



2024

MENTORSHIP PROGRAM REPORT

Looking at the data behind Empower LATAM UK's Latin American Mentorship Program (LAMP) 2024. Exploring the statistics, the stories and the impact it had on young Latin Americans in the UK.

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INTRODUCTION



This report intends to look through the data behind Empower LATAM UK's LAMP 2024. In particular, reviewing some of the statistics behind the mentors and mentees that took part in the program, as well as the impact it had.

Special thank you to our mentors, that kindly donated their expertise and valuable time for this program to happen, to our partners for providing such great opportunities for our mentees, to the whole team for their very hard work throughout the whole program, and to the Latin American community, for once more showing the great impact mentorship with intention can make. We are really proud of this year's LAMP.

ABOUT THE PROGRAM



Empower LATAM UK's Latin American Mentorship Program (LAMP) 2024 is the second iteration of the program. The main aim of the program is to provide young Latin Americans with a mentor (also of Latin American background) in a sector that they were interested in when possible. This was to achieve several objectives of Empower LATAM UK, including:

- To democratise information and make it readily available to all young Latin Americans in the UK.
- To allow young Latin Americans in the UK to build their professional network and provide them with relatable role models.

LAMP 2024 ran from May to July, where mentees and their assigned mentors met for a minimum of three sessions. However, many mentees had many more than the minimum three sessions that were asked for (see later on).

PROGRAM HIGHLIGHTS



101 MENTEES

A total of **101** mentees participated in LAMP 2024, with an average age of **24.3**. While the majority (**90%**) of participants were based in London, we also welcomed mentees from various cities across England and Scotland. Just over **59%** of mentees were university students whilst others were in apprenticeships, secondary school or employed.



84 MENTORS

LAMP 2024 had a total of **84 mentors** that took part and helped young Latin Americans by providing them with industry insights, advice, information, contacts and guidance. The mentors came from a range of industries, including Science, Technology, Engineering and Maths (STEM), Finance, Legal, Sales, Marketing among others.



18 COUNTRIES

The list of mentees that took part in LAMP 2024 included young Latin Americans that were born in **18 different countries**. Ecuador was the most common country of birth, with 21.9% of mentees, followed by the **UK** and **Spain**.

LAMP 2024 PARTNERS

Building on last year's successful collaboration with Google HOLA, this year's LAMP received support from six organizations, each contributing in unique ways. These partners offered mentees valuable opportunities to upskill, expand their networks, and gain insights into working within large international organizations.



Google HOLA has been a valued partner of LAMP for two years now. For LAMP 2024, Google HOLA generously provided 101 scholarships for the **Google Career Certificate (GCC)**—an online program designed to equip individuals with in-demand skills in high-growth fields. This course typically comes with a cost, but through our partnership with Google HOLA, our mentees were able to access it completely free of charge.



Meta hosted the **graduation ceremony for LAMP 2024**, marking the largest event we've ever organized, with an estimated 200 attendees. This significant occasion provided us with the opportunity to celebrate the achievements of our mentees, as well as to honor the mentors, partners, and volunteers who made the program possible.



MSD (Merck & Co.) and their Latin American Employee Resource Group, **Alianza**, welcomed our mentees to their St. Pancras office in London. During the event, mentees participated in a career panel, followed by an engaging Q&A session and networking opportunities.



LinkedIn hosted our mentees at their London offices for a Career Panel: '**The Journey of Latin Americans in Tech (UK)**'. This panel featured leaders from companies like Meta, Microsoft, and others. The office day also provided valuable networking opportunities with professionals across the tech industry.



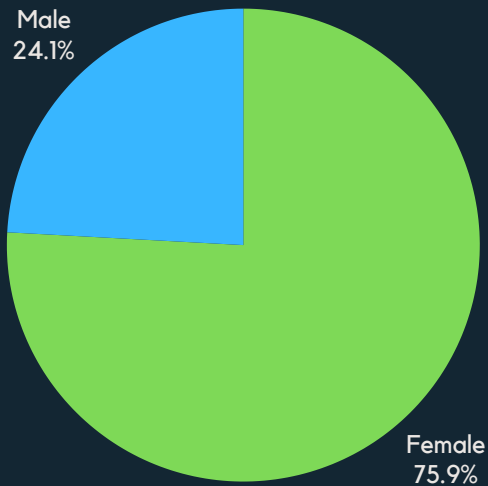
Microsoft hosted our mentees on a full day event at their offices in London. The mentees met Latin Americans staff at Microsoft and attended workshops about Life Skills, Copilot, Sales, building a personal brand and Neurodiversity.



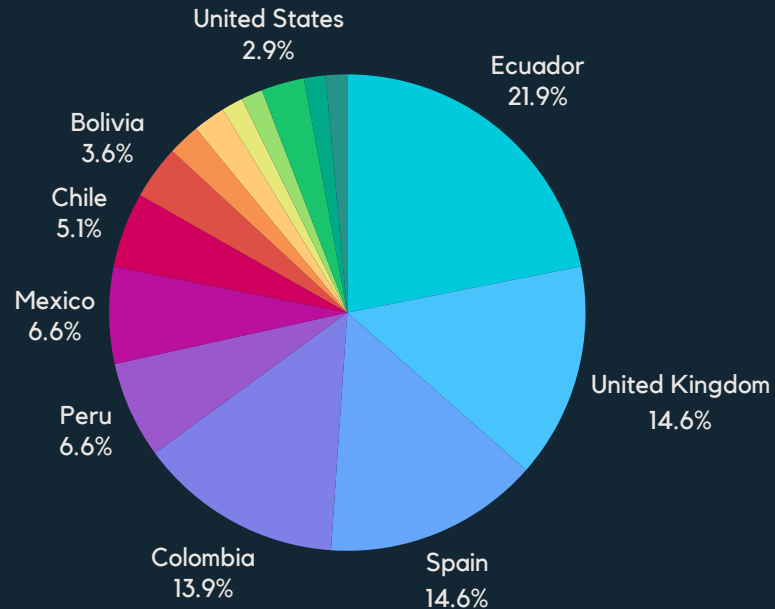
Gartner hosted our mentees on a half day event at their London offices. The mentees participated in small group tables with recruiters, attended a Q&A panel and had a networking session. These allowed mentees to ask questions and seek advice about the typical recruitment processes at companies like Gartner.

MENTEES IN LAMP

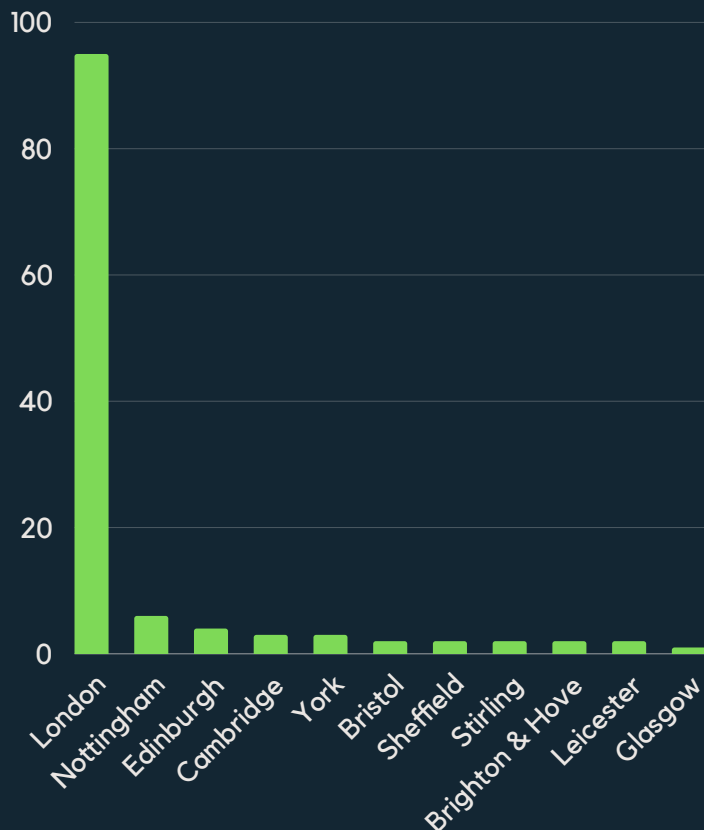
GENDER



COUNTRY OF BIRTH



CITY OF RESIDENCE



Age of mentee

The average age of the mentees that took part in the LAMP 2024 was **24.3**. However, we had mentees as young as 18 taking part in the program.

Country of residence

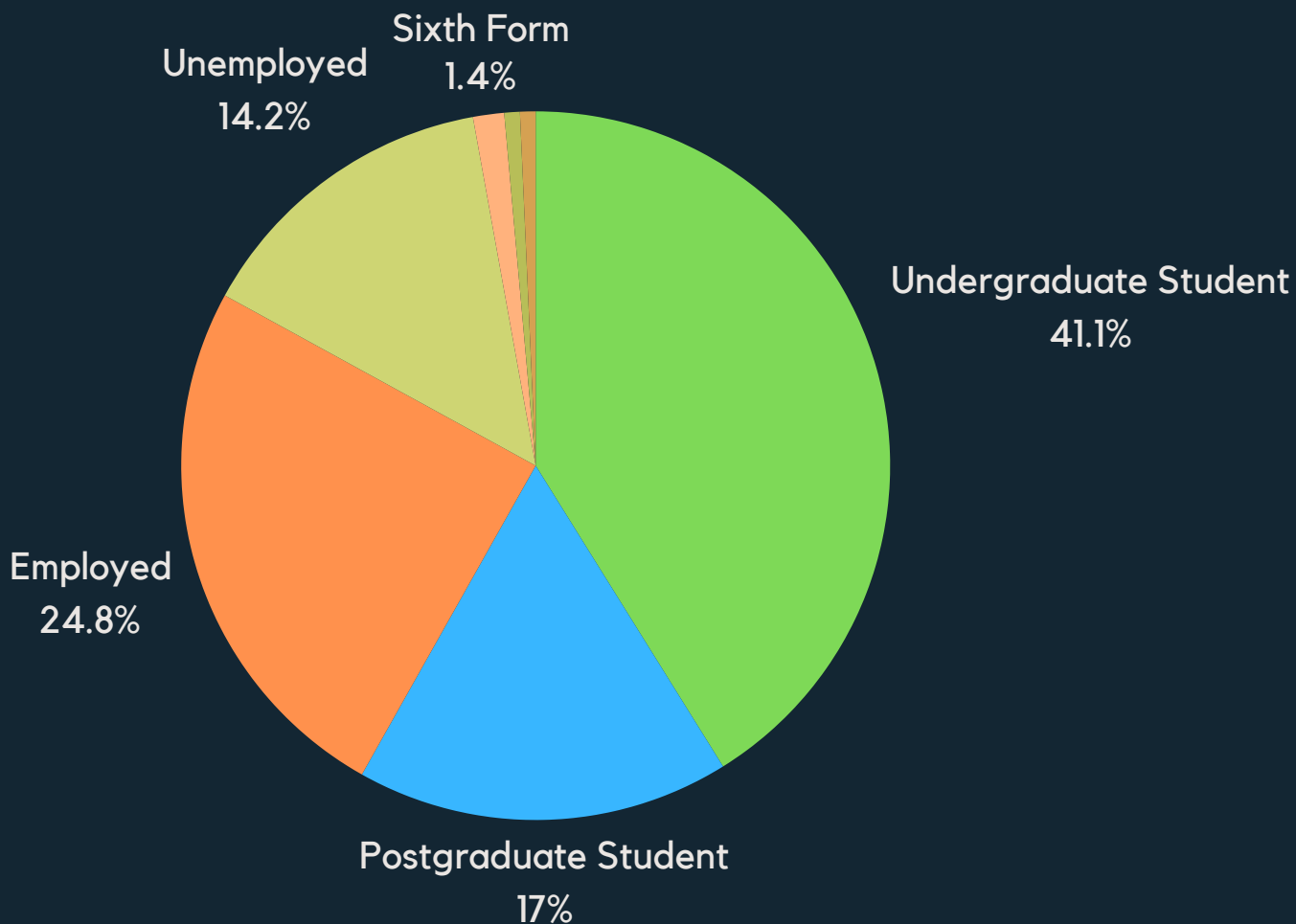
Most of the mentees (<95) that took part in the LAMP lived in **England**, primarily in **London (90%)**. The rest of the mentees (<5%) lived in **Scotland**.

MENTEES IN LAMP

Occupation

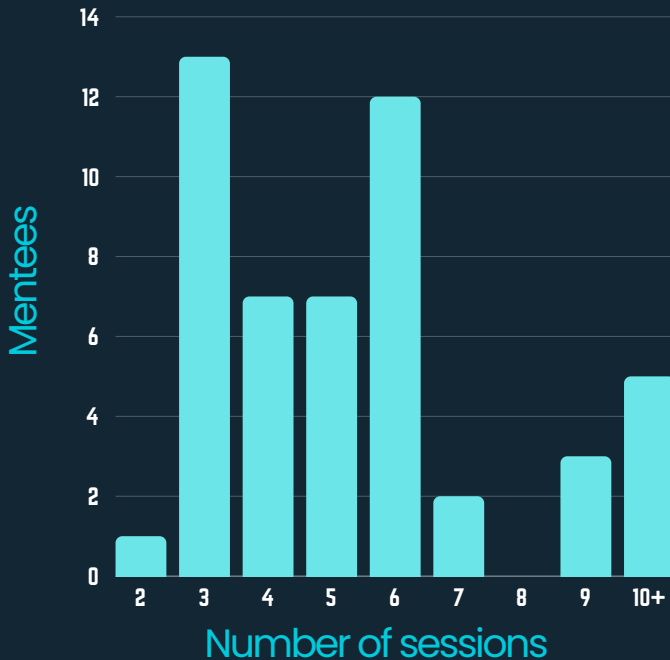
Just over **59%** of the mentees that took part in the program are still in **education**. Around **25%** of the mentees were employed and **14.2** were unemployed.

OCCUPATION



IMPACT OF LAMP

Out of the 101 mentees, 50 voluntarily left feedback about the program. The information presented below is gathered from this feedback exercise.



While the recommended sessions were 3, the majority of our mentees had more sessions than that, showing their interest in going above and beyond to work in their careers.

How would you evaluate the Mentorship program overall? (1 being unsatisfactory, 5 being amazing)



How much of an impact you think the program had in your self development? (1 being No impact, 5 being Great Impact)



How likely are you to recommend this program to colleagues? (1 being Not recommend, 5 being Definitely recommend)



IMPACT OF LAMP

“The program has been a transformative experience, equipping me with essential skills, expanding my professional network, and boosting my confidence. The achievements I have made through this program have set a strong foundation for my future endeavours and career aspirations.”

LAMP 2024 Mentee

“I greatly enjoyed meeting many Latinos who are living and thriving abroad, sharing the same dreams and aspirations. It was inspiring to connect with individuals who, despite being far from home, are achieving success and pursuing their goals passionately.”

LAMP 2024 Mentee

“This experience have helped me in more ways than I thought. I learned more about me and saw positive changes regarding the way I connect with others and with myself. I have become more supportive and patient with myself and my process.

At first I thought that by the end of the program I must have had found a job, instead I found a different approach to life and work that makes me feel certain that I'm on the right path and that it will come in a perfect time.”

LAMP 2024 Mentee

IMPACT OF LAMP



LAMP 2024 mentees @ Microsoft office Day



LAMP 2024 mentees @ MSD office Day



Group of LAMP 2024 mentees at Graduation ceremony @ Meta



Lamp 2024 mentees @ LinkedIn office day



LAMP 2024 Graduation Ceremony @ Meta

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