

Mentoring: Youth Business International



What is Mentoring

“Mentoring is a practical approach to help young entrepreneurs develop their abilities and insights as they start and grow their own businesses”

- YBI definition



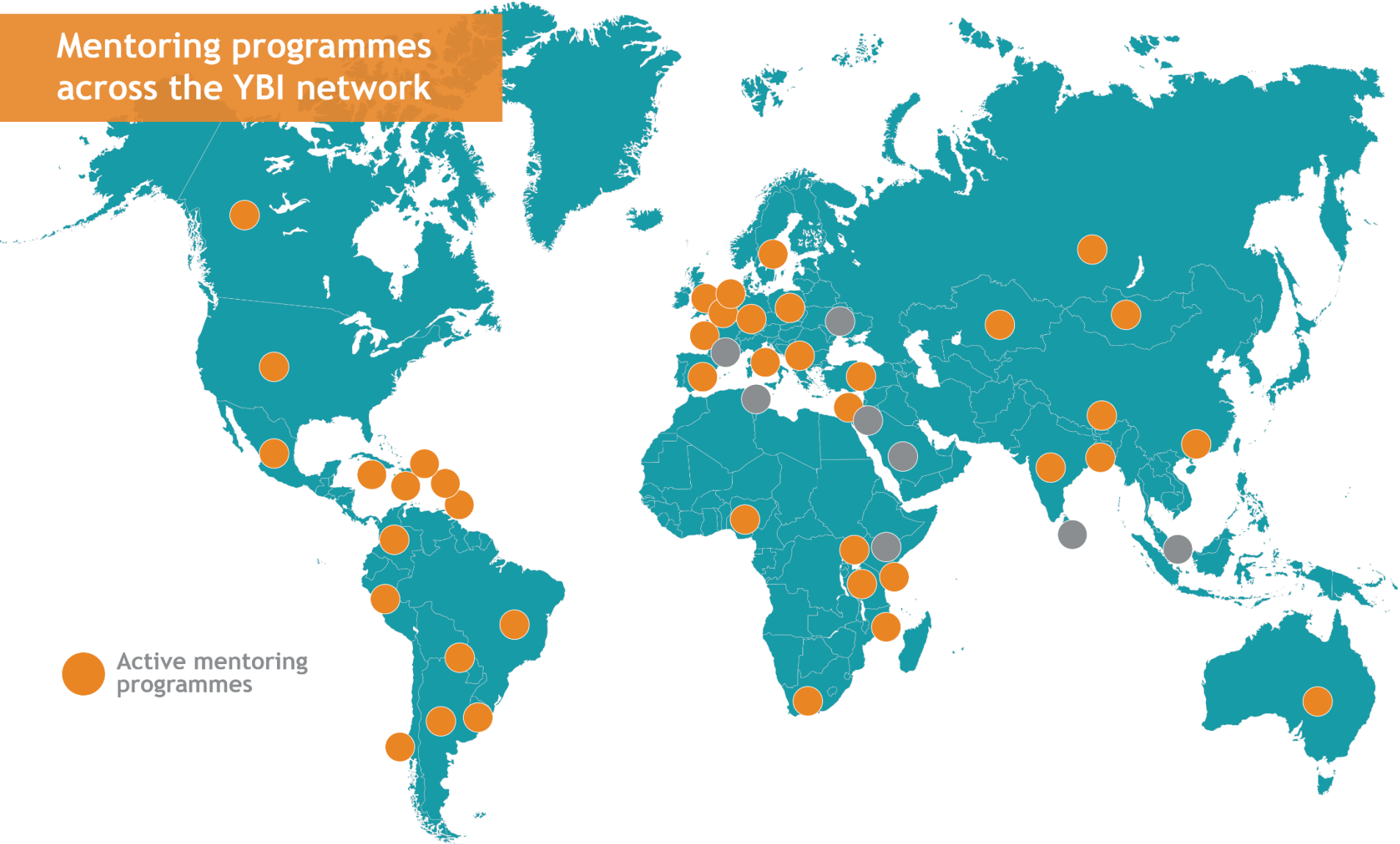
Where we are – 2019

- 50** organisations in the Network
- 39** have established mentoring programmes
- 5** have programmes in their pilot year
- 14.000** Voluntary Business Mentors across the network!



Mentoring programmes across the YBI network

● Active mentoring programmes



What we do

Help members to design and implement a new mentoring programme

Support the ongoing development of mentoring programmes post pilot

Hold annual events such as Mentoring Masterclasses

Research

Global and regional learning communities



Who we are

The team

John Cull - Senior Consultant, London

Professor Bob Garvey - Senior Consultant, York

Ana Gessaghi - Senior Consultant, Argentina

Alfonso Basco - Senior Consultant, Madrid

Boris Tkachenko - YBR, CEO & Senior Consultant,
Russia

Joerg Schoolmann - Head of Mentoring, Germany



Ten stages to implementing a MP



Core Principles

- Voluntary
- One to one
- Non-directive
- Developmental
- Mentee driven
- Two way relationship
- Pair agree own ground-rules



Some key things to know

- We start small - always recommend 25/30 pairs for a first year pilot
- A Mentoring Programme Manager - essential ingredient
- Key challenges - recruiting volunteers, motivation, monitoring and evaluation





Key findings

Business impact



In Phase 1, 60% of mentees reported that their businesses were growing as a result of the accelerator role that mentoring played. In Phase 2 this increased to 74%.



Business impact



Of those that reported an increase in turnover, 54% of mentees in Phase 1 attributed this to their mentoring relationship. In Phase 2 this increased to 65%.



Impact Study: Youth Business Spain

- Conducted by PWC for entrepreneurs participating in the programme between 2013-2016.
- Survival rate: 89% after 5 years (against 41% national average).
- 67% consider mentoring to be the main reason for business success.



Mentoring vs. Advising

A mentor's roleis about guidance and helping entrepreneurs to develop their businesses whilst also building their confidence and skills.

Role includes:

- helping to build strategic skills of the entrepreneur
- helping the entrepreneur to become aware of potential or real problems they haven't noticed
- being a conscience
- being a sounding board
- providing encouragement
- providing links with useful contacts

Requires : training and ongoing support in the role of a mentor

An advisors role...is often more the role of an unpaid consultant. They provide advice, where they are asked questions by an entrepreneur. This is not “mentoring” in the strictest sense, but will still offer value.

Role includes:

- giving advice
- helping to solve problems in the business
- coaching around specific business activities

Requires: relevant specific experience, be that legal, marketing, finance etc.

1 Tip

Ask for help.





**Mentorship for youth Entrepreneurs: Educate 14th
May 2019**

Who we are?

Purpose Statement:

Preparing youth with the skills to succeed in today's economy.

Mission Statement:

To develop young leaders and entrepreneurs in Africa



Our Program in East Africa

UGANDA

The Educate! Experience program model is delivered by Educate! staff and Mentors directly in schools.



KENYA

Kenya works as a Reform Technical Advisory. We are providing technical advisory support services to the government.



RWANDA

In Rwanda, Educate! has served as a technical advisor to the Rwanda Education Board (REB), a branch of the Ministry of Education, on the government's new Competence Based Curriculum (CBC) since 2015

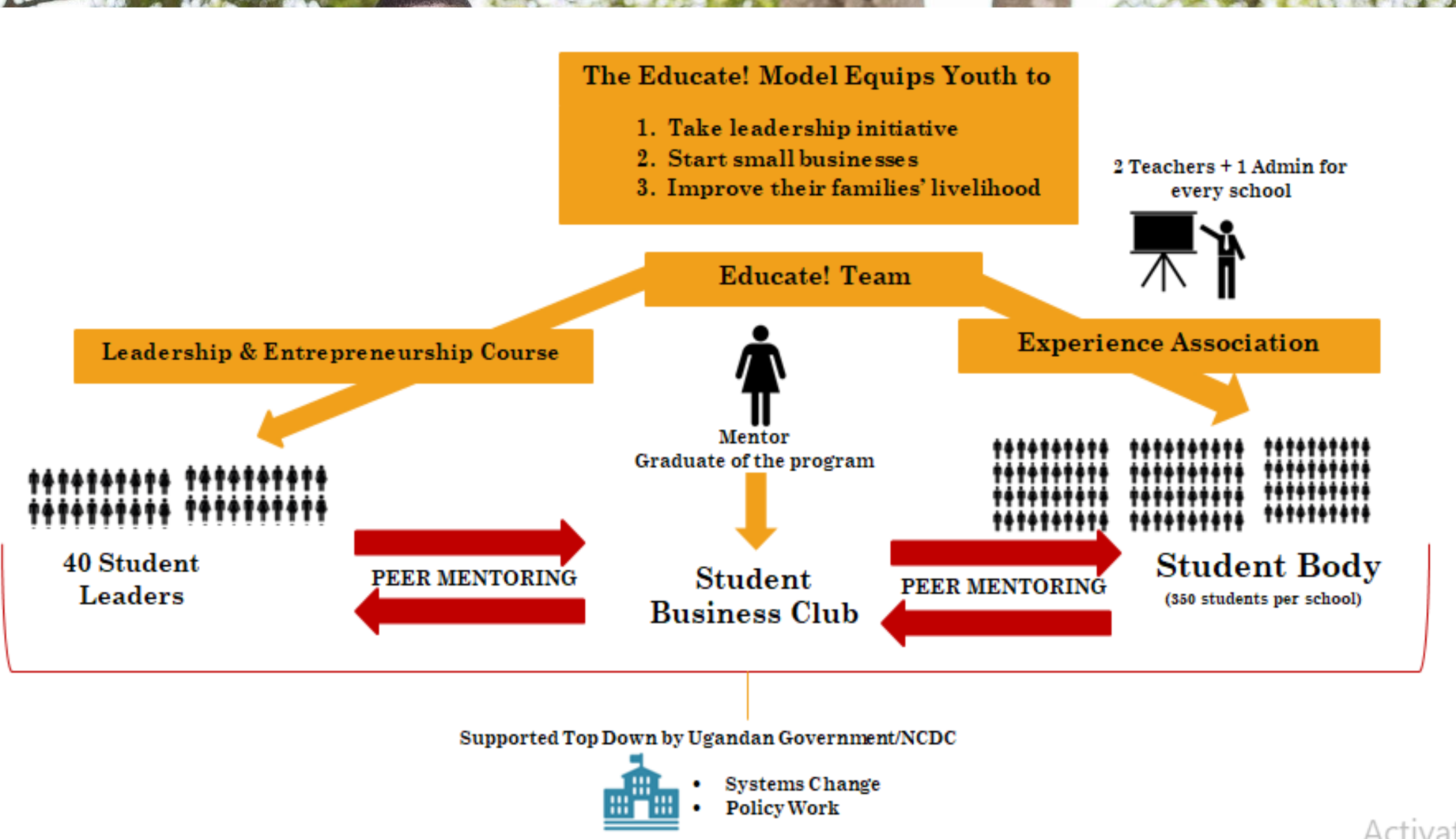


The Challenge we are Solving

Across Africa, more than 7 million young people enter the job market each year hoping to make a living. Yet most youth can expect to remain unemployed or underemployed and to live on less than \$2 a day.



The Educate! Uganda Experience Program Model



Fellowship/Mentorship Model

Mentor
secondary
students in
Leadership and
Entrepreneurship
skills



Work
Experience/
Personal
business
development
training

Two year
fellowship
for former
graduates

FELLOW PROFILE



Educate!
Fellow



Educate! graduate with a Gold certificate

Entry

Running an income generating business



Preferably at any higher institution of learning



Fellow develops leadership and entrepreneurship skills for secondary school students

Fellowship Period



Continuously running the business and other opportunities

After the Fellowship



The Educate! Mentor fellow Profile

How the model is implemented



Design Experience

Build capacity of the fellow to mentor scholars to establish sustainable back home projects. Strategies include;

- Internal theory of change to inform design of the modules and to evaluate progress of fellows throughout the Youth Business Experience cycle that eventually support scholars through the same cycle

- Build activities that take in consideration their profile and time frame for completion

Design Experience

- Recognize excellence by certifying fellows, award scholarship to exceptional fellows and access to staff opportunities
- Encourage a community of practice; Practical experiences like project days where they have exchange visits with other fellows
- Gender mainstream to remove barriers to stereotypes around opportunities in entrepreneurship

Impact

- Scholars who have been mentored by Educate fellows are 44% more likely to own a business and earn 2 times income.
- 2018, survey, 83% of our fellows own and run their own business
- 2018, we retained 80% of the fellows in the fellowship.
- Fellows compete favourably for employment opportunities in and outside Educate;

Challenges

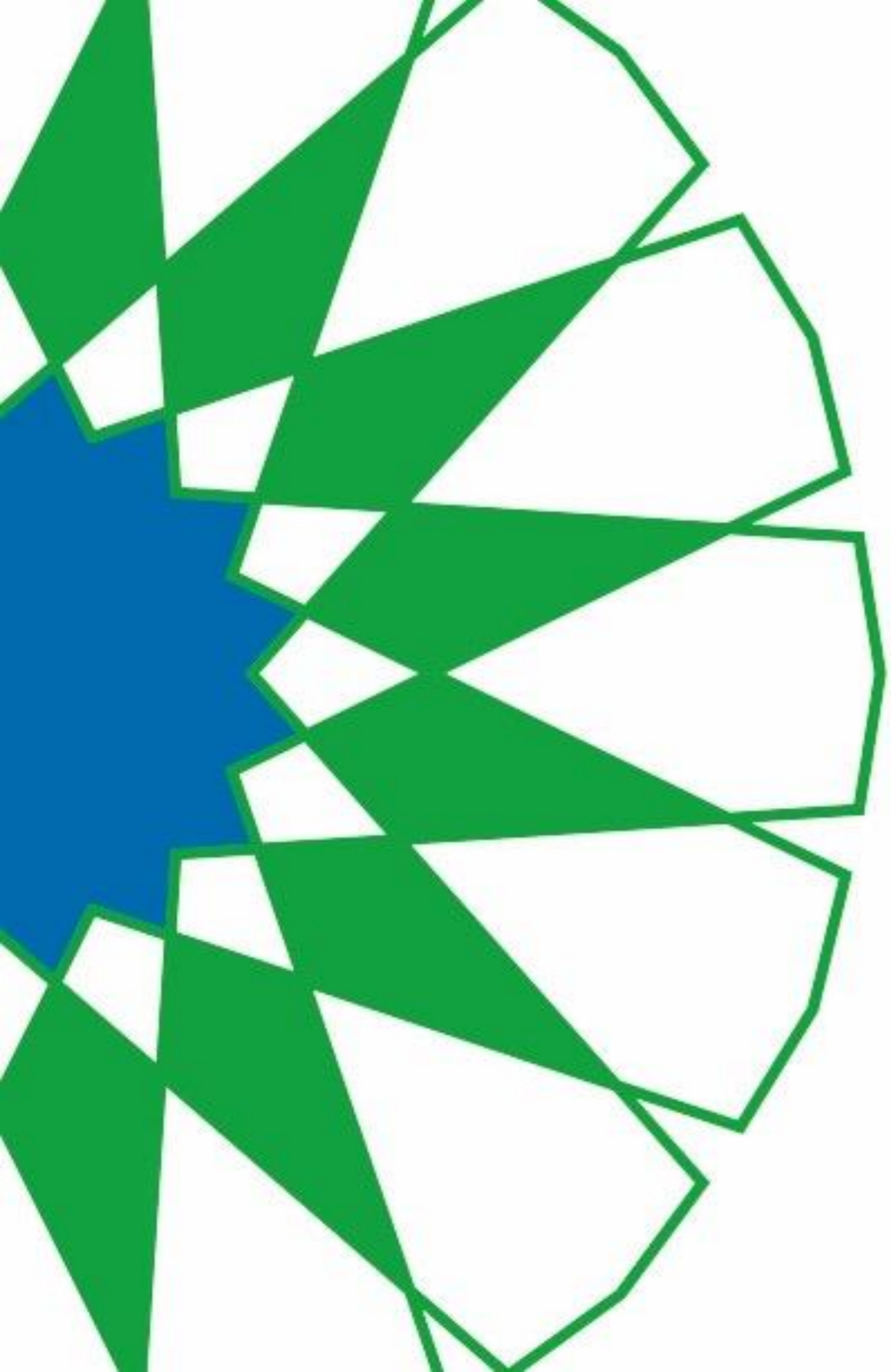
- Fellows leaving the fellowship midway.
- Balancing time between school, projects and mentoring
- Scaling model to hard to reach areas
- Building critical skills Fellows lack like ICT, bookkeeping, grit etc
- Breaking barriers in types of businesses started

Mitigation strategies

- Recruit fellows enrolled in higher institutions of learning and are more stable
- Coaching on priorities by the field supervisor
- Allocate resources to build ICT skills; budgets, in-built strategies in session modules; on line assignments
- Create spaces for innovation, share success stories to inspire

Q&A





accelerate
prosperity

A Global Initiative of AKDN

Entrepreneur-led Mentorship Networks

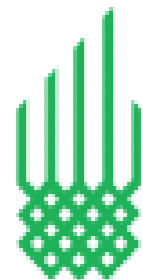
May 2019



AKDN's Global Initiative

In 2015, AKFED and AKF agreed to design, test and launch a new purpose-built institution to support Small and Growing Businesses, leveraging AKDN's economic experience in the region:

- AKF economic programmes (MSDSP-K, MSDSP-T, AKRSP, AKF-A)
- AKAM First Microfinance Banks (FMFB-T, FMFB-A, FMFC-P, FMFC-K)
- AKFED Banks (HBL, KICB)
- AKFED companies (Roshan, T-Cell, Pamir Energy, Serena Hotels)

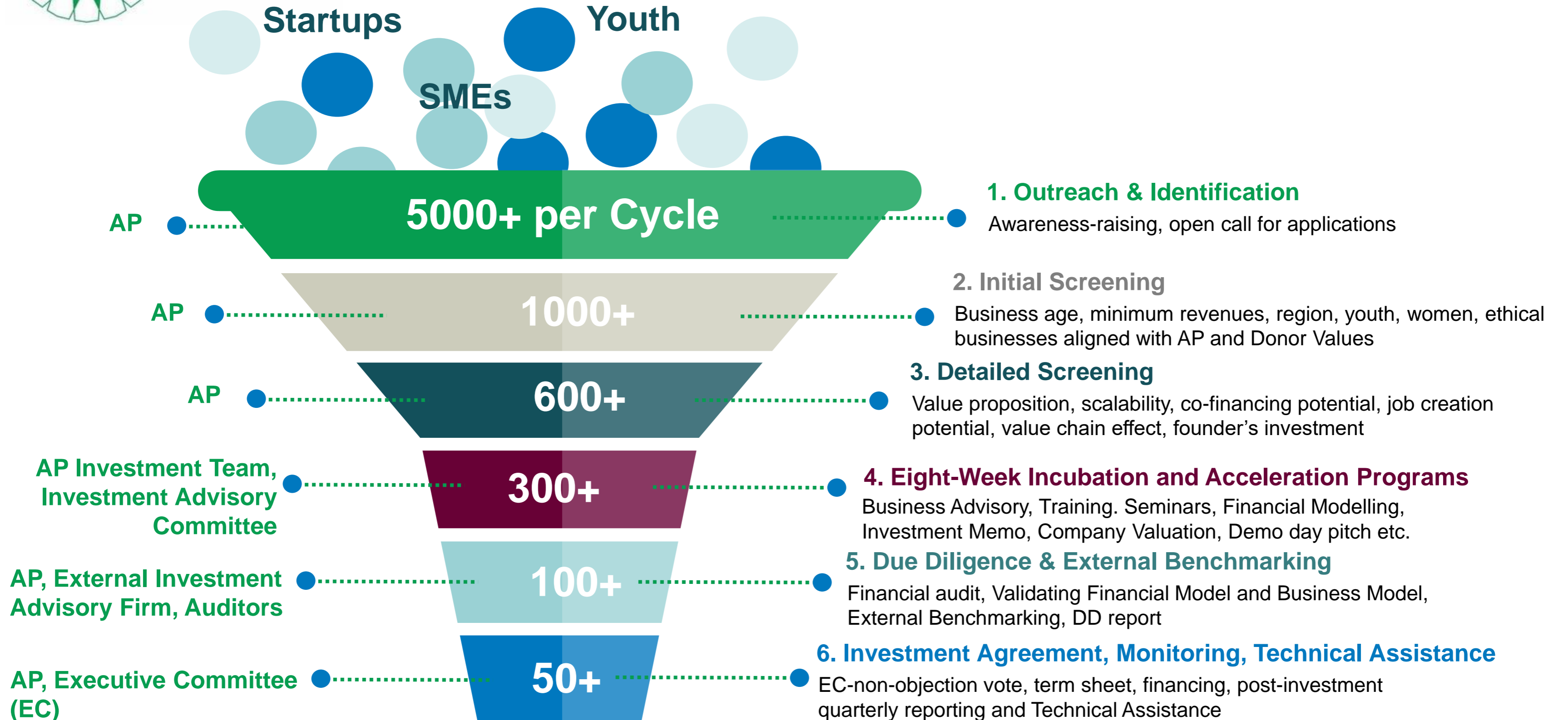


In late-2016, under the joint leadership of AKF and AKFED IPS, Accelerate Prosperity (AP) was launched in Tajikistan and Pakistan, and expanded to Kyrgyz Republic in 2018



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prosperity

Overview: AP Model





AP Mentorship Model

- For AP, mentors are “successful entrepreneurs” and/ or “investors” from MSME and Corporations
- **Role**
 - Tailored Advice
 - External Investments
- **Hub & Spoke Model**
 - **Hub:** National Mentors in Cities/ Business Hubs - Owners of Medium-Sized Businesses, Corporations or Investors
 - **Spoke:** Local Mentors in Rural Areas - Owners of Micro and Small Businesses
- **Incentives Structure**
 - **Hub:** Discounted Mentor Fee, Interest to Create an Impact in Rural Areas
 - **Spoke:** Voluntary, Interest to Network with the Hub Particularly Large Businesses and Investors for their Own Businesses

MORE THAN
120 ESTABLISHED
LOCAL AND NATIONAL
ENTREPRENEURS



**HUB & SPOKE
MODEL**

**TAILORED
ADVICE**

**Investment
Intermediation**

Networking



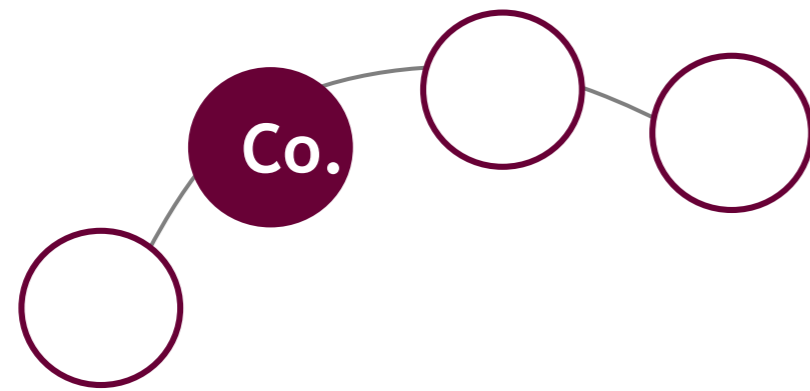


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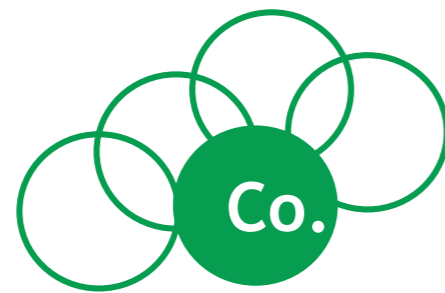
Mentors: Hub vs Spoke

Spokes

*Part of a specific value chain/business cluster;
Can boost value chain productivity or business
cluster collaboration*



OR

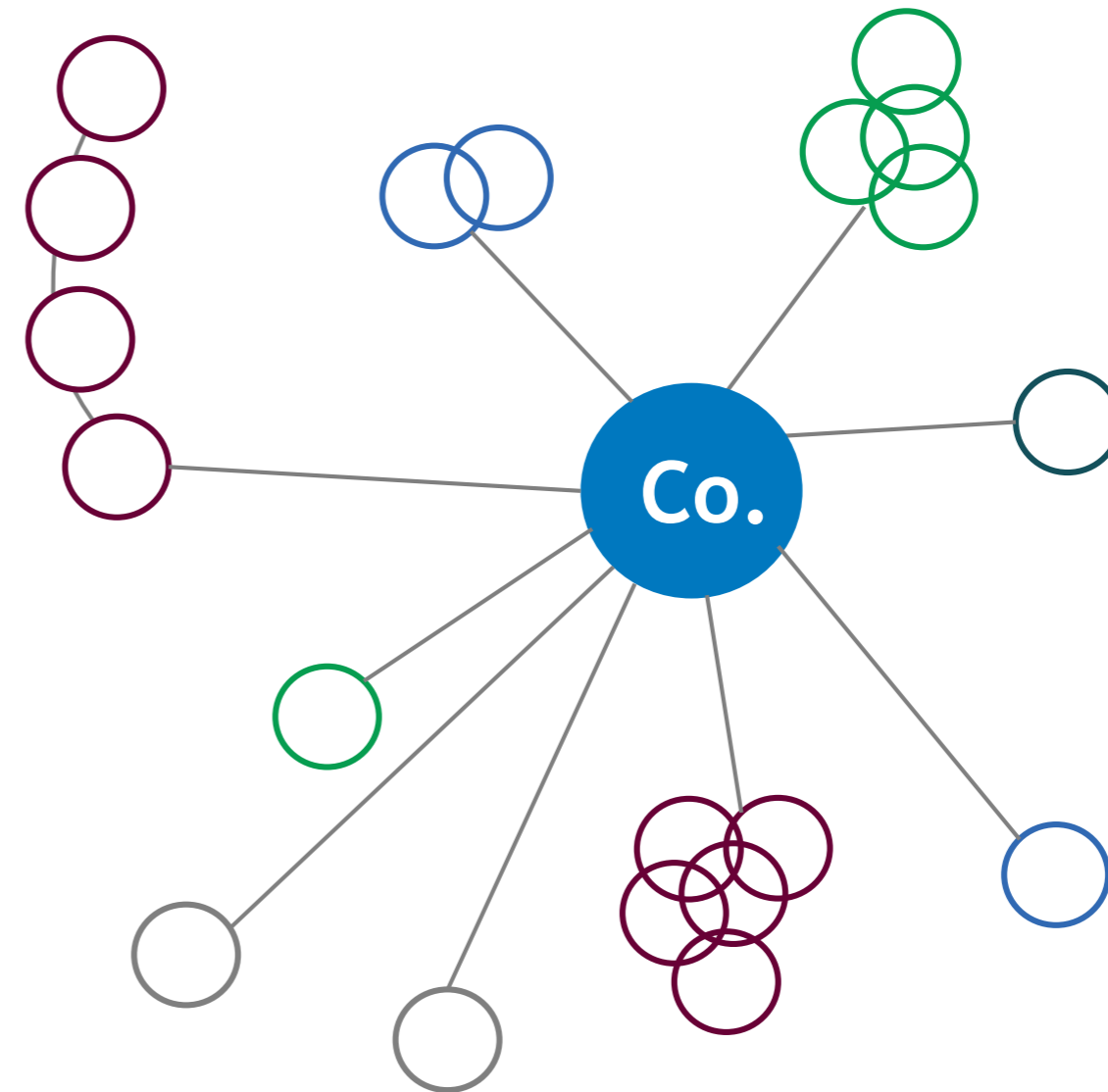


Legend

- Co.** Mentor's Company
- Other Company

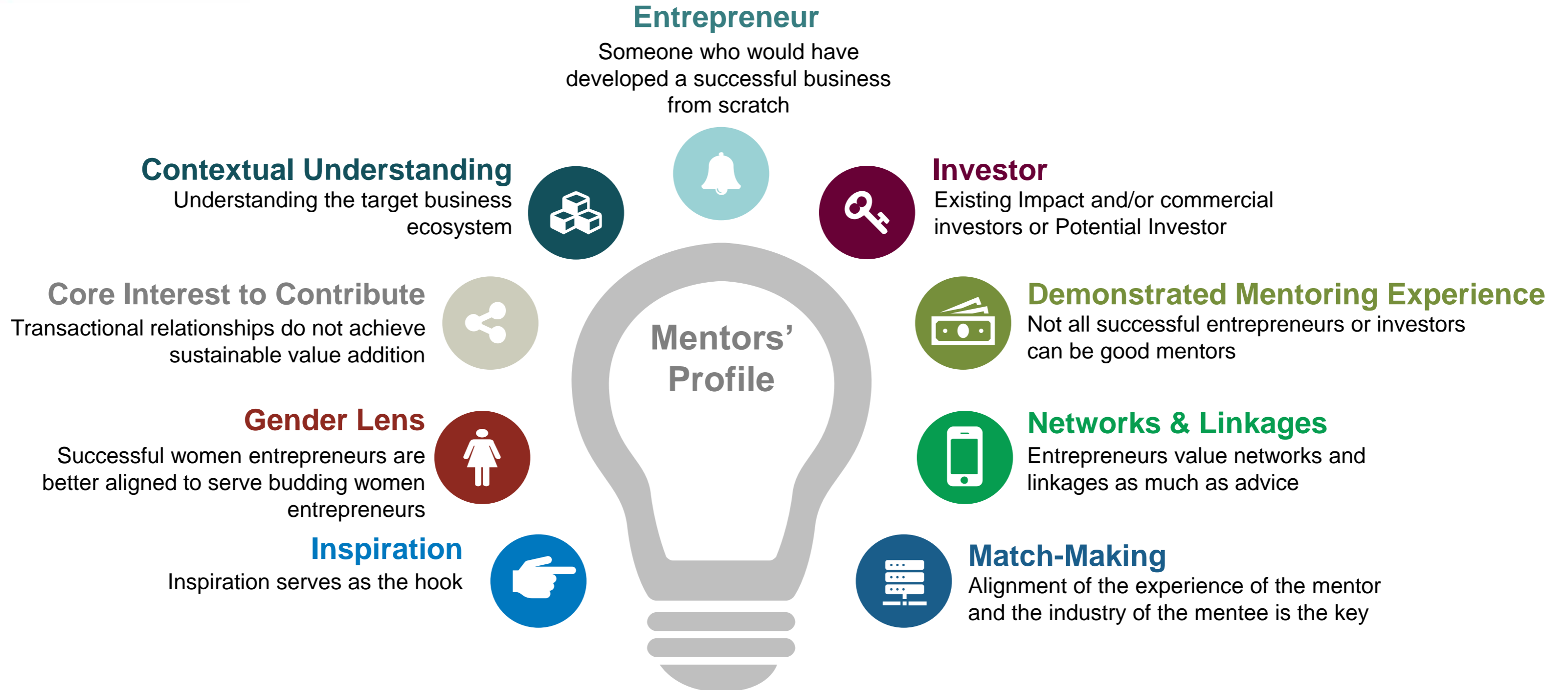
Hub

*Mature-businesses, Integrate Numerous Business
Clusters/Value Chains in Rich Network of
Linkages*





Mentor Profile: Key Considerations

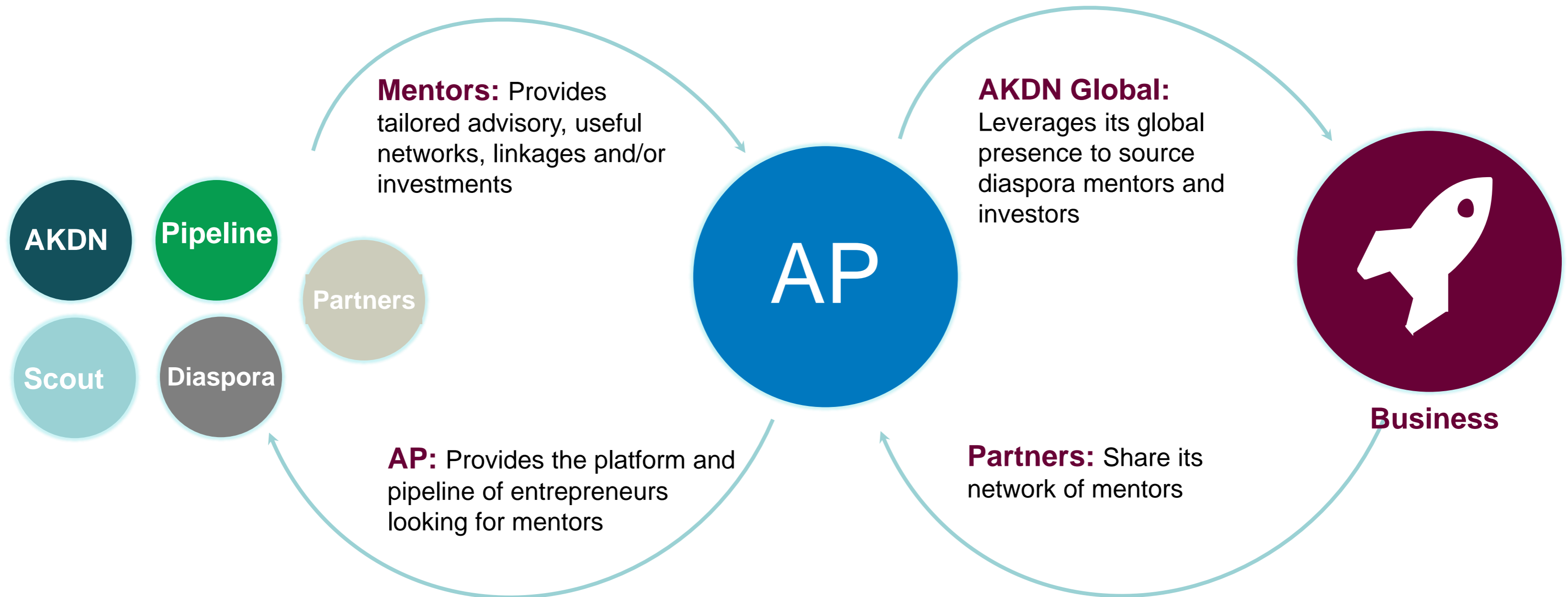


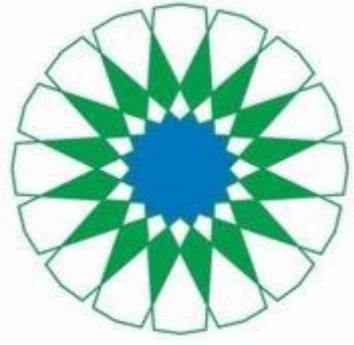


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Mentor Sourcing

AP uses AKDN's industry networks, portfolio businesses and pipeline businesses of its partners to source its mentors (entrepreneurs and investors). Its investment team also scouts around for identifying successful businesses and engaging its owners as mentors. Most importantly, AP uses AKDN's global network to source diaspora entrepreneurs and investors and engage them to contribute back home through mentorship or investments.





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Start

Achieve

Celebrate



BHARATIYA YUVA SHAKTI TRUST
25 YEARS YOUNG
1992 - 2017

BHARATIYA YUVA SHAKTI TRUST
CREATING EMPLOYMENT THROUGH ENTREPRENEURSHIP
MENTORING SUPPORT FOR GRAMPRENEURS™

SILVER JUBILEE ENTREPRENEUR OF THE YEAR 2017



Tusshar Munoat



Infrastructure



Pune



INR 150 Cr
(INR 1500 Million)



2875



BHARATIYA YUVA SHAKTI TRUST

25 YEARS YOUNG

1992 - 2017

CII WOMAN EXAMPLER AWARD 2016



Dalimi Rabha



**Tailoring and
Fashion Designing**



Boko, Kamrup



**INR 18 Lacs
(INR 1.8 Million)**



**Employment 115
Trained 2000
Women**



BHARATIYA YUVA SHAKTI TRUST

25 YEARS YOUNG

1992 - 2017

JRD TATA AWARD 2016



Arun Awatade



Mulching Film



Pune



INR 20 Cr.
(INR 200 Million)



1485



BHARATIYA YUVA SHAKTI TRUST

25 YEARS YOUNG

1992 - 2017

THE MISSING MIDDLE

Subsistence
Enterprises
Up to ₹ 1 Lac

Informal:

- Mostly self-help groups
- Hi-volume, low cost delivery financed by NGOs & MFIs
- No multipliers - mainly self-employment

Rs. 1 Lac= INR 1 Million
Rs. 1 Cr= INR 10 Million
Rs. 10 Cr= INR 100 Million

Growth-oriented
Micro-enterprises
₹ 1 Lac - ₹ 1 Cr

Missing Middle:

- Includes a large portion of Youth segment
- Mostly Informal Lacks institutionalized support
- Multipliers-employment/wealth

Small/ Medium
Enterprises
₹ 1 Cr - ₹ 10 Cr

Formal Sectors:

- Can access bank funds with security and collateral.
- Government/ SME associations help with training, infrastructure and financial support.



BHARATIYA YUVA SHAKTI TRUST

25 YEARS YOUNG
1992 - 2017

25 YEARS OF PROMOTING GRAMPRENEURS™

Unique PPP Model

- Founded in 1992, modelled after Prince's Trust UK.
- Strategic Partnerships
 - Industry– CII, Tata Steel, Bajaj Auto.....
 - SMEs
 - Central / State/ Local Gov't, ...
 - Banks - National/Local
- Founding member of YBI, international network of 50 countries

Impact

- Created Young Dynamic Microentrepreneurs
- Generated Job & Wealth at the Grassroots
- Nurtured Innovation & Growth
- Won Int'l/National Awards

ABOUT
BYST

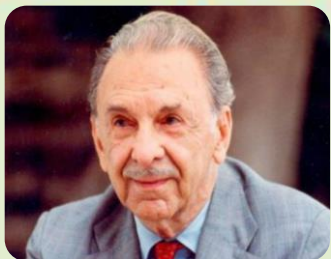


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25 YEARS YOUNG

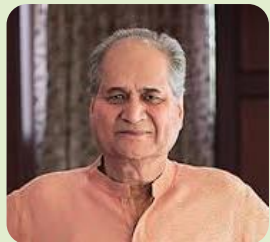
1992 - 2017

Board of Trustees



JRD Tata

Founding Chairman, BYST



Rahul Bajaj

*Patron, BYST and Chairman,
Bajaj Auto Limited*



Dr. Naushad Forbes
Chairman, BYST and
Co Chairman,
Forbes Marshal Private
Limited



Lakshmi V Venkatesan
Founder &
Managing Trustee,
BYST



Tarun Das
Former Chief Mentor,
CII and Chairman,
Institute of Economic
Growth



Subodh Bhargava
Former Chairman,
Tata Communications



Saurabh Srivastava
Director & Co- Founder,
Indian Angel Network



C. K. Birla
Chairman, CK Birla
Group



Gaurav Dalmia
Chairman, Dalmia
Group Holdings



H. P. Singhania
Vice Chairman &
Managing Director,
J.K. Paper Ltd



Nimesh Kampani
Chairman, JM
Financial Group



Vipin Sondhi
Managing Director,
JCB India Ltd.



Chandrajit Banerjee
Director General,
CII



T.V. Narendran
Managing Director,
Tata Steel Ltd.



R Mukundan
Managing Director,
Tata Chemicals Ltd.



BHARATIYA YUVA SHAKTI TRUST
25 YEARS YOUNG
1992 - 2017

PAN INDIA REACH

IMPACT

Jobs Created
2,64,902

Wealth Created
\$40 Billion

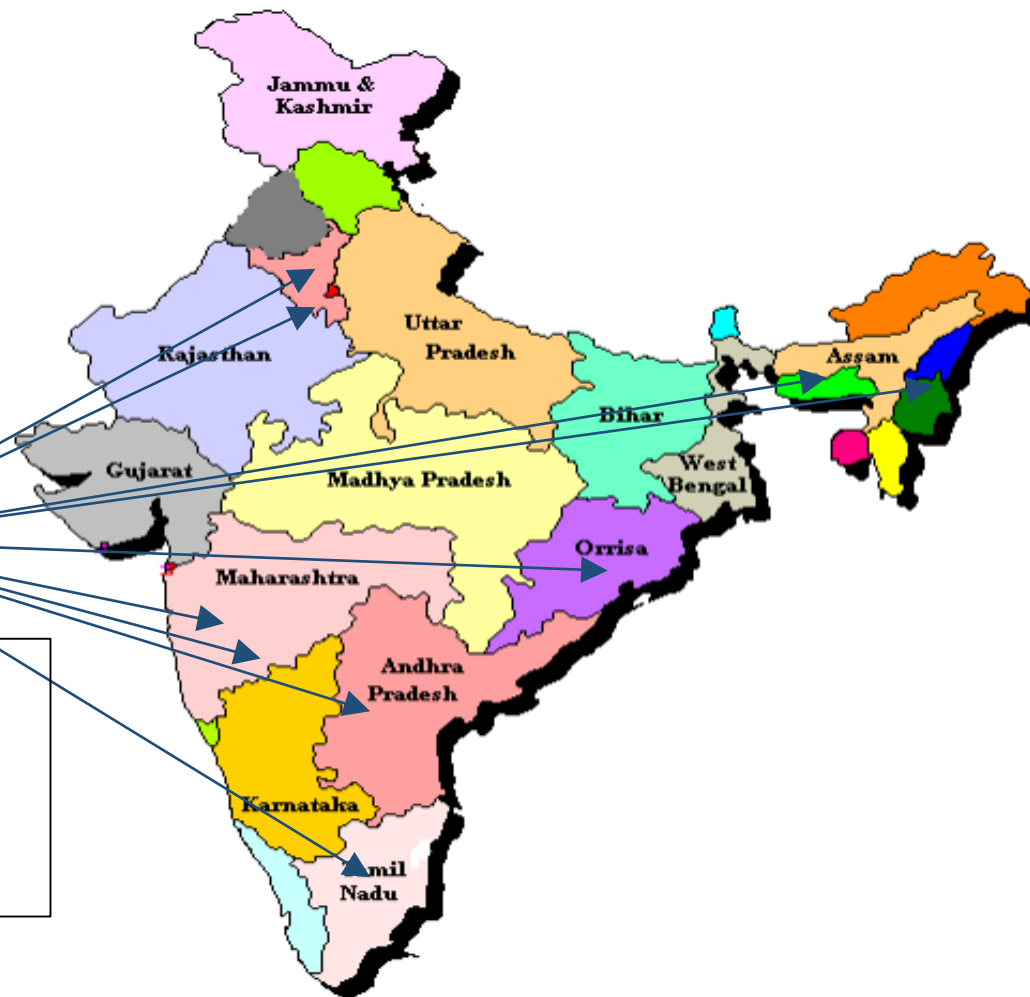


BHARATIYA YUVA SHAKTI TRUST
25 YEARS YOUNG
1992 - 2017

OUTCOME

Outreached/Counselled	: 6,45,023
Ent. Supported	: 7793
Mentors Trained & Accredited	: 6092
Loans given	: 309
Crores (\$ 3.09 Billion)	

Till 31st March 2019



BYST SILVER JUBILEE: 1st INTERNATIONAL MENTORING SUMMIT



In partnership with Smartgram Initiative, Rashtrapati Bhavan, 5 April 2017

“On the occasion of the Silver Jubilee celebrations of BYST, I compliment its leadership for their Initiatives and wish them success in all their future endeavors.”

*Shri. Pranab Mukherjee,
The Honorable President of India*



BHARATIYA YUVA SHAKTI TRUST

25 YEARS YOUNG
1992 - 2017

BYST SILVER JUBILEE: 2nd INTERNATIONAL MENTORING SUMMIT



India Habitat Centre, New Delhi, 9 November 2017

"There is a need to take care of the suppressed, oppressed and the depressed. The BYST concept of Grampreneurs™ for engaging them is very much necessary for inclusive growth."

Shri Venkaiah Naidu
The Hon'ble Vice President of India

"I am proud of having been at the birth of BYST in 1992 and now at its 25th anniversary. It amazes me to see the number of jobs the Grampreneurs™ have created - a remarkable achievement."

HRH The Prince of Wales Prince Charles



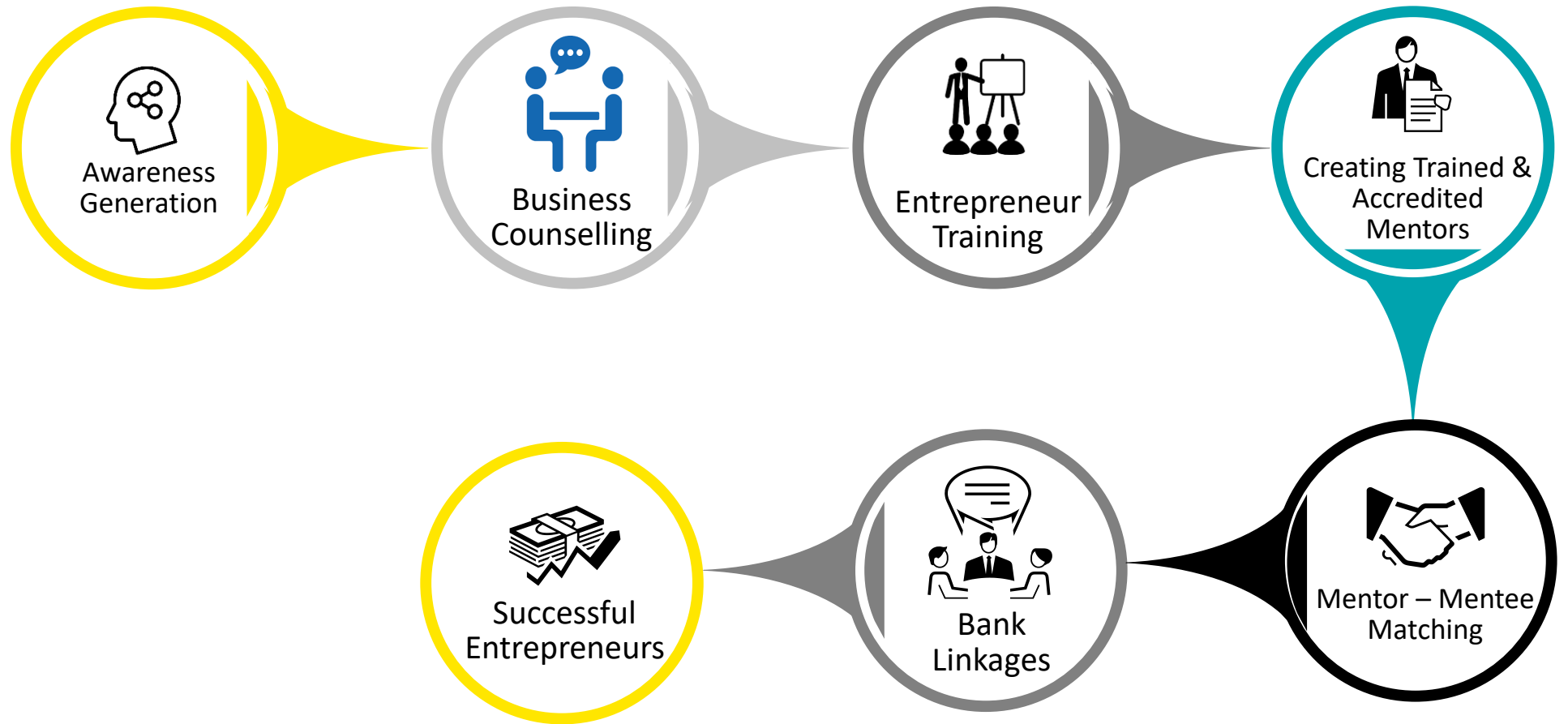
**BUSINESS &
YOUTH
STARTING
TOGETHER**

BHARATIYA YUVA SHAKTI TRUST

25 YEARS YOUNG

1992 - 2017

BYST PROCESS



One-Stop-Shop



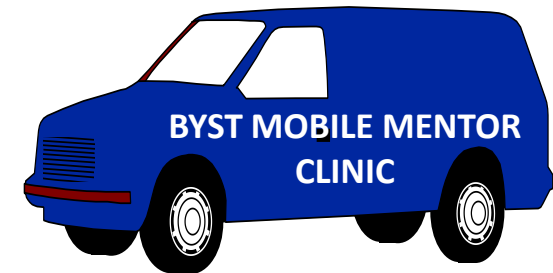
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25 YEARS YOUNG

1992 - 2017

EXISTING MENTORING MODELS IN BYST

- **Capacity Building of Mentors**
 - Mentor Chapters
 - Training/Int'l Accreditation
- **Urban Mentoring**
 - One to One
- **Rural Mentoring**
 - Mobile Mentor Clinics



BYST
Mentoring
Models





MENTORING INDIA



MENTORING INDIA SERVICES



Screening of future Mentors



Customized Mentor training & Assessment



Mentor Practical Training



Mentor Peer learning



Mentor Certification



Monitoring & Evaluation of Mentor learning



Impact Assessment



Mentor up skilling



BHARATIYA YUVA SHAKTI TRUST

25 YEARS YOUNG

1992 - 2017

CoE - M Objectives and Scope

- In the next 5 years:
 - 20,000 mentors trained
 - To counsel half a million youth
 - Who will support 66,000 Grampreneurs™
 - Who will creating over 2.4 Million jobs (direct and indirect).

Outputs

No of mentors	20000
No of mentor chapters	400
Contribution of mentoring hours	6,000,000
No of partner organizations	4000

Impact

No of youth counselled	500000
No of entrepreneurs	66,000
No of jobs created (Direct & Indirect)	30,00,000
Amount of loan (Rs in crores)	3,300
Wealth generated (Rs in crores)	48,000



BHARATIYA YUVA SHAKTI TRUST

25 YEARS YOUNG

1992 - 2017

BYST
PROGRAM
PARTNERS



Confederation of Indian Industry



J.P.Morgan



Towards a Mentoring Movement



For Empowering Youth



BHARATIYA YUVA SHAKTI TRUST

25 YEARS YOUNG

1992 - 2017



Mentorship Program for Young Entrepreneurs



Alieu Jallow
Fonder/ Project Manager
Startup Incubator Gambia

A young woman with a red Coca-Cola backpack is talking to a man in a white shirt. They are standing outdoors under a red canopy. In the background, there are tables with white tablecloths and chairs, suggesting an outdoor event or fair. The text "Having a Mentor" is overlaid in white on the image.

Having a Mentor



Role of a mentor

- Decision Making
- Guidance
- Moral Support

Pitfalls

- Guide not decision maker
- Overly Cautious
- Cloning your Mentor



Mentoring Young Entrepreneurs

“Inspiring the next generation of entrepreneurs”



Role of a mentor

- Safe space
- Establishing trust
- Building relationship
- Confidence

Entrepreneurs

- Culture
- Support
- Coaching
- Moral

Any Questions?

Thank You!!!

Email: info@startupincubator.gm; www.startupincubator.gm