



2023

MENTORSHIP PROGRAM

REPORT

Looking at the data behind the Latin American Mentorship Program that Empower LATAM UK ran during 2023. In particular, looking at some of the statistics behind the mentors and mentees that took part in the program, as well as the impact it had.

TABLE OF CONTENT

2

ABOUT THE PROGRAM

3

HIGHLIGHTS

4-5

MENTEES IN LAMP

6-7

IMPACT OF LAMP

ABOUT THE PROGRAM



Empower LATAM UK's Latin American Mentorship Program (LAMP) 2023 was the first program conducted by the charity. The main aim of the program was to provide young Latin Americans with a mentor (also of Latin American background) in a sector that they were interested in. 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 role models.

The LAMP ran from May to July 2023, 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.

PROGRAM HIGHLIGHTS



39 MENTORS

The LAMP 2023 had a total of **39 mentors** that took part and helped the young Latin Americans by providing them with industry insight, advice, information, contact and guidance. The mentors came from a range of industries, including Science, Technology, Engineering and Maths (STEM), Finance, Legal, Sales, Marketing and much more. In total, the mentors came from **34 different companies**, ranging from start-ups to large multinationals



44 MENTEES

In total, **44 mentees** took part in the LAMP 2023 with an average age of mentees being **24**. Although most (61.4%) mentees came from London, the mentees represented young Latin Americans living in 11 different cities across the England and Scotland. Just over 80% of mentees were university students whilst others were in apprenticeship, secondary school or self-employed.



15 COUNTRIES

The list of mentees that took part in the LAMP included young Latin Americans that were born in **15 different countries**. Around **25%** of the mentees were born in the UK, just over 9% were born in Spain and the rest were born in Latin American countries (as well as one born in the USA and another born in Hong Kong).

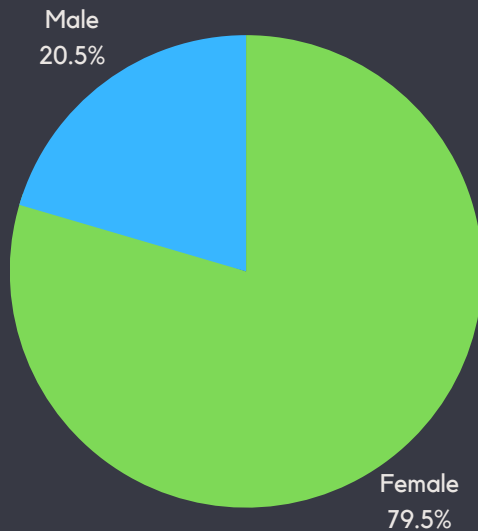


15+ INDUSTRIES

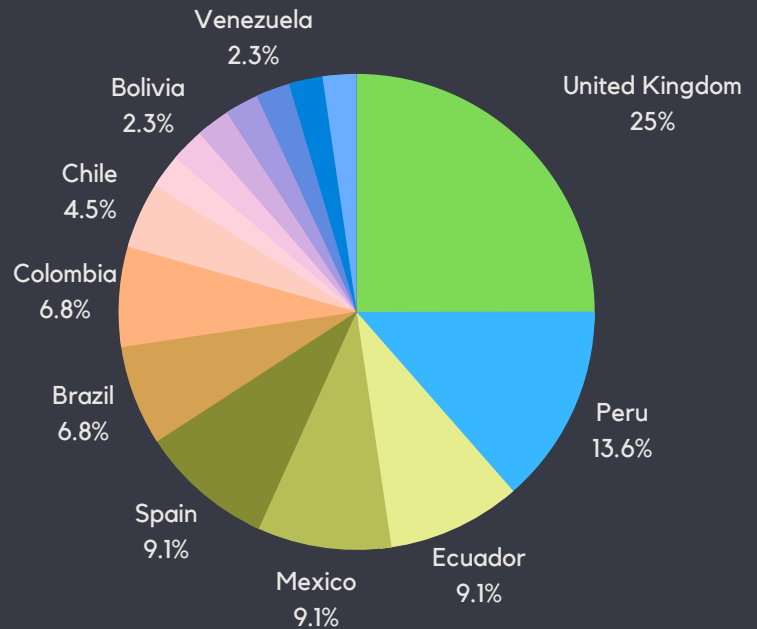
Prior to the start of the mentorship program, the mentees mentioned the industries that they were interested in. This list of industries of interest included more than **15 industries**, with Marketing (40%), Entrepreneurship (34.1%) and IT (29.5%) being those most selected by the mentees. However, other industries such as finance (22.7%) and Sales (18.2%) were also commonly selected by the mentees as being of interest to them.

MENTEES IN LAMP

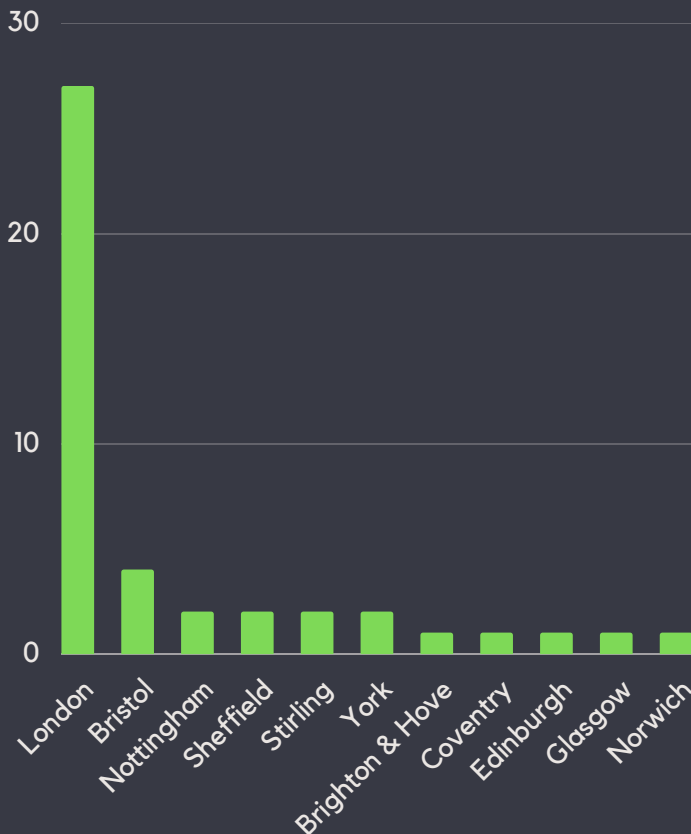
GENDER



COUNTRY OF BIRTH



CITY OF RESIDENCE



Age of mentee

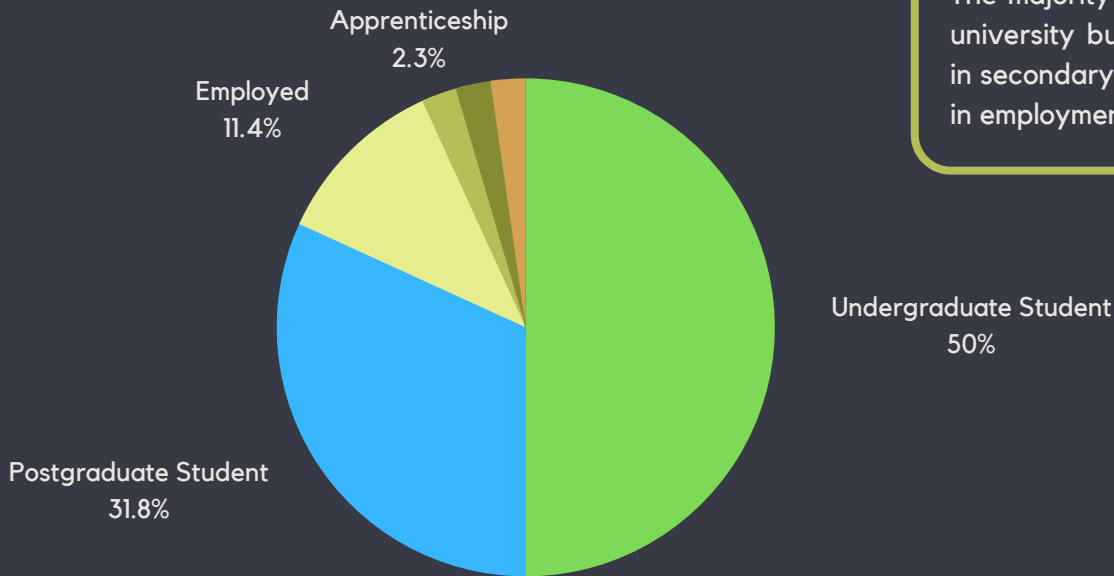
The average age of the mentees that took part in the LAMP was **24** years old. However, the age of mentees in the program ranged from 18, to 32 years old.

Country of residence

Most of the mentees (90.9%) that took part in the LAMP live in **England**. The rest of the mentees (9.1%) live in **Scotland**.

MENTEES IN LAMP

OCCUPATION



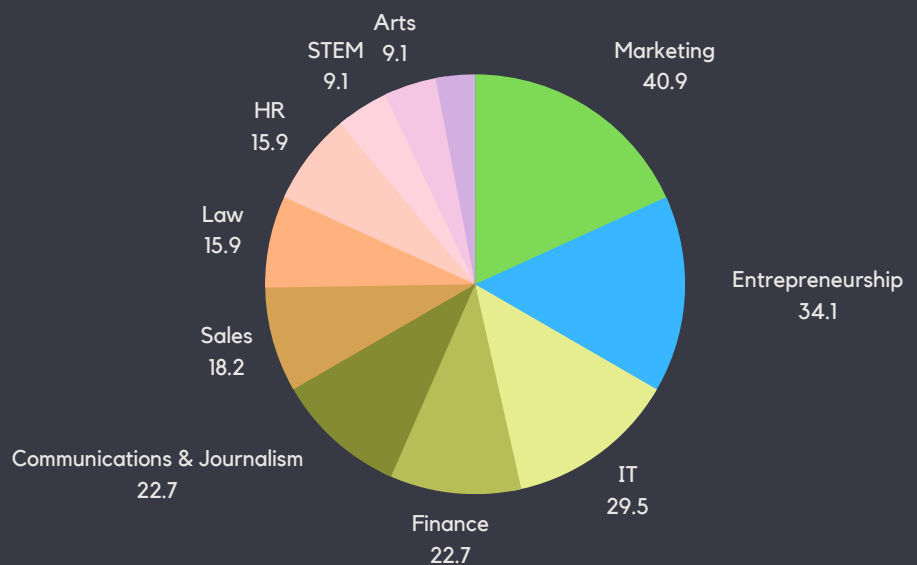
Occupation

Just over **84%** of the mentees that took part in the program are still in **education**. The majority of these (80% of total) are in university but there was also one mentee in secondary school. The rest were already in employment or in an apprenticeship.

Industries

Prior to the start of the mentorship program, the mentees listed the **industries** that they were **interested** in. This list of industries of interest included more than **15** industries, with Marketing, Entrepreneurship and IT being those most selected by the mentees. However, other industries such as Finance and Sales were also commonly selected by the mentees as being of interest to them.

INDUSTRIES OF INTEREST





Confidence

According to the feedback, **95%** of the mentees claimed to **feel more confident** about their future careers after completing the mentorship program.

Sessions

The average number of sessions that the mentees had with their mentor was 4.5. However, some had as many as 12.

Recommend?

100% of the mentees who completed the feedback form mentioned think they would **recommend** fellow young Latin Americans to embark on the Empower LATAM Mentorship Program next year!

IMPACT OF LAMP

Whilst numbers are useful, they do not tell the whole story. Therefore, we wanted to allow our mentees to express the impact that LAMP had on them. Below we have the accounts from two different mentees who completed the program.

"Working with [mentor] has been an incredible **experience** that has ignited a sense of self-belief and optimism in me. Their expertise and achievements, especially considering their Latin American background, have **inspired** me and filled me with **pride**. Knowing that someone with her level of experience and success has emerged from a similar context as mine gives me **hope** that I can achieve the same.

LAMP MENTEE (AGE 29)

"I have had the opportunity to connect with mentors who **share** similar cultural backgrounds and **understand** the specific challenges and experiences faced by Latin American in the British workforce. This sense of shared identity has fostered a deeper **connection** and a more meaningful exchange of knowledge, advice, and support. Furthermore, the scheme's emphasis on **visibility** and **representation** has been empowering"

LAMP MENTEE (AGE 21)



THANK YOU

CONTACT INFORMATION



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