European Seminar Mentoring on Emplyability and Entrepreneurship: success stories

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Italian experience on business mentoring for young people

by Elisabetta Cannova – Speha Fresia



First experience of "integration" of Mentor profiles in guidance and coaching pathways for new business start-ups: through NOW programme from 1997 to 2001 with the projects of Women Enterprises Incubator.



Findings from Incubators experience

Definition of staff and professionals to be engaged in the process of business start-up: welcome assistant, guidance counsellor, business counsellor/coach, tutor and trainers, comanagers, mentors

Weak points: financial sustainability for the whole structure; entrepreneurs availability to play the role of mentors



Outcomes related to the "mentoring approach":

visits, meetings, short stages at the enterprise meetings at the Incubator between wouldbe entrepreneurs and entrepreneurs mentors facilitated by the business coach on specific needs Creation of an association of Women Entrepreneurs with starters and owners of enterprises



Outcomes related to the "mentoring":

The women entrepreneurs association promoted:

self-management of short seminars (called "pills of ...") about specific issues or "hot sits", like relationships with Bank and credit system, local development policies etc.

net-working with European entrepreneurs associations



From this experience Speha Fresia had very few opportunities to integrate "mentors" in its intervention targeted to the labour market inclusion and business start-up

Our permanent services are:

- → Guidance for further training, labour market inclusion and business creation
 - **→** Business planning coaching
- Technical assistance to apply for calls of aids targeted to business start-ups or development



Further implementation of our guidance/coaching supply are expected from E-Mentor project:

- → Implementation of targeted ICT Tools, to strengthen digital key competence and labour market inclusion
- → Integration of "e-Mentoring" services to the start-ups support
- → Local & European networking on methods & tools to foster good jobs or independent work



Speha Fresia has been operating since 1983 in the fields of Consulting, Training and Socio-economic Research. Since 2003 Speha Fresia is conformed to the quality management systems standard UNI EN ISO 9001:2000, as regards:

- provision of job guidance and counselling services and services for local development
- design of systemic measures in support of disadvantaged groups, social research services
 - □ continuous and lifelong learning training activities



Company team:

13 members (6 men & 7 women)

8 working members (5 women & 3 men)

2 employees (1 woman and 1 man)

1 administration advisor (woman)

Two centres, in Rome (Lazio) and in Palermo (Sicily), are certificated for guidance and training



Main projects related to "e-Mentor", always under
Lifelong Learning Programme:
Leonardo da Vinci Multilateral Project
"B-Plan - Build personal labour acting in net"

http://www.bplanproject.eu
Leonardo da Vinci Transfor Of Innovertion

Leonardo da Vinci Transfer Of Innovation

"Galaxies - Gender GuidAnce pathways in EDUCATION

and VOCATIONAL TRAINING SYSTEMS for free seXIsm

choicES"

http://www.galaxiesproject.eu





Associate Partner from Rome (IT)

Vocational Training Centre

"ALDO E LELLA FABRIZI"

of the Municipality of Rome





Mappa e recapiti dei CFP



"Aldo e Lella Fabrizi", Municipio IV, zona Vigne Nuove. Via Tofano 90 - 00139 Roma - tel. 0645510031



"Aldo e Lella Fabrizi" VET Centre, opened since 2007/2008, provides:

2-3 years courses for cook and restaurant operators
 Qualification degree at the end of the 3° year
 Professional job as Assistant Cook in restaurants, canteens, hotels and taverns etc.

The target students are 14-18 years old
The attendance is fees free
In 2010/2011 the trainers are 95, and 15 of them have
disabilities



THANK YOU FOR YOUR ATTENTION!

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