



Co-funded by
the European Union



REPORT – MATCHING DAY

Session 1 + Session 2

Participants: 7 mentors (teaching staff and psychologists) and 14 mentees

I. General Context of the Program

The mentoring program aimed to support young people and young adults with a low level of education and no stable professional experience, who are at a stage of searching or feeling disoriented regarding their vocational pathway.

The purpose of the Matching Day was to create authentic mentor–mentee connections, based on identification, shared experiences, and the willingness to share vulnerabilities and personal resources.

Both sessions involved teaching staff with non-conventional professional trajectories, including multiple career changes, as well as psychologists with clinical experience. The target group — the 14 mentees — comes from socio-economically vulnerable backgrounds, with fragmented educational paths and a clear need for professional and emotional guidance.

II. Program Participants and the Mentor–Mentee Selection Process

The two Matching Day sessions included **7 mentors and 14 mentees**, distributed so that each mentor could work closely with one or two beneficiaries, depending on case complexity and the level of compatibility established during the sessions.

Each mentor was matched with **one or two mentees** following the Matching Day activities and the natural compatibility established during the sessions.

III. Mentor Selection Process

The matching was not guided by rigid rules but emerged organically, following the mentors' authentic presentations. Each mentor shared their professional experiences—often marked by major career changes, challenges, shifts in direction, and new beginnings.



Co-funded by
the European Union



These real-life stories created a space of trust in which mentees felt understood and validated. Mentor selection occurred naturally, based on:

- identification with the mentors' career paths;
- similarities in personal experiences;
- emotional resonance;
- communication style;
- mentors' openness to sharing genuine vulnerabilities.

Thus, each mentor was chosen by their mentees in a natural and authentic manner, without external intervention or formal algorithms.

IV. Objectives of the Matching Day

1. Establishing an initial mentor–mentee connection in an open and safe environment.
2. Facilitating self-identification through mentors' shared personal experiences.
3. Understanding participants' real needs and barriers (emotional, social, educational).
4. Selecting the appropriate mentor through a natural, non-forced process.
5. Building a realistic perspective on possible professional pathways.

V. Structure of Both Sessions

Both Session 1 and Session 2 followed the same structure:

1. Presentation of mentors and their professional paths — rich experiences, career changes, shifts in direction, successes, and failures.
2. Voluntary openness from mentees, followed by authentic dialogue.
3. Mentor selection based on personal resonance.
4. Completion of meeting forms (description of mentees' backgrounds, difficulties, and objectives).
5. Mentor reflection (“My First Time as a Mentor”), providing valuable insights into relational dynamics and the internal guidance process.

Session 1 was characterized by a warm atmosphere, with strong mentor openness in sharing personal stories. Mentees responded unexpectedly well: they identified with mentors' difficulties and realized that a professional path is never linear.

Session 2 involved a different group of mentors and mentees, but the dynamics were similar, with even faster openness. Mentors with complex professional histories once again managed to create deep connections.



Co-funded by
the European Union



Mentors shared transitions between completely different fields (pharmacy–cosmetology, banking–pharmacy, medicine–education), reinforcing the idea that change is possible at any age.

VI. Impact on Participants

Impact on Mentees

- increased self-confidence;
- clarification of professional interests;
- sense of belonging and support;
- openness to change;
- setting realistic objectives (e.g., returning to school, vocational training courses, initiation in aesthetics, confectionery, tailoring, etc.).

Impact on Mentors

- strengthened sense of usefulness;
 - increased awareness of personal resources and vulnerabilities;
 - development of authentic communication skills;
 - perception of mentoring as a transformative experience.
-

VII. Final Conclusions

Matching Day — across both sessions — was a successful activity, with results exceeding expectations.

Key success factors:

- authentic mentor–mentee connection;
- real-life stories of professional reconversion;
- natural, non-forced discussions;
- rapid identification with mentors' experiences;
- emotional openness of mentees;
- establishment of trust-based relationships with long-term potential.

The program proved not only useful, but transformative for both categories of participants.

At present, out of the 14 beneficiaries:

- **13 are enrolled in vocational qualification courses:**



Co-funded by
the European Union



- 6 attending the **Confectioner course**
 - 7 attending the **Commercial Worker course** (ongoing)
 - **1 beneficiary** will start the next Commercial Worker course.
-

VIII. Recommendations for Program Continuation

1. Organizing regular mentor-mentee meetings (monthly or bi-monthly).
 2. Introducing short vocational guidance modules (practical and applied).
 3. Group activities (workshops, practical demonstrations, visits).
 4. Adapting the intensity of support to each mentee's level of vulnerability.
-



Co-funded by
the European Union



TOGETHER FOR YOUTH WELL-BEING
MENHELP VYTE





Co-funded by
the European Union



TOGETHER FOR YOUTH WELL-BEING
MENHELP VYTE





Co-funded by
the European Union



TOGETHER FOR YOUTH WELL-BEING
MENHELP VYTE





Co-funded by
the European Union



TOGETHER FOR YOUTH WELL-BEING
MENHELP VYTE





Co-funded by
the European Union



TOGETHER FOR YOUTH WELL-BEING
MENHELP VITE

