event was a crucial point and inspiration'***

## FACT FIGURES

4 continents,  
19 countries

27+  
International  
visitors exposed  
to regional  
innovation

30+ global  
organisations

57 workshop  
hosts

200+  
attendees

11 keynote  
speakers

30+ poster  
presentations

4+ regional  
visits

12+  
regional  
organisations &  
businesses  
engaged

120+  
students  
reached in  
Friesland

40+  
VET & HEI  
student  
volunteers

European  
Accreditation  
#EYY22

40+  
mentoring matches

## OUR SPONSORS

The *European Mentoring Summit 2022* is a joint partnership between the knowledge institutions in Friesland and the local and provincial governments.



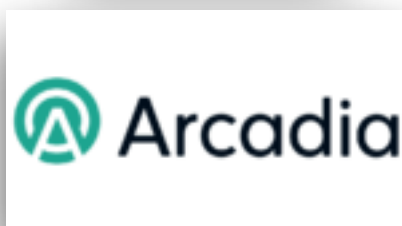
The broad collaboration of sponsors was crucial in making the 2022 Summit the impactful event it was both regionally and internationally. In particular, such a collaborative sponsors support allowed:

- Regional attendees from the public sector, local entrepreneurs, and indeed relevant stakeholders from the educational area to attend the three day Summit and thus experience the European Mentoring network and benefit from important *knowledge* and *best practices exchange* both among regional organisations in the north of the Netherlands and with European organisations.
- International guests to attend regional visits and thus get in concrete touch with the best practices of entrepreneurship, sustainability, and innovation in Leeuwarden and Friesland.
- International leading mentoring experts to deliver workshops and knowledge engagement to both students and teachers across knowledge institutions in the region.

## REGIONAL IMPACT

### Our Contributors

Before the official kick off of the Summit, international guests could attend regional visits to explore the unique best practices that Leeuwarden and Friesland have to offer in sustainable entrepreneurship innovation. Along educational and local government institutions in Friesland, important private sponsors saw the value in supporting European exchange and the broader scope of the Summit. These contributors represented crucial elements of the event of the regional visit programme itself and thus contributed to make the guests experience as powerful as it has been. As part of a Summit pre-programme, guests had the chance to visit and learn on-site about the *circular and regenerative economy* in Friesland at the first European sustainable record and vinyl press manufacturer *Deepgrooves*, the unique architecture and *high ecological engineering* of *Water Campus* that tries to combine its natural landscape and natural ecosystem with its built environment scope, to the *Arcadia Bosk* initiative that aimed at raising awareness on the importance of making our cities and urban life greener and closer to nature. The open networking dinner of the Summit brought the audience and attendees also close to the food and business sustainability practices of Friesland at *Brownies & downieS*, active in supporting the development of a new entrepreneurship mindset in the region revolving around *socio-environmental sustainability*.



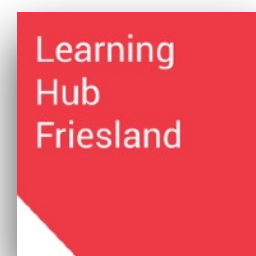


Eventually, during the Summit itself, long-time friend of mentoring in Friesland part of the Mentor Programma Friesland network and currently edutainer, **Ritsko van Vliet** brought to our guests a plenary keynote intermezzo moment that through infotainment approach aimed at connecting his mentor experience and wisdom to challenge the audience on the diversity of roles mentors have in people's lives.

To further explore and show the potential of mentoring in fostering regional impact as embodied and practiced in our Frisian context, *Mentor Programma Friesland* alumnus, artist, and media entrepreneur **Cyrilo Helmus** brought his personal story and the power of mentoring in shaping his bright life experience to the attention of the audience and fellow friends of mentoring.



Furthermore, a range of regional innovators across our network of institutions in the province were also mobilised to bring the best practices in mentoring at the hearth of social innovation in Friesland. During the four workshop moments of the Summit, the workshops 'The Voice of Mentees' and 'Setting up EU-funded International Collaborations' were facilitated by hosts respectively from *Mentor Programme Friesland* and *Learning Hub Friesland*, key drivers of socio-educational innovation and top European collaboration in the region.



## Student Engagement

Unique feature of the fourth edition of the European Mentoring Summit 2022 and crucial point of positive feedback from the range of stakeholders attending has been the student engagement in both the organisation and the implementation. Phases of the Summit. Along young VET and HEI young interns part of the *Student Lab at Mentoring Europe*, the *European Mentoring Summit 2022* was supported

by a specifically engaged group of **42 students volunteers** from VET and HEI. These represented the heart of keynotes and workshop hosts assistance, making sure both guests and hosts activities could run smoothly and efficiently across the three day event hosted in the complex university venue. Among them, based on their own participation goals and personal skills, also *catering* and *photography teams* were identified. Additionally, to support and enhance even further the regional impact of the event, students from *ROC Friese Poort* were engaged as *Leisure Team* of the Summit to develop a tour guide and visit opportunities for the historical highlights of the hosting city Leeuwarden to be completed at the guests own pleasure time. In all student-led team, *connecting* VET and HEI students and facilitate peer-to-peer mentoring and learning has been at the core of our organisation and implementation approach.

As part of the students volunteers learning experience, the Team of the European collaboration 'Mentor Your Future' hosted a workshop directly aiming at developing mentoring skills and tools in and for young students. This workshop, usually delivered to the target stakeholders of the recognised high quality European project for which *NHL Stenden* university is partner organisation in the consortium, in this setting was opened up to all young members engaging with the three day event and its activities.

Unique in this year's edition, to further enhance student-focused exchange and truly bring the international network of *Mentoring Europe* and the *European Mentoring Summit* at the benefit of the young of our community in Friesland, high international friends of mentoring have been mobilised to engage students from *Mentoring Europe's* founding institutions. As part of a regional *Summit pre-programme*, along regional visits aimed at bringing best practices flourishing in Friesland to the attention of the Summit audience, workshops have been held in different educational organisation in the region.

American researcher **Samuel McQuillin** delivered a student-focused workshop to multi level social work students exploring how quality mentoring and innovative practices in mentoring can be deployed along the normally learnt social work toolkit to enhance both social workers' and supported young experiences.

Mentoring practitioner and advocate, founder and CEO at *Big Brothers and Sisters of Bulgaria* **Lena Karnalova** visited students at *Friese Poort* and explored the power of active civic engagement as a tool to realise social change and innovation.

American Director of Mentoring and Student development at the *Werth Institute for Entrepreneurship and Innovation* **Julie Gehring** explored the added



value of mentoring and potential of networking in shaping young people's future with students both from *Friesland College* and *NHL Stenden* as well as how to set up alumni collaboration platform with teachers and staff member of Business Administration at *NHL Stenden*.

What our students said about their experience:

**'For me, among the number one reasons why the Mentoring Summit was such a strong experience, was the opportunity to have an *open dialogue* with mentoring practitioners from all *around the globe*' (Erika Irabor, NHL Stenden Student and Intern at Mentoring Europe Student Lab).**

**'The *European Mentoring Summit* was a very nice experience. I met a lot of people from *different countries*. it is an *experience I will never forget*' (Dorien Dijksterhuis, ROC FP Student, Summit's student volunteer for Leisure & Photography Teams).**



## INTERNATIONAL IMPACT

### Our Contributors

Every two years the *European Mentoring Summit* brings together mentoring researchers, practitioners, lecturers, advocates, students, and mentoring lovers to share the latest knowledge and experiences to further build and grow the mentoring field in Europe and beyond. A unique aspect at the hearth of the 2022 Summit was the diversity of presentations, presenters, and guests. People from **19** different **countries** from **four** different **continents** listened and spoke mentoring topics and experiences, best practices and tools aiming at connecting formal and informal approaches in mentoring. Hence, not only fitting in the crucial topic popular among researchers and practitioners and their cross-fertilisation objective to facilitate evidence- and experience-based practices, but also addressing clear priorities of the European environment which the network of *Mentoring Europe* has been growing throughout.

On the first day of the event, researchers coming from all around the world met to discuss their work and brainstorm new ideas in a *researchers assembly*. The session was led by the Irish leading researcher **Bernadine Brady** and aimed at bringing inputs and perspectives together on the crucial topic of evidence-based mentoring practices, their qualitative and quantitative monitoring and evaluation methods, and explored possible cross-fertilised research opportunities.

A range of high stakeholders and close friends of mentoring contributed in plenary as keynote speakers at the Summit: CRHA distinct fellow and former President of ICF Quebec and Mentorat Quebec **Yvon Chouinard** joined us from *Canada* and presented guests with the latest developments and trends in the mentoring Canadian landscape; *French* MEP **Iliana Cicurel** had the first keynote moment, reiterating the crucial role of mentoring in the *European* social policy landscape while expressing her gratitude to the community for mentoring initiatives in European society; leading American mentoring researcher **Jeane Rhodes** explored the future of mentoring match-making and digitalisation in the *USA* context; PhD holder and TEDx talk speaker **Jean Marie Molina** presented her ground-breaking research and coined model of '*Tough Love*', based on the principles of applied behavioural sciences, educational psychology, and neurocognition used to improve the sense of competence, learning; psychologist and mentoring researcher from the *USA* **Samuel McQuillin** provided a critical yet powerful

approach to evidence-based mentoring by exploring 'What isn't Evidence based mentoring'; Spanish professor and mentoring researcher **Oscar Prieto** shared with the mentoring field his latest research insights on mentoring for the integration of migrants and refugee seeking communities through innovative models; Belgian sociologist and integration expert **Peter de Cuyper** has eventually explored his insights and potential of 'Mentoring at Work'.



Ilana Cicurel



Peter de Cuyper



Yvon Chouinard



Samuel McQuillin



Jean-Marie Molina



Bernadine Brady



Jean Rhodes



Óscar Prieto-Flores

## The Summit network

The 4th edition of the European Mentoring Summit really spoke the desire of the people and organisations within the network of Mentoring Europe and beyond to get physically together again and learn about mentoring from each other, after the previous Summit was held fully and only online to respond to the peak of the COVID-19 pandemic. This year's edition was particularly characterised by a variety of organisations and mentoring practitioners and professionals coming from four different continents. Spread across three days, four workshop moments were held with parallel sessions revolving around three key sub-thematic clusters.

Both these latter and the scope of exploration of the core theme, namely *Linking Formal and Informal Mentoring in a Holistic Approach* was identified by the Mentoring Europe Team along with members of the *Research, Advocacy , and Practitioners Committee* and *Associate Partners* at *Mentoring Europe*. As the broader theme aimed at looking at how different actors, parties, and environments at the hearth of young people and mentees interact with each other and how forms of formal and informal or natural mentoring can benefit, cross-fertilise, and enrich each other for a better mentoring experience, uniquely *mentee-centred*, the three sub-themes for workshops held at the Summit were

1. Innovative Communities;
2. Education Pathways;
3. World of Work;

The workshop sessions revolved around:

- Strategic collaborations facilitation: practices, experiences, practical considerations, and activities to connect stakeholders and environments to embed mentoring as a core element in society.
- Research-informed practices: applying research to practice and developing methodologies to bring the different aspects of mentees' life together throughout formal and natural mentoring in a person-centred experience.
- Innovative practices for connecting different worlds for the benefit of mentees: developing and consolidating good practices to support more holistic approaches to mentoring.

A full break-down of the sessions, held at the Summit, their facilitators, respective organisation and country of representation is provided below.

Session's title	Session facilitators
Intercultural Aspects and Diversity in Schools - Parental Mentoring	<b>Jörg Belden</b> (KWB, DE)
UNIMENTOR: A Mentoring Project for University Success	<b>Laia Bernués &amp; Claudia Castro</b> (AFEV, ES)
Mentoring Migrants in a cold climate	<b>Beatriz Hernandez &amp; Cheralyn Mealor</b> (KVINFO, DK)
Mentoring through Tinkering	<b>Xue Haoran</b> (New Life Community Services, SG) & <b>Peter Seow</b> (National Institute of Education, SG)
Matching mentors and recent immigrants in social mentoring programmes for newcomers: ORIENT8	<b>Samet Coban</b> (Beyond the Horizon ISSG, BE) & <b>Peter De Cuyper</b> (HIVA-KULEUVEN, BE)
Mentoring for School Success	<b>Loïs Schenk, Margriet Clement &amp; Patrick Sins</b> (University of Applied Sciences Rotterdam, NL)
Shared features or fundamental differences - Viewing nordic contact person programme and youth mentoring in parallel	<b>Johanna Moilanen, Johanna Kiili</b> (University of Jyväskylä, FI), <b>Lotta Jägervi, Kerstin Svensson</b> (Lund University, School of Social Work, SE)

Mentoring@work	<b>N.E.Sahhar &amp; B.R. Vellinga</b> (Landstede Groep, NL)
Training Mentors for activating job seekers with migration background: SUPERMENTOR	<b>Fatih Yilmaz, Elina Kuokkanen</b> (Beyond the Horizon ISSG, BE), <b>Peter De Cuyper, Liesbeth Op de Beeck</b> (HIVA-KULEUVEN, BE), <b>Katrien Lenaerts</b> (DWL, BE)
Building Mentoring Networks to support students historically underrepresented in science and medicine	<b>Thomas E. Keller</b> (Portland State University, USA)
Finding a place of choice in society: A selection of time-tested tools pioneered by the non-profit C'Possible	<b>Anne Doyle &amp; Stephanie Zaugg</b> (C'Possible, FR)
Creative approaches to building an evolving alumni engagement strategy rooted in the entrepreneurial mindset and mentorship	<b>Julie Gehring</b> (University of Connecticut, USA)
Building an international partnership for the creation of a quality certification system	<b>Mar Avendano Pons</b> (Coordinadora de Mentoría Social, ES), <b>Madeleine Palayret, Pauline Saget &amp; Nicolas Viennot</b> (Collective Mentorat, FR)
How to help mentors to work on educational objectives within the framework of mentoring with children and youngsters	<b>Nuria Bienvenido &amp; Joke Aerts</b> (AFEV, ES)
The Voice of Mentees	<b>Kamilla Górczynska &amp; Hanane Azarzar</b> (Mentor Programma Friesland, NL)

Mentoring as a necessity for maintaining professionalism and skills for women: A participation model	<b>Marlies Pfann</b> (The International Woman Centre, <b>NL</b> ) and <b>&amp; Peter van Deursen</b> ( <b>Erasmus+</b> , <b>NL</b> )
Applying the lens of social movements to coaching and mentoring	<b>Judie Gannon</b> (Oxford Brookes University, <b>UK</b> )
Developing collective impact in mentoring	<b>Joellen Spacek</b> ( <b>MENTOR</b> , <b>USA</b> )
Mentoring by students in higher education - a <u>tool</u> for social inclusion	<b>Lena Karnalova</b> (BBBS, <b>BU</b> ), <b>Afke Bruinsma</b> (NHL Stenden, <b>NL</b> ), <b>Eunice Mangado</b> (AFEV, <b>ES</b> )
Mentorship in Higher education: Designing meaningful programme	<b>Alexandra Zografou</b> ( <b>International University Madrid</b> , <b>ESP</b> ) & <b>Laura McDermott</b> ( <b>IE Business School</b> , <b>UK</b> )
Quality in peer mentoring projects in the times of pandemic and beyond	<b>Alexei Medvedev</b> ( <b>KWB</b> , <b>DE</b> )
Izeba Project: From mentoring to natural bond. Mentoring processing during and after the tutelage of the institution in the Basque country	<b>Maidier Maraña &amp; Kristina Soares</b> ( <b>Baketik Foundation</b> , <b>ESP</b> )
The concept of quality in mentoring	<b>Migchiel van Diggelen</b> (NHL Stenden University of Applied Sciences, <b>NL</b> )

Setting up European collaborations for exchange and innovation	<b>Frank Hiddink</b> (Learning Hub Friesland, <b>NL</b> )
Mentoring as a regenerative experience from multiple perspective: RE-GNERATIONS project	<b>Martina Finessi &amp; Julia Pamiás Prohias</b> (Defence for Children International, <b>IT</b> )
Liberating Structures' - An Interactive workshop to reflect on your mentoring project's challenges	<b>Hannah van Riel &amp; Michelle Bolte</b> (Schulmentoren, Hamburg Behorde fur Schule und Berufsbildung, <b>DE</b> )
How to improve students' competence to increase their studies success chances (#toughlove)	<b>Jean-Marie Molina</b> (Rotterdam University of Applied Science, <b>NL</b> )
Leading young graduates to the labour market by peer mentoring	<b>J. Rietveld, R. Bolster &amp; K. de Groot</b> ( <b>NHL Stenden University of Applied Sciences</b> , <b>NL</b> )
ENCOUNTER: Experiences of youth in natural mentoring relationships	<b>Tereza Javornicky Brumovská</b> (Charles University in Prague, <b>CZ</b> )
Building trust in community collaborations	<b>Celia Keenaghan</b> (Atlantic Technological University Sligo, <b>IE</b> )







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## International Student Participation

The fourth edition of the European Mentoring Summit also spoke to international students. As part of this year's commitment to employ the Summit itself as opportunity and floor for students development and learning, other than international students from *NHL Stenden*, students from European mentoring organisations were given the chance to join along their own mentoring programme's practitioners and representatives. Students were key in knowledge and perspective exchange. This way, the *Summit* was co-created and implemented with student inputs for a successful student-centred experience.

What international students attending said about the Summit:

***'It was a great experience that I was able to follow and now I can say that I know more about mentoring than ever before!'*** (Berenika Kusová student at Charles University of Prague).

***'This experience gave me a mixture of theory and practice. I enjoyed being in an international group, whose members shared a human-centric approach to their daily work and beyond'*** (Markéta Michalcová, student at Charles University of Prague).



## EUROPEAN PARTNERSHIPS

The 2022 Summit gave the floor to organisations and facilitators from around Europe to give visibility and share experiences of European partnerships and collaborations. Innovative European collaborative projects could show case their practices and findings in two *Open Floor* moments held during the event. Many of them included Erasmus+ projects of the like of:

- Road to Adulthood
- Match with Art & Culture
- Orient8
- ENCOUNTER
- Value & Future
- Mentor Your Future

This year's edition impact did not stop at the level of the event itself. A clear international focus was acquired. For its alignment with European agenda priorities and the *student-led nature* of the initiative, this 2022 Summit was recognised as part of the EU-launched civil society consultation initiative developed within the framework of the EU social recovery plan after the global pandemic. The European Mentoring Summit 2022 was an accredited event of the **European Year of the Youth 2022**<sup>1</sup> (#EYY2022), seeking to strengthen youngsters' participation in shaping the Europe of tomorrow. The conference's outputs have been shared on the European Youth Portal and made available to the Dutch National Delegation for consultation and reporting to the European Commission.



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<sup>1</sup> For the online event accreditation page on European Portal and learn how the event contributed to the public consultation initiative click [here](#).





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The 2022 EUROPEAN MENTORING SUMMIT was the 4th edition after the summits in Barcelona (virtual event, 2020), Berlin (2018) and Leeuwarden (2016). The 2022 Summit was hosted in Leeuwarden again, by *Mentoring Europe*, in collaboration with *International Affairs of NHL Stenden University of Applied Sciences* and represented a great opportunity to explore the topic and share knowledge on '*Linking Formal and Informal Mentoring in a Holistic Approach*'.

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**@2022**

This Impact Report was written by Mattia Troiano and co-edited by Szilvia Simon.

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