

Mentoring Competence Framework for the European Solidarity Corps



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A Mentoring Compass



***Navigating the
diverse landscape
of mentoring within
your organization***

Mentoring



A **mentor** provides support and guidance to a young person during their volunteering journey.

Mentoring is one of the main support measures of the European Solidarity Corps programme.



Mentoring contributes both to the value of the volunteering project as well as the well-being of the volunteer.

Why



The primary goal of the Mentor's Competence Framework is to ***enhance the quality of mentoring support within European Solidarity Corps projects*** by offering clear and effective guidance for mentoring practitioners.

Who What How



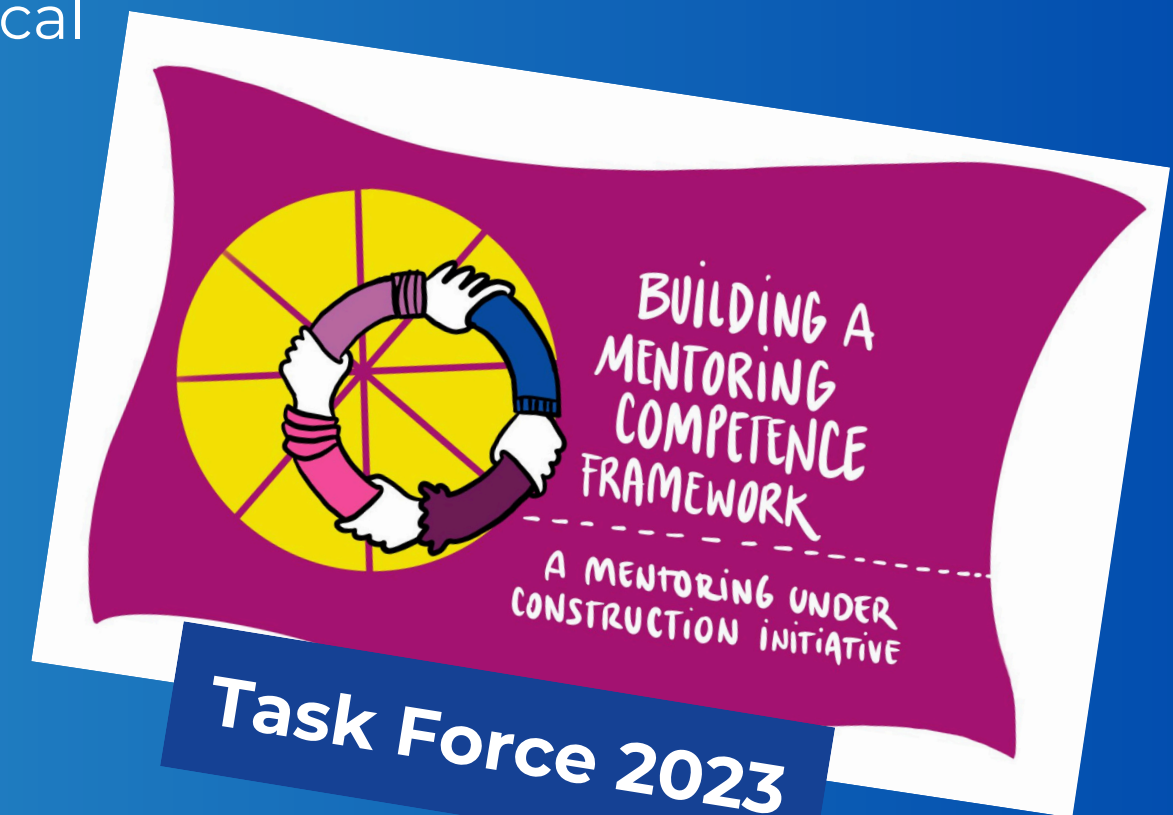
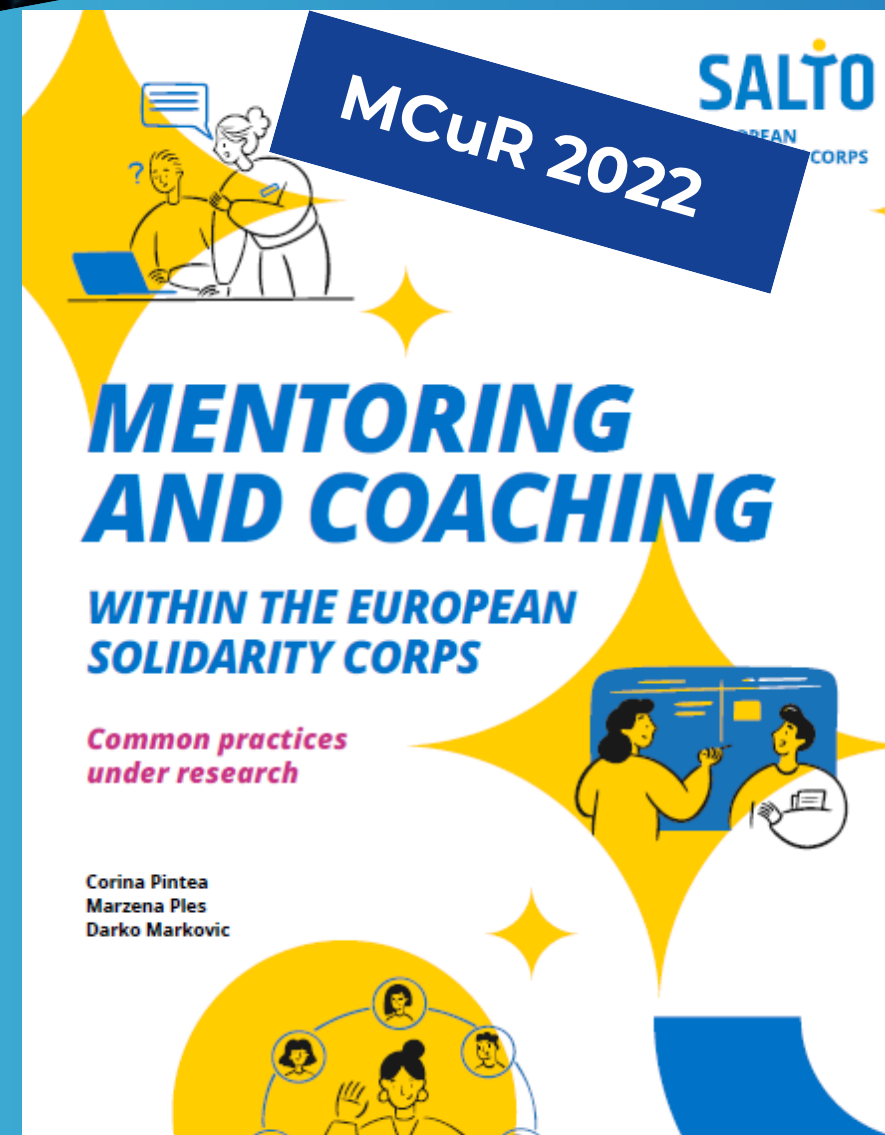
MuC 2020

Spotlight ON! Mentoring under Constructon

- > Community Building
- > Annual Residential Events
- > MeetUPs & Workshops
- > Podcast
- > Mirco-Learning

Research Insights

Define the tasks of a mentor, establish a competence framework, and set clear and mutually agreed upon ethical principles for mentoring.



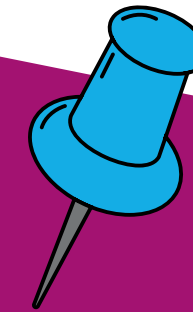
Seek Clarity!

Building a Mentor's Competence Framework

Benefits of a Mentor's Competence Framework

On a practical level, the framework

- provides an architecture that aligns tasks, competences and ethical guidelines for mentoring,
- clarifies the tasks of a mentor, defines competences needed to carry out mentoring and provides ethical guidelines for mentoring,
- encourages mentors to continuously develop their mentoring competence,
- strengthens mentoring support and mentoring programmes within an organisation,
- provides guidelines for designing training courses for mentors and organisations.



Seek Clarity

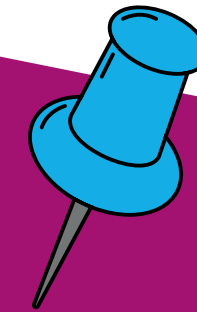
Clarify the role and responsibilities of a mentor and a coach, develop a competence framework and set clear and agreed ethical principles for mentoring and coaching.

#MCuR #insights #1

Benefits of a Mentor's Competence Framework

In addition, the framework

- recognises mentoring as a significant, professional support measure,
- stresses the importance and value of mentoring and the recognition of mentors,
- creates a common language for mentoring practitioners,
- encourages reflection, rethinking and adjusting mentoring support,
- allows to align activities that enhance the quality of mentoring support.



Seek Clarity

Clarify the role and responsibilities of a mentor and a coach, develop a competence framework and set clear and agreed ethical principles for mentoring and coaching.

#MCuR #insights #1

The Structure of the Framework

Focus Areas of Mentoring

Specific tasks

PART A

Mentoring Competence

Behaviours
Knowledge
Skills
Attitudes

PART B

Ethical Guidelines

Values
Mindset
Ethical Practise
(Code of Conduct)

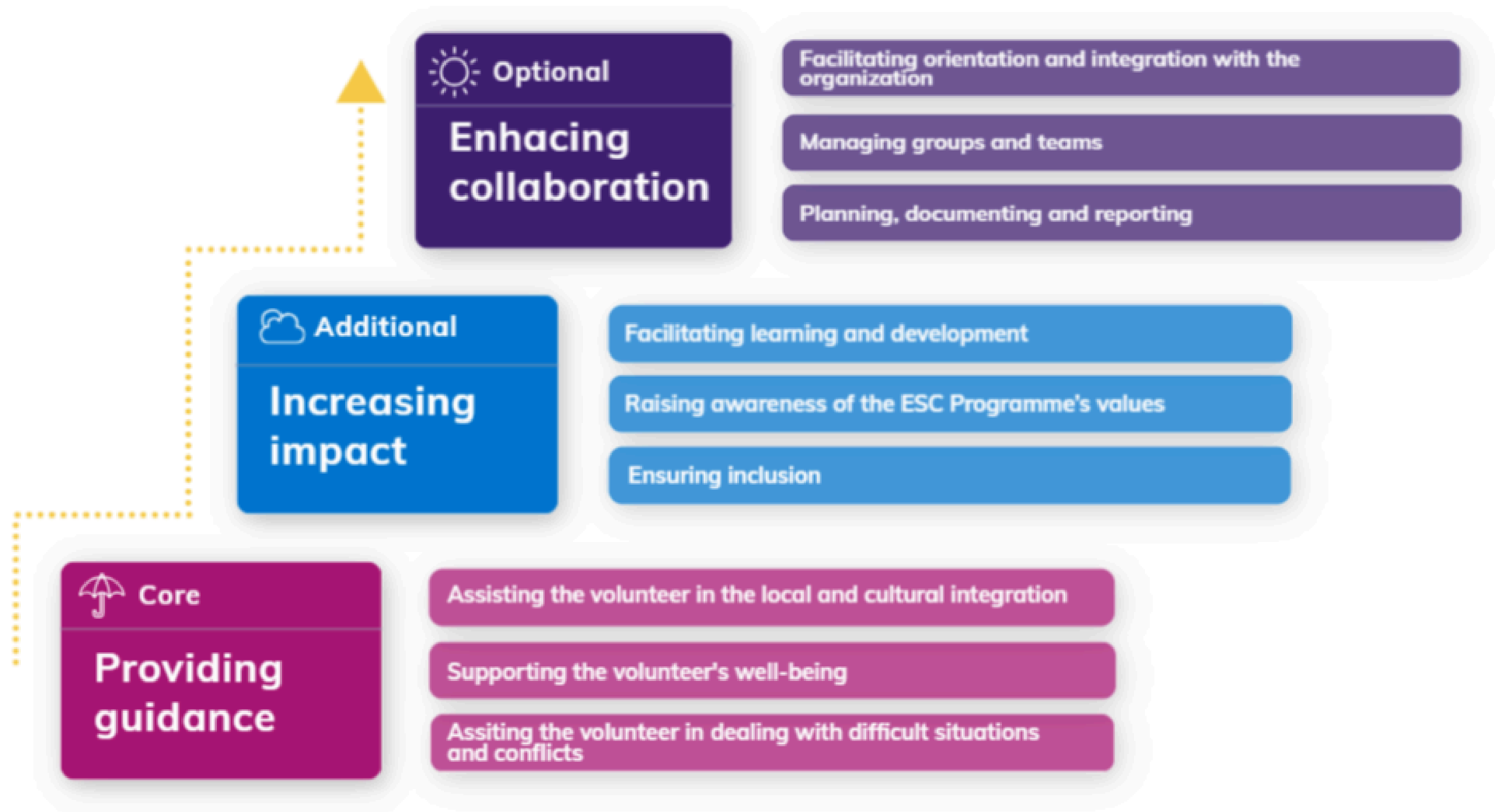
PART C

Exploring the Framework

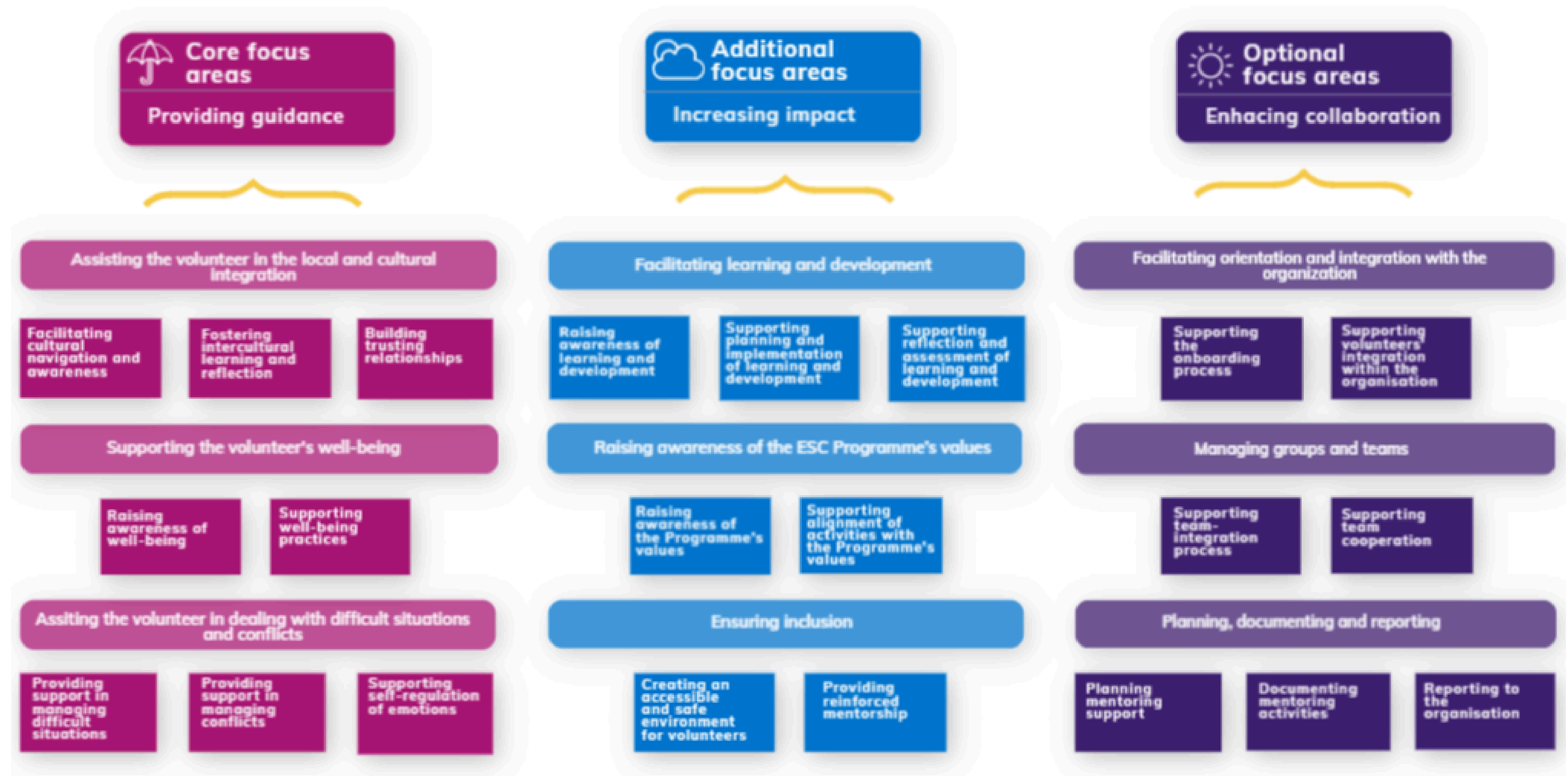


[The Mentoring Competence Framework on genially](#)

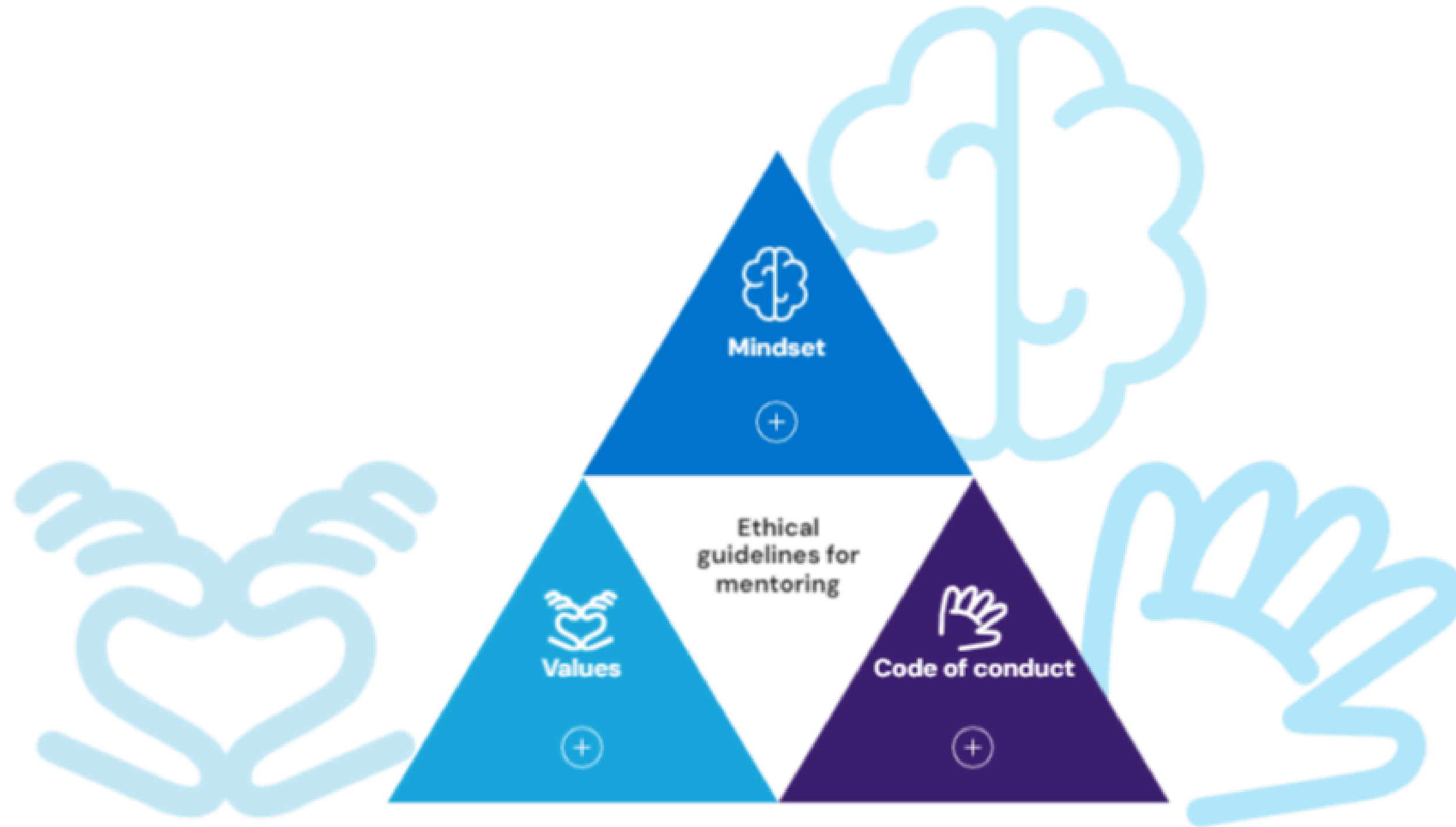
9 Focus Areas of Mentoring



22 Mentoring Competences



4x4 Ethical Guidelines for Mentoring



Mentoring under Construction *MuC

...is a community of practitioners who share a passion for mentoring/coaching and are interested in raising the quality in mentoring and coaching within European Solidarity Corps programme (and beyond).



Community of Practice

-> building a vibrant, resourceful and sustainable community of mentoring/coaching practitioners



Mentoring & Coaching

-> developing quality content around mentoring/coaching in order to support the development of mentoring competences



Support & Guidance

-> contributing to the quality of mentoring/coaching within the European Solidarity Corps

Who

Mentoring under Construction

-> was founded by the **Romanian National Agency for European Solidarity Corps** with the support of **SALTO European Solidarity Corps Resource Centre**

MuC Residential Events

-> are hosted by various National Agencies. We've been in Romania, in Lithuania, Ireland and will be in 2025 in France

MuC Initiatives

-> are carried out in cooperation with various National Agencies



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Thank You