



Contact

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Founded: 1999

Project start: 2006

Organization income (2015): €500,000

Project budget (2015): €118,000

Number of project staffers: 210

Of which volunteer: 208

Project location: Hannover

Reach: Local

Target group: Youth in transition from school to work

THE PROJECT

What can I do well? Where do I want to go? And how do I actually get there? A wave of questions rolls towards students shortly before they finish school. Low self-esteem, a lack of motivation and anxiety regarding the future are problems confronted by many students, both with and without a migrant background. Help is called for – someone is needed that can establish structure, provide encouragement and has answers. Since 2006, the training mentors of the Freiwilligenzentrums Hannover have taken on responsibility for what often cannot be provided in school or at home: intensive one-to-one support in the important transition to the labor market. The mentorship is based on empathy and volunteering. Participants elect their own mentors in workshops where they get to know each other. After this, individual strengths are identified, objectives set, job interviews trained and applications written. Mentors also make their personal networks available to students in their search for an apprenticeship, which provides students with concrete orientation and support in their first steps in their career. The project places high value on professional structures. The mentors are prepared for their commitment in discussions and events, and all activities are stored and analyzed in a database. This concept has allowed the project to win over many schools, and the number of mentorships per school has continuously increased – far more than 300 students are currently receiving support.

IMPACT

The project is distinguished by the long-term nature of the support. The students are supported throughout their entire time in school up to when they received an apprenticeship, and the mentors are also available on request as far as possible until the end of the apprenticeship. In addition, the project is firmly established in schools through school coordinators. These coordinators serve as points of contact for teachers, parents, mentors and students. The effective use of voluntary resources and competencies is impressive. With only two full-time staff members, the association is able to organize a comprehensive mentorship system with over 200 volunteers. Since the project was launched, around 300 students have been placed in vocational training.



Potential project impact

Objetives and target groups ★★★★★

Approach and concept ★★★★★

Development of quality standards ★★★★★

Organizational performance

Vision and strategy ★★★★★

Leadership and staff management ★★★★★

Supervision ★★★★★

Finance and oversight ★★★★★

Transparency and public relations ★★★★★