

Call for Mentors' documents

D3.1



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Work package	WP3
Deliverable lead	Centre for Social Innovation (ZSI GmbH)
Author	Carmen Siller Juliet Tschank
Contact	siller@zsi.at tschank@zsi.at
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Disclaimer



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Introduction

This deliverable includes a collection of the documents prepared for the call of mentors for the YMCB support scheme in the four implementing countries: Austria, Belgium, Italy and the Netherlands. It includes:

1. Call for mentors' text
2. Formal application forms
3. Interview guideline
4. Criteria catalogue for selection and matching of mentors
5. Information on the use of social media and stakeholders' networks to disseminate the call



1. Call for mentors' text

The call for mentors' text published on the YMCB website and share on both the project's and partner's social media channels was deduced from the "[mentoring scheme information](#)" sheet developed by ZSI in November 2019. On the YMCB website, this text can be found [here](#). It includes two of the selection criteria: Experience or expertise in entrepreneurship, a call to action: "Become a mentor!" linked to the application form, some of the benefits of becoming a mentor, a possibility to register in English or by implementing country: Austria, Belgium, Italy and the Netherlands as well as link to the mentoring scheme information page where the information from the mentoring information scheme is published and a downloadable version of this document is available.

Figure 1: Call for mentors' text on the YMCB website

The call for mentors was re-launched in March 2020 for all implementing countries; opening it up for interested mentors regardless of their geographical location. The main criteria for the second round of the call was experience in starting own business regardless of the location. The logic behind this was:

- To increase the pool of mentors.



- On one hand, even though such mentors may not have the context-specific know-how of starting a business in a given country, they would still have general knowledge on starting a business that would be beneficial to the mentees. The context-specific know-how would then be provided by the training component of the YMCB support scheme as well sector-specific mentors from the individual countries either through the forum meetings or individual consultations.
- On the other hand, increasing the pool of mentors would enable possibly maintaining one of the main premises of the mentoring aspect of the YMCB support scheme; that is, individual support of each mentee by a single mentor. The mentor shortage meant eventually requesting each mentor to provide support to more than one mentee at a time which would increase the time requirements from the mentors, possibly ending up affecting the quality of the mentoring. Opening up the call for mentors to a wider population, increases the chances of at least a 1:1 matching as previously planned. The results of these changes and the effect on the mentoring scheme will be seen during the next reporting period.



2. Formal application forms

The application forms for the mentors were drafted by WP3L, ZSI in English. After a feedback loop from all the project partners and integration of relevant suggestions, it was translated to the languages of the four implementing countries. The registration form in all the implementing partners' languages was also programmed on the EUSurvey platform by Spark to allow for online registrations. Below are the links to the online registration forms:

- [English](#)
- [German](#)
- [French](#)
- [Italian](#)
- [Dutch](#)

The paper versions of these forms are also available in the next section. It was decided to keep the form as short and precise as possible to avoid discouraging applications. Any additional information would be asked at the interview stage.



2.1. Formal application form: English



Registration Form Mentors

1. Name		
2. Surname		
3. Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Other / prefer not to indicate	
4. Phone number		
5. E-mail adresse		
6. City		
7. Nationality		
8. Do you live in [Country] since?	____ (only the year) <input type="checkbox"/> Hey, I was born here!	
9. What is the business sector you are active in?		
10. Language skills	Language	Level of fluency
		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)
		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)
		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)
		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)
11. Please upload your CV (optional)		



2.2. Formal application form: German



Anmeldeformular
MentorIn

1. Name		
2. Nachname		
3. Geschlecht	<input type="checkbox"/> Männlich <input type="checkbox"/> Weiblich <input type="checkbox"/> Anderes / möchte ich nicht angeben	
4. Telefonnummer		
5. E-mail Adresse		
6. Stadt		
7. Nationalität		
8. Seit wann leben Sie in Österreich?	____ (bitte nur das Jahr angeben) <input type="checkbox"/> Hey, ich wurde hier geboren!	
9. In welchem Wirtschaftssektor sind Sie tätig?		
10. Sprachkenntnisse	Sprache	Sprachniveau
		<input type="checkbox"/> Muttersprache (C2) <input type="checkbox"/> Fließend (B2 – C1) <input type="checkbox"/> Umgangssprache (B1) <input type="checkbox"/> AnfängerIn (A1 – A2)
		<input type="checkbox"/> Muttersprache (C2) <input type="checkbox"/> Fließend (B2 – C1) <input type="checkbox"/> Umgangssprache (B1) <input type="checkbox"/> AnfängerIn (A1 – A2)
		<input type="checkbox"/> Muttersprache (C2) <input type="checkbox"/> Fließend (B2 – C1) <input type="checkbox"/> Umgangssprache (B1) <input type="checkbox"/> AnfängerIn (A1 – A2)
11. Laden Sie hier Ihren Lebenslauf hoch (optional).		



2.3. Formal application form: French



Formulaire d'inscription Mentors

1. Prénom		
2. Nom de famille		
3. Sexe	<input type="checkbox"/> Homme <input type="checkbox"/> Femme <input type="checkbox"/> Autre / préfère ne pas indiquer	
4. Numéro de téléphone		
5. Courriel		
6. Ville		
7. Nationalité		
8. Vivez-vous en Belgique depuis?	____ (seulement l'année) <input type="checkbox"/> Hé, je suis né/e ici!	
9. Quel est le secteur d'activité dans lequel vous êtes actif?		
10. Compétences linguistiques	Langue	Niveau de fluence
		<input type="checkbox"/> Maîtrise (C2) <input type="checkbox"/> Avancé (B2 - C1) <input type="checkbox"/> Intermédiaire (B1) <input type="checkbox"/> Débutant (A1 - A2)
		<input type="checkbox"/> Maîtrise (C2) <input type="checkbox"/> Avancé (B2 - C1) <input type="checkbox"/> Intermédiaire (B1) <input type="checkbox"/> Débutant (A1 - A2)
		<input type="checkbox"/> Maîtrise (C2) <input type="checkbox"/> Avancé (B2 - C1) <input type="checkbox"/> Intermédiaire (B1) <input type="checkbox"/> Débutant (A1 - A2)
11. Veuillez télécharger votre CV (facultatif)		
Merci de nous indiquer si vous souhaitez être ajouté à notre liste de diffusion afin d'être informé de nos futures activités.	Oui Non	



2.4. Formal application form: Italian



Modulo di Registrazione
Mentors

1. Nome											
2. Cognome											
3. sesso	<input type="checkbox"/> Maschio <input type="checkbox"/> Femmina <input type="checkbox"/> Altro/Preferisco non indicare										
4. Numero di telefono											
5. Indirizzo e-mail											
6. Città											
7. Nazionalità											
8. Da quanto tempo vivi in questo paese?	____ (solo l' anno) <input type="checkbox"/> Hey, sono nato qui!										
9. Qual è il Settore di business in cui sei attivo?											
10. Abilità linguistiche	<table border="1"> <thead> <tr> <th>Lingua</th> <th>Livello</th> </tr> </thead> <tbody> <tr> <td></td> <td> <input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2) </td> </tr> <tr> <td></td> <td> <input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2) </td> </tr> <tr> <td></td> <td> <input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2) </td> </tr> <tr> <td></td> <td> <input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2) </td> </tr> </tbody> </table>	Lingua	Livello		<input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2)		<input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2)		<input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2)		<input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2)
	Lingua	Livello									
		<input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2)									
		<input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2)									
	<input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2)										
	<input type="checkbox"/> Lingua madre (C2) <input type="checkbox"/> Fluente (B2 – C1) <input type="checkbox"/> avanzato (B1) <input type="checkbox"/> Principiante (A1 – A2)										
11. Carica il tuo CV (opzionale)											



2.5. Formal application form: Dutch



Registratie formulier
Mentoren

12. Voornaam (of initialen)											
13. Naam											
14. Geslacht	<input type="checkbox"/> Man <input type="checkbox"/> Vrouw <input type="checkbox"/> nvt										
15. Telefoon											
16. E-mail adres											
17. Plaats											
18. Nationaliteit											
19. Sinds wanneer woon je in Nederland?	____ (alleen het jaar) <input type="checkbox"/> Hallo, ik ben hier geboren!										
20. Sectoren											
21. talen	<table border="1"> <thead> <tr> <th>Talen</th> <th>Level of fluency</th> </tr> </thead> <tbody> <tr> <td></td> <td> <input type="checkbox"/> Moedertaal <input type="checkbox"/> Uitstekend <input type="checkbox"/> Matig lezen/ schrijven <input type="checkbox"/> Matig spreken </td> </tr> <tr> <td></td> <td> <input type="checkbox"/> Moedertaal <input type="checkbox"/> Uitstekend <input type="checkbox"/> Matig lezen/ schrijven <input type="checkbox"/> Matig spreken </td> </tr> <tr> <td></td> <td> <input type="checkbox"/> Moedertaal <input type="checkbox"/> Uitstekend <input type="checkbox"/> Matig lezen/ schrijven <input type="checkbox"/> Matig spreken </td> </tr> <tr> <td></td> <td> <input type="checkbox"/> Moedertaal <input type="checkbox"/> Uitstekend <input type="checkbox"/> Matig lezen/ schrijven <input type="checkbox"/> Matig spreken </td> </tr> </tbody> </table>	Talen	Level of fluency		<input type="checkbox"/> Moedertaal <input type="checkbox"/> Uitstekend <input type="checkbox"/> Matig lezen/ schrijven <input type="checkbox"/> Matig spreken		<input type="checkbox"/> Moedertaal <input type="checkbox"/> Uitstekend <input type="checkbox"/> Matig lezen/ schrijven <input type="checkbox"/> Matig spreken		<input type="checkbox"/> Moedertaal <input type="checkbox"/> Uitstekend <input type="checkbox"/> Matig lezen/ schrijven <input type="checkbox"/> Matig spreken		<input type="checkbox"/> Moedertaal <input type="checkbox"/> Uitstekend <input type="checkbox"/> Matig lezen/ schrijven <input type="checkbox"/> Matig spreken
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	<input type="checkbox"/> Moedertaal <input type="checkbox"/> Uitstekend <input type="checkbox"/> Matig lezen/ schrijven <input type="checkbox"/> Matig spreken										
22. Korte beschrijving / profiel (plus evt CV)											



3. Interview guideline

After each application was received, the NCs reviewed the application form to screen the eligibility of their mentors based on the defined criteria. Ideally, those meeting the criteria would then be invited for a face-to-face or telephone interview with the NCs. Experience as reported in the weekly phone conferences among NCs showed that due to limited resources, none of the local NCs had the capacities to use the interview guideline that was drafted in the previous reporting period. Since most of the resources were dedicated to the recruitment of mentees during this period, the NCs were not obligated to use the interview guideline for the mentors in their interviews with the registered mentors. It was up to the NCs to translate this guideline to their local languages and also their decision as whether to use the guideline in full, parts of it or not at all during the interviews. To prepare the profiles of the selected mentors for the pool of mentors that will be documented on the YMCB website, ZSI prepared and provided a template: "[Mentor profile template](#)". To ensure the information required for the pool of mentors was collected in good time, NCs are obligated to complete the mentors profile template in English. The mentor's template includes, among other, questions regarding the motivation of the potential mentors as well as how they think or plan to support their mentees and more details about their own entrepreneurship journey and businesses. The latter questions also provide essential information for the matching with mentees and their categorisation as sector-specific mentors or cross-sector mentors which is necessary in order to determine their level of engagement in the YMCB support scheme.



3.1. Interview guideline: English



Background Questionnaire Mentors

[Questions 1-11 and 15 to be taken from Registration Form]

1. Name											
2. Surname											
3. Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Other / prefer not to indicate										
4. Phone number											
5. E-mail adresse											
6. Nationality											
7. Do you live in [Country] since?	_____ (only the year) <input type="checkbox"/> Hey, I was born here!!!										
8. Language skills	<table border="1"> <thead> <tr> <th>Language</th> <th>Level of fluency</th> </tr> </thead> <tbody> <tr> <td></td> <td> <input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2) </td> </tr> <tr> <td></td> <td> <input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2) </td> </tr> <tr> <td></td> <td> <input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2) </td> </tr> <tr> <td></td> <td> <input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2) </td> </tr> </tbody> </table>	Language	Level of fluency		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)
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		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)									
		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)									
		<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)									
	<input type="checkbox"/> Mother tongue (C2) <input type="checkbox"/> Fluent (B2 – C1) <input type="checkbox"/> Advanced (B1) <input type="checkbox"/> Beginner (A1 – A2)										



9. Year of Birth	_____
10. What kind of formal education do you have?	
11. Did you ever receive entrepreneurial training yourself?	<input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please indicate when, where and what kind of training (brief description) _____ (year) _____ (country)
12. What is the business sector you are active in?	
13. Can you shortly describe your business? We need information on what you sell or produce, or on the kind of services that you offer	
14. In what year did you found your business?	_____
15. How many employees do usually work in your business?	<input type="checkbox"/> I don't have any employee _____
16. Are your employees mainly?	<input type="checkbox"/> A mixed combination of [Country nationals] and of migrants <input type="checkbox"/> [Country nationals] <input type="checkbox"/> Migrants If you are an immigrant, please give us more information Are your employees with migrant background ? <input type="checkbox"/> Mainly of my Country of origin <input type="checkbox"/> Mainly not of my Country of origin <input type="checkbox"/> A mixed combination
17. Is your target market mainly?	<input type="checkbox"/> The local market <input type="checkbox"/> The national market <input type="checkbox"/> The transnational market <input type="checkbox"/> The international market



<p>18. Are your customers mainly?</p>	<p><input type="checkbox"/> A mixed combination of [Country nationals] and of migrants</p> <p><input type="checkbox"/> [Country nationals]</p> <p><input type="checkbox"/> Migrants</p> <p>If you are an immigrant, please give us more information</p> <p>Are your customers with migrant background ... ?</p> <p><input type="checkbox"/> Mainly of my Country of origin</p> <p><input type="checkbox"/> Mainly not of my Country of origin</p> <p><input type="checkbox"/> A mixed combination</p>
<p>19. Are your suppliers mainly?</p>	<p><input type="checkbox"/> A mixed combination of [Country nationals] and of migrants</p> <p><input type="checkbox"/> [Country nationals]</p> <p><input type="checkbox"/> Migrants</p> <p>If you are an immigrant, please give us more information</p> <p>Are your suppliers with migrant background ... ?</p> <p><input type="checkbox"/> Mainly of my Country of origin</p> <p><input type="checkbox"/> Mainly not of my Country of origin</p> <p><input type="checkbox"/> A mixed combination</p>
<p>20. What is your motivation to act as a mentor to young migrant entrepreneurs?</p>	
<p>21. How you think you can support your future mentee?</p>	
<p>22. Where/from whom did you learn about YMCB project?</p>	

Thanks a lot for all your answers!!!



3.2. Interview guideline: German



Hintergrundfragebogen
MentorInnen

[Fragen 1-11 und 15 werden vom Anmeldeformular übernommen]

1. Name		
2. Nachname		
3. Geschlecht	<input type="checkbox"/> Männlich <input type="checkbox"/> Weiblich <input type="checkbox"/> Anderes / möchte ich nicht angeben	
4. Telefonnummer		
5. E-mail Adresse		
6. Nationalität		
7. Seit wann leben Sie in Österreich?	_____ (bitte nur das Jahr angeben) <input type="checkbox"/> Hey, ich wurde hier geboren!	
8. Sprachkenntnisse	Sprache	Sprachniveau
		<input type="checkbox"/> Muttersprache (C2) <input type="checkbox"/> Fließend (B2 – C1) <input type="checkbox"/> Umgangssprache (B1) <input type="checkbox"/> AnfängerIn (A1 – A2)
		<input type="checkbox"/> Muttersprache (C2) <input type="checkbox"/> Fließend (B2 – C1) <input type="checkbox"/> Umgangssprache (B1) <input type="checkbox"/> AnfängerIn (A1 – A2)
		<input type="checkbox"/> Muttersprache (C2) <input type="checkbox"/> Fließend (B2 – C1) <input type="checkbox"/> Umgangssprache (B1) <input type="checkbox"/> AnfängerIn (A1 – A2)
9. Geburtsjahr	_____	



10. Welche Ausbildung haben Sie?	
11. Haben Sie selbst eine Ausbildung in Bezug auf Unternehmertum?	<input type="checkbox"/> Ja <input type="checkbox"/> Nein Wenn ja, geben Sie bitte an, wann, wo und welche Art von Training/Ausbildung Sie absolviert haben (kurze Beschreibung). _____ (Jahr) _____ (Land)
12. In welchem Wirtschaftssektor sind Sie tätig?	
13. Bitte beschreiben Sie kurz Ihr Unternehmen. Welche Produkte stellen Sie her oder verkaufen Sie bzw. welche Dienstleistungen bieten Sie an?	
14. In welchem Jahr haben Sie Ihr Unternehmen gegründet?	_____
15. Wie viele Angestellte haben Sie?	<input type="checkbox"/> Ich habe keine Angestellten. _____
16. Woher kommen Ihre Angestellten?	<input type="checkbox"/> Gemischt – sowohl ÖsterreicherInnen als auch MigrantInnen <input type="checkbox"/> ÖsterreicherInnen <input type="checkbox"/> MigrantInnen Wenn Sie selbst MigrantIn sind, bitte lassen Sie uns wissen, woher Ihre Angestellten stammen. Sind Ihre Angestellten mit Migrationshintergrund ? <ul style="list-style-type: none"> <input type="checkbox"/> Hauptsächlich aus meinem eigenen Herkunftsland <input type="checkbox"/> Hauptsächlich aus anderen Herkunftsländern <input type="checkbox"/> Sowohl aus meinem eigenen Herkunftsland als auch aus anderen Herkunftsländern
17. Welches ist Ihr hauptsächlichlicher Markt?	<input type="checkbox"/> Der regionale Markt <input type="checkbox"/> Der nationale Markt <input type="checkbox"/> Der länderübergreifende Markt <input type="checkbox"/> Der internationale Markt



<p>18. Woher kommen Ihre KundInnen?</p>	<p><input type="checkbox"/> Gemischt – sowohl ÖsterreicherInnen als auch MigrantInnen <input type="checkbox"/> ÖsterreicherInnen <input type="checkbox"/> MigrantInnen Wenn Sie selbst MigrantIn sind, bitte lassen Sie uns wissen, woher Ihre KundInnen stammen. Sind Ihre KundInnen mit Migrationshintergrund ?</p> <p><input type="checkbox"/> Hauptsächlich aus meinem eigenen Herkunftsland <input type="checkbox"/> Hauptsächlich aus anderen Herkunftsländern <input type="checkbox"/> Sowohl aus meinem eigenen Herkunftsland als auch aus anderen Herkunftsländern</p>
<p>19. Woher kommen Ihre LieberantInnen?</p>	<p><input type="checkbox"/> Gemischt – sowohl ÖsterreicherInnen als auch MigrantInnen <input type="checkbox"/> ÖsterreicherInnen <input type="checkbox"/> MigrantInnen Wenn Sie selbst MigrantIn sind, bitte lassen Sie uns wissen, woher Ihre LieferantInnen stammen. Sind Ihre LieferantInnen mit Migrationshintergrund ?</p> <p><input type="checkbox"/> Hauptsächlich aus meinem eigenen Herkunftsland <input type="checkbox"/> Hauptsächlich aus anderen Herkunftsländern <input type="checkbox"/> Sowohl aus meinem eigenen Herkunftsland als auch aus anderen Herkunftsländern</p>
<p>20. Was ist Ihre Motivation, sich als Mentor/in für junge migrantische UnternehmerInnen zur Verfügung zu stellen?</p>	
<p>21. Womit glauben Sie, können Sie ihren Schützung unterstützen?</p>	
<p>22. Wie/von wem haben Sie vom YMCB Projekt erfahren?</p>	

Vielen Dank für Ihre Antworten!



4. Criteria catalogue for selection and matching of mentors

To determine whether and which potential mentors were suitable for the YMCB support scheme, WP3L, ZSI in consultation with the NCs and the project coordination developed the minimum criteria that a person should fulfil to become a mentor in the YMCB support scheme. Additionally, to ensure that an applicant would be able to gauge whether or not he or she would be appropriate before submitting an application, these criteria were framed within the mentoring information sheet, whose information can be downloaded from the YMCB website and is also the basis for the landing page for the call for mentors. These criteria include:

- Experience in starting own business in the implementing country
- Willingness, interest and ability to share experiences of starting a business in the respective country with persons who are just starting-up
- Availability of 30 hours from March to September 2020
- Strong communication and listening skills, able to not only inform, support and encourage the mentee, but also to challenge them
- Open-mindedness, ability to empathise and respect other people's views, backgrounds and life experiences

Although migration background was not explicitly listed in these criteria, the NCs were informed to apply this criterium depending on the amount of interest expressed by potential mentors and at their own discretion



5. Information on the use of social media and stakeholders' networks to disseminate the call

The call for mentors was disseminated widely and not only used the project's own dissemination channels (website, social media channels on Facebook and Twitter, as well as newsletter), but also the project partner's own dissemination channels and networks, even those partners who are at the same time not NC. Only the Dutch NC did not use its organisation's dissemination channels (see Table 1 below), however, like all the other NCs, the Dutch NC also sent individual emails to its own stakeholder networks.

Table 1: Means of promotion of the YMCB call for mentors by the YMCB national coordinators

Means of promotion of the YMCB call for mentors	AT	BE	IT	NL
1. YMCB focus group (WP1)	X	X	X	
2. YMCB information days (WP1)	X	X	X	X
3. Project partner's own website	X	X	X	
4. Project partner's own social media channels	X	X	X	
5. Project partner's own newsletter	X	X		
6. Presentation at different public events e.g. info days of related projects and initiatives, events of different diaspora organisations	X	X	X	
7. Bilateral meetings between NC and individual stakeholders / multipliers	X	X	X	X
8. Exchanges with similar initiatives e.g. EUStartGees (AT), DanubeChance2.0 (AT), Austrian integration funds (AT)	X	X		
9. Individual emails to stakeholders and multipliers identified in the previous reporting period (growing list)	X	X	X	X
10. Door-to-door street promotion	X			
11. Tear-off advertisements strategically placed in and outside central gathering places frequented by migrants and refugees	X			
12. Targeted search for suitable business-sector related mentors based on the suggestions from mentees and targeted desk research (personal invitation)	X	X	X	

The three project partners, who are also not NCs, Adecco, Spark and MFC also supported with the dissemination of this call through publication in their own websites and social media channels as well as for example Spark, which sent emails to its wide network of entrepreneurs.

