CYDD Mentorship project

RATIONALE FOR THE PROJECT

In Turkey, the ratio of employment for the university graduates by April 2011 is %85.2 for male and %71.3 for female graduates (TUIK April 2011). Also according to EU 2011 education report; Turkey allocates only 2.86 % of its GDP for education. The percentage of youth leaving education between ages 18 - 24 is 44.3 (this ratio is 14.4% for EU). In Turkey the ratio of university graduates versus general population is 14.7% (EU 40%).

The university student receiving scholarship has come from an economically disadvantaged family and/or area to the big city for university education, who needs further support to overcome the problems to be faced, needs support for his/her personal development and guidance to make decisions and right choices toward a good career and life.

 CYDD therefore decided to provide mentoring support along with scholarship through a centralized and sustainable infrastructure with monitoring standards and measurement methods .

Mentoring project is intended to also make use of CYDD alumni as mentors and will make them part of a social responsibility project and will provide them leadership experience in return

GOAL OF THE PROJECT

CYDD as a well established NGO in the education field, has to date mainly focused its activities on Scholarship programs and supportive infrastructural projects. With this Project CYDD would like to move into a new field, setting up a one to one Mentorship program for their University Scholars.

Program pursues three main objectives:

-to provide CYDD ‘s “scholars” at University level with personal, sound and knowledgeable guidance for a successful start of their professional career and self -development.

 -to strengthen CYDD’s network of alumni by engaging them in a social responsibility project where- by they can have impact on the lives of young adults from a similar background.

  -to further institutionalize CYDD’s own organization through implementation of a specifically funded project.

PROJECT BENEFICIARIES

-University students , both male and female, who are receiving scholarship from CYDD.

- Branch Office youth leaders: They will acquire a more professional approach for continuing their informal activities toward supporting youth in their personal development.

- “Alumni” Group: People who have received university scholarship from CYDD in the past and working at least for 3 years,.

-CYDD branches will have a sustainable tool to keep in contact with the grantees and alumni

-CYDD Headquarters : will standardize and monitor mentorship activities in all participating branches and will gain new and potential members to continue growing.

MAIN STAGES OF PROGRAM IMPLEMENTATION

-Team building

-Mentee-Mentor Program Building

-Announcement of the program and branch selection

-Mentor-mentee applications, interviews, training and matching

- Mentor-mentee program implementation

-Train the trainee program (to develop mentor leaders and trainers)

- Evaluation meetings, surveys and reporting

- Communication

PROJECT RESULTS

-20 Branches (İstanbul, Ankara, İzmir, Bursa, İzmit branches)

-202 mentors (70 alumni and 132 volunteer; 72 % female)

-202 mentee (%68 female)

-Alumni database implementation started (3000 alumni on record)

-A web platform being developed.

-9 mentor trainers and 6 new mentor leaders available.

SOME MENTOR AND MENTEE OUTPUTS

Selected comments of mentors

Chance to learn that a relationship needs to be managed with mutual understanding and patience”

“I am glad to be of tangible benefit to CYDD”

“Contributed to my leadership capabilities”

“Taught me to take on responsibility and listen”

“A nice fellow traveller, empathy, sincerety and responsibility.”

“Someone waiting for me and I am waiting for someone to communicate.”

Selected comments of mentees

Enabled me to think about the other person when I am listening or telling something.

Peace, optimism, confidence in ability to succeed in doing what I want.

I have encountered progress in my relationship with people.

Self confidence and being at ease

My mentor enabled me to view the world with more confidence and hope..

I felt important because I had a mentor who showed interest in me.

I felt relieved because I was able to share my fears