

EMPOWER
LATAM

LAMP REPORT

2025

REGISTERED
CHARITY NUMBER:
1202303



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JAVIERA MORA

LAMP Director & Trustee



It is with great pride and joy that I share this year's report of the Empower LATAM UK Mentorship Programme. Each year, this programme reminds us of the strength, resilience, and potential that exists within our community of young Latin Americans in the UK. What began as a simple idea – to connect mentors and mentees across borders, careers, and experiences – has now grown into a vibrant network that continues to inspire and empower.

This year, we achieved three key milestones that highlight how far we have come together. For the first time, we expanded our presence outside of London by hosting an event in Edinburgh. This step was more than geographical; it represented our commitment to visibility and inclusivity, ensuring that Latin American voices are heard and celebrated across the UK.

We also reduced the programme's dropout rate, a clear reflection of the dedication, consistency, and sense of belonging that our mentors and mentees have built. Creating a safe and supportive space for growth takes effort, and it is thanks to everyone's commitment that more participants than ever were able to complete the programme successfully.

Perhaps most importantly, we witnessed an inspiring rise in the readiness and engagement of our mentees. From the very beginning, they showed up with energy, curiosity, and determination – qualities that not only enriched their personal journeys but also were strengthened by our pre-session training. Their commitment demonstrates that Latin American talent is not only present in the UK but thriving and ready to lead.

These achievements are more than numbers or milestones – they are stories of courage, connection, and progress. They remind us why Empower LATAM UK exists: to create opportunities, foster confidence, and build networks that will continue to support our young leaders well into the future.

To all our mentors, mentees, and supporters: thank you for believing in this vision and for walking this path with us. Together, we are shaping a stronger, more visible, and more united Latin American community in the UK.



PROGRAMME OBJECTIVES

Empower LATAM UK's Latin American Mentorship Programme (LAMP) 2025 was the third version of the programme conducted by the charity. The main aim of the programme was 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.

The LAMP ran from May to June 2025, 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.

THIS YEAR'S TARGETS

Increasing visibility and participation outside of London

This year marked a milestone in our journey to expand Empower LATAM UK's presence beyond London. We proudly hosted the first-ever professional event exclusively for Latin Americans in Scotland, creating a platform for networking, professional development, and community building in Edinburgh. This step not only increased our visibility but also reinforced our commitment to reaching Latin Americans across the UK, ensuring our community feels represented and connected wherever they are.

Increasing readiness and engagement of mentees

Engagement remained a cornerstone of the programme's success in 2025. From the very beginning, 100% of mentee-mentor pairs established communication within the first month, laying a strong foundation for trust and collaboration. This early momentum translated into higher levels of participation and preparedness, as mentees approached the programme with dedication and enthusiasm. Their active involvement demonstrates the growing impact of our mentorship model in building confidence, readiness, and leadership within our community.

Minimising dropout rates

Reducing dropout rates has been a consistent priority for the programme, and this year we achieved an encouraging result: 84.3% of mentees successfully completed the programme. This outcome reflects both the commitment of participants and the support structures we have continued to refine. By creating a more engaging, inclusive, and supportive environment, we are ensuring that more mentees are able to fully benefit from the opportunities offered, strengthening the long-term impact of Empower LATAM UK.

84.3%

Of mentees finished the programme successfully.

1st ever

Professional Event exclusively for Latin-Americans in Scotland.

100%

Of mentees and mentors pairs engaged in communication during the **first month** of the programme.

2025 COHORT

Unlike previous years, and prioritising the quality of experience instead of a growth in numbers, this year we welcomed 102 mentees. This year, for the first time, the application process for mentees was refined. This included a requirement of an essay to apply, as well as going through a mandatory interview with the Empower LATAM UK Team.

The changes in the recruitment process were also aligned with the objectives of increasing engagement from our mentees, so the interview phase was crucial for discovering their motivations, struggles and challenges.

We also provided, for the first time, a Mentees training session. In previous years, we had only offered this for Mentors, and while having prepared mentors is highly important, it is also crucial for our mentees to feel ready and manage expectations on approaching their mentorship. Naturally, as for many of them, this is their first attempt at having a professional relationship, so we identified it as critical to provide them with some guidelines on professional etiquette, including suggestions on how to establish communication, set goals, and manage their own mentorship process.

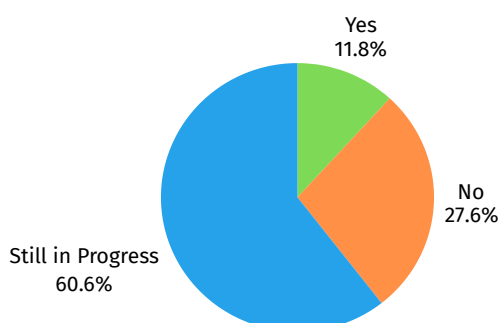
102 Mentees

87 Mentors

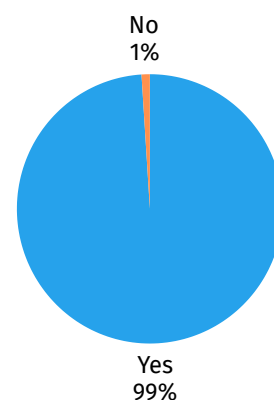
1/3

Of the mentees met their mentor in person

Did you secure a new job, internship, or opportunity as a result of LAMP?



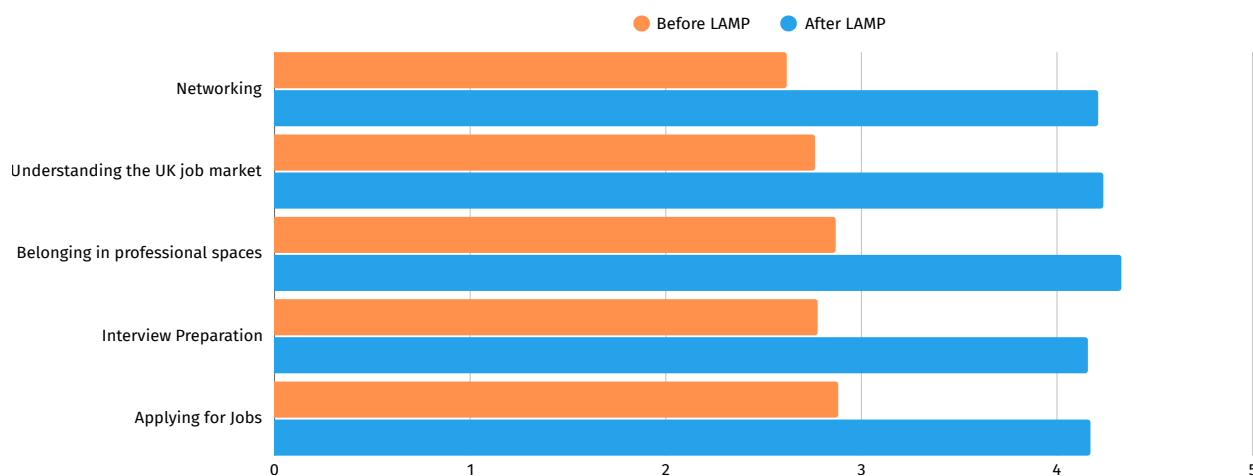
Would recommend LAMP to other young Latin Americans.



IMPACT AND TESTIMONIES

97.4% Mentees

Declare feeling more **confident** navigating your career in the UK as a result of the programme.



The Latin American Mentorship Programme (LAMP) at Empower LATAM UK has delivered outstanding results in supporting Latin American professionals navigating their careers in the UK. An impressive 97.4% of mentees reported increased confidence following their participation. The programme demonstrated measurable impact across five key areas: Networking, Understanding the UK job market, Belonging in professional spaces, Interview Preparation, and Applying for Jobs. Confidence levels in each category saw substantial growth, with particularly notable improvements in understanding the UK job market and job application readiness—both nearly doubling. These metrics underscore LAMP's effectiveness in fostering professional empowerment and inclusion, reinforcing its value as a cornerstone initiative within Empower LATAM UK's mission.

"The mentorship experience has had a significant impact on both my personal and professional growth. (...)

(...) On a personal level, the mentorship helped me shift my mindset. I moved from feeling overwhelmed and uncertain to feeling capable, intentional, and empowered. I now see networking as an opportunity to build meaningful relationships, not just as a professional obligation. It also helped me embrace my own voice and background as strengths in a competitive industry, rather than obstacles.

Overall, the experience gave me not just a plan, but a renewed sense of possibility."

2025 LAMP Mentee

"The mentorship experience has had a profound impact on both my personal and professional growth. Having the opportunity to mentor someone has been truly rewarding—it goes far beyond simply guiding them in their professional journey. (...)

(...) Mentorship is a two-way experience. While we aim to positively influence and inspire our mentees, they also impact us in meaningful ways. Through honest conversations, shared challenges, and mutual encouragement, we grow together. This experience has strengthened my communication skills, deepened my empathy, and reinforced the value of collaboration and trust.

Being a mentor has reminded me how powerful it is to invest in others—and how much we gain in return."

2025 LAMP Mentor

"Being part of the Empower LATAM UK programme has been a true pleasure—it allowed me to connect with fantastic people who share similar values. We experienced mentorship not just as a way to share knowledge or offer strategic guidance, but as a horizontal space for dialogue, reflection, and mutual growth."

2025 LAMP Mentor

"The mentorship experience has been instrumental in helping me navigate the UK job market with greater confidence. It provided me with practical tools to tailor my CV, LinkedIn profile, and cover letters, while also strengthening my interview skills through mock practice and feedback. Personally, it gave me a sense of community and encouragement, reminding me that I'm not alone in this journey and that my experience as a Latin American professional has unique value."

2025 LAMP Mentee

"I had many sessions where we talked about interviews, tips, preparations, and most of the time I had some homework about it; the second-to-last session was a mock-up interview with two other guests that were professionals, and the feedback I received at the end from them was so positive showing exactly what I had learned weeks before, and showing myself that the homework done correctly really improved my interviewing skills. Finally, they said that in any interview, I would excel and highlight myself because of my preparation and confidence, leading them to say that if it were in their hands, they would hire me.

It is so satisfying to see the results of your hard work and preparation, and get motivated with this confidence to keep going in the process."

2025 LAMP Mentee

"It has been one of my greatest honours to take part in this programme. Not only did I have the pleasure of mentoring two incredible young women who are more than ready to take on the world, but the experience also gave me the chance to step back and reflect on my own journey and accomplishments.

We often forget how challenging the climb can be, but this has been a powerful and humbling reminder that no matter where you come from, or what privileges you may not have had, passion and ambition can take you far.

To all the mentees: I wish you nothing but the very best. We'll see each other at the top one day!"

2025 LAMP Mentor

THANK YOU

Special thank you to our mentors, that kindly donated their expertise and valuable time for this programme 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 programme, and to the Latin American Community, for once more showing the great impact education with intention can make. We are really proud of this year's LAMP.

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[@empowerlatamuk](https://www.instagram.com/empowerlatamuk)

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A partial view of the Empower LATAM logo, showing the words 'EMPO' and 'LAT' in large, multi-colored letters.A photograph of two women standing and smiling. The woman on the left is wearing a black dress and a blue lanyard. The woman on the right is wearing a black top and bright green pants. They are both holding a certificate together. The background shows a blurred event space.

CERTIFICATE

For the year 2020/21

By the Board of Directors

For the year 2020/21

By the Board of Directors

For the year 2020/21

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