



# Latin American Mentorship Programme (LAMP) 2026

Empowering the next generation of Latin Americans in the UK through mentorship.



REGISTERED CHARITY NUMBER: 1202303

EMPOWER  
LATAM

# GUIDELINES

We believe the presence of relatable role models can play a very important part on developing your career and motivating you to achieve your best.

## 1. OBJECTIVES

This programme aims to connect young Latin Americans living in the UK with experienced Mentors. Through these interactions, mentees can gain insight into their industries of interest, get to know about their mentor's experience and nurture a significant approach to the UK labour market. They will also be able to get advice on their career development and address their concerns on how to boost their careers.

This mentorship programme will provide time and space for Mentors and Mentees to meet at an organised pace of at least 5 instances over a period of 6 months on an online/in-person basis, followed by some reflection time the Mentees will need to take after every meeting to internalise the discussion they had on their sessions.

## 2. DEFINITIONS

### Mentors

#### A. Target groups

We aim to gather the best team of mentors, focusing on successful and experienced professionals in the UK, in a wide range of industries, and with a Latin American background.

#### B. Responsibilities

Mentors will conduct the 1-to-1 meetings with mentees, providing them with their experiences, advice, and career planning skills.

These sessions will be prepared and planned along with the committee and personalized for every mentee.

Mentors will also attend training led by coaching experts, which will allow them to develop coaching aptitudes for both this programme and their own professional life.

#### C. Benefits

Mentors will benefit from taking part in this project as it will provide meaningful insight into the young Latin American community in the UK. Additionally, they will be able to connect with other professionals with Latin American backgrounds in the UK.



## **Mentees**

### **A. Target groups**

This programme targets Latin Americans aged 18–30 living in the UK, with a focus on individuals who are likely to derive the greatest benefit from structured mentorship and targeted support.

LAMP 2026 prioritises applicants who have experienced limited access to professional networks, guidance, or career role models, including those navigating higher education or early career pathways for the first time within their families. Selection is need-informed and holistic, considering applicants' personal journeys alongside contextual indicators that reflect structural and socioeconomic barriers to opportunity.

This approach ensures that programme resources are directed where mentorship can generate meaningful, measurable, and long-term impact.

As a Latin American-led initiative, LAMP places strong value on relatable role models, recognising that mentors with shared cultural or contextual experiences are particularly well-positioned to provide relevant, empathetic, and actionable guidance, supporting confidence, career clarity, and access.

### **B. Responsibilities**

Mentees will have to attend a training session (best practices for mentees), before starting the programme, monthly meetings with their mentors, and will have to fill out a reflection journal, in which they will portray their progress and thoughts.

### **C. Benefits**

Mentees will have the opportunity to connect with successful Latin American professionals in the UK and not only shape and plan their careers but also gain insight into the UK labour market and identify tasks that can help them boost their employability. They will also be able to have access to exclusive events and meet and network with other young Latin Americans.

## **Coordination committee**

### **A. Scope**

The coordination committee is formed by the Trustees of Empower LATAM UK. Their responsibilities are the following:

- Recruit and select Mentors for the programme.
- Create and manage the Mentee's application process.
- Evaluate applications and inform the results in a timeline.
- Host the kickstart and midway session in the programme to allow for peer discussion for both Mentors and Mentees.
- Monitor the progress of the 1 to 1 meetings.
- Ensure smooth development of the programme. This implies that we are the point of contact for any unforeseen situation. Also, in the case of any conflict, we will take a main role in working out a solution that fits all parties involved.
- Host the graduation ceremony. **DISCLAIMER: in-person event.**

### **B. Track their progress**

For tracking purposes, the programme Director will check the mentees' final reflection submissions at the end of the programme.

Reflections will be submitted by mentees via the designated submission form, and will be reviewed solely for programme completion and impact-measurement purposes.

The LAMP team will not monitor ongoing workbooks or reflections throughout the programme, and will only access the materials once they have been formally submitted at the end of the mentoring cycle.

A completion certificate will be awarded to mentees who have successfully submitted all required reflections by the programme deadline.

## 4. LOGISTICS OF THE MENTORING PROGRAMME

### Mentees Application

To take part in the mentoring programme, mentees must complete the online application between 19th and 25th January at 3:00 PM UK time. The application form will request mentees to provide their personal information, motivations to take part in the programme, and to attach their CV. All applications will be reviewed holistically, considering a range of factors such as the applicant's personal journey, potential impact, demonstrated need, and alignment with the programme's objectives. Following this initial review, only shortlisted applicants will be invited to interview. Applicants who do not meet the programme's selection criteria at this stage will not progress to the interview phase. Interviews form part of the final selection process and are used to determine which applicants are offered a place on the programme.

### Mentors Application

LAMP 2026 will use a curated executive-search model rather than an open mentor application process.

Both returning and new mentors will be invited to complete a short Mentor Show of Interest / Confirmation Form (New for 2026), where they can express their interest in participating in the programme.

Returning mentors are not automatically confirmed. Their participation will depend on:

- Availability for the full programme duration, and
- A light assessment by the LAMP team based on previous engagement, including completion of the programme and quality of mentor-mentee participation.

New mentors will also be required to complete the Mentor Show of Interest / Confirmation Form and will be invited to a short alignment interview to assess fit with the programme and cohort needs before their participation is confirmed.

Application timeline:

- Opens: 5 of January, 3 PM UK time
- Closes: 25<sup>th</sup> of January, 3 PM UK time

### Duration & components of the programme

- Training sessions: mandatory for mentees and mentors prior to the start of the programme.
- Minimum of 5 mentor-mentee sessions between April and September..
- Professional Events: Access to exclusive professional events throughout the programme. These events are not mandatory, but highly encouraged to our programme participants.
- Check-in sessions: 4 check-in sessions (two for mentors and two for mentees) to ensure progress and answer any queries.
- Graduation ceremony: the celebration of those who have completed the programme + networking event.

### Location

Online (except for professional & graduation events, which will be hosted in person)

### Engagement

Mentees will be given the mentor's contact details and will reach out to them and arrange the meetings. Mentees will have to cc [programs@empowerlatamuk.org](mailto:programs@empowerlatamuk.org) in this first outreach.

## 5. MENTEES APPLICATION EVALUATION

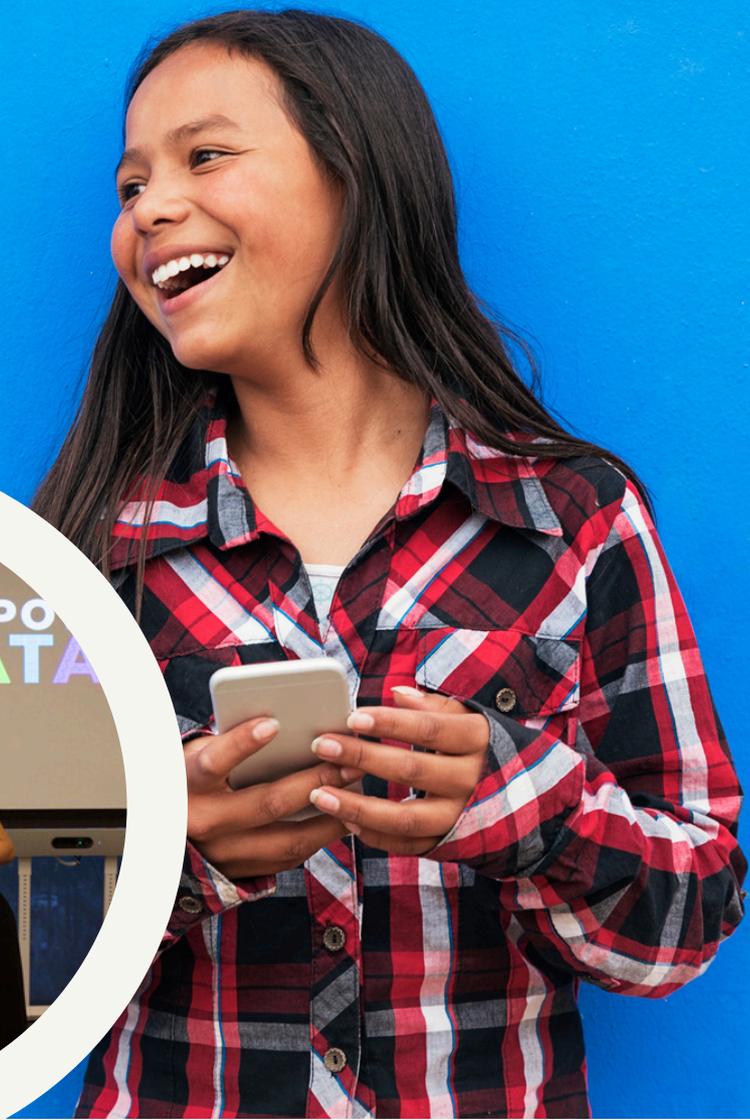
Empower LATAM UK aims to match every mentee with a relevant mentor. All eligible applications will be reviewed through a holistic, need-based evaluation process. Applications will be assessed considering the applicant's personal journey, motivations, and potential benefit from mentorship, with particular attention to indicators of structural or socioeconomic barriers that may limit access to professional development opportunities. The following factors will be prioritised when reviewing personal statements and application forms:

- Evidence of socioeconomic or structural challenges affecting access to education, networks, or career progression
- Willingness to learn and grow
- Open-mindedness and flexibility
- Self-motivation and initiative
- Sense of accountability and responsibility
- Potential impact of the programme on the applicant at the time of application

All applications will be reviewed holistically. Applicants whose profiles demonstrate the greatest need, alignment with the programme objectives, and potential for meaningful impact will be shortlisted for interview. Participation in the interview stage does not guarantee a place on the programme.

## 6. TIMELINES

- Mentor form opens: 5th of January, 3 pm
- Mentor form deadline: 25th of January, 3 pm
- Mentor participation confirmed: 15th of February
- Mentee applications open: 19th of January, 3pm
- Mentee application deadline: 25th of January, 3pm
- Interview period: 28th January – 12th February
- Application results: 2nd of March
- Mentor & mentee training: w/c 16th March
- Mentorship kick-off session: 30th March
- Mentorship sessions: April / May / June / July / August / September
- Finale session ceremony: Beginning of October (TBC)



# MENTORSHIP PROGRAMME

## 2025

### HIGHLIGHTS & WHY YOU SHOULD BE PART OF 2026'S PROGRAMME

Looking at the data behind LAMP 2025. In particular, looking at some of the statistics behind the mentors and mentees that took part in the programme, as well as the impact it had.

# LAMP 2025 IN PICS



EmpowerLATAM at King's College for one of the programme's in person events.



Graduation of the Mentorship programme 2025 at the Amazon Office in London.

# PROGRAMME HIGHLIGHTS



## 102 MENTEES

A total of **102** mentees participated in LAMP 2025, where **84.3%** of mentees finished the programme successfully and **100%** of mentees and mentors pairs engaged in communication during the first month of the programme. **1/3** of the mentees met their mentor in person.



## 87 MENTORS

LAMP 2025 had a total of **87 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.



## 1ST EVER EVENT IN SCOTLAND

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.

# 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.

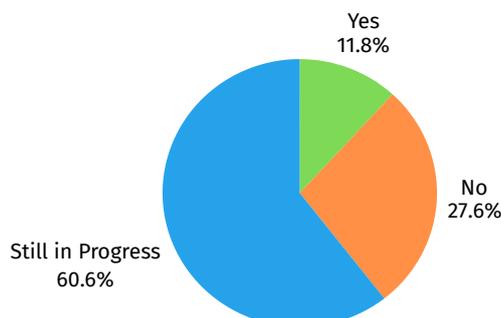
102 Mentees

87 Mentors

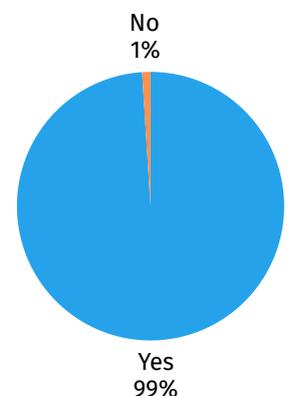
1/3

Of the mentees met their mentor in person

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



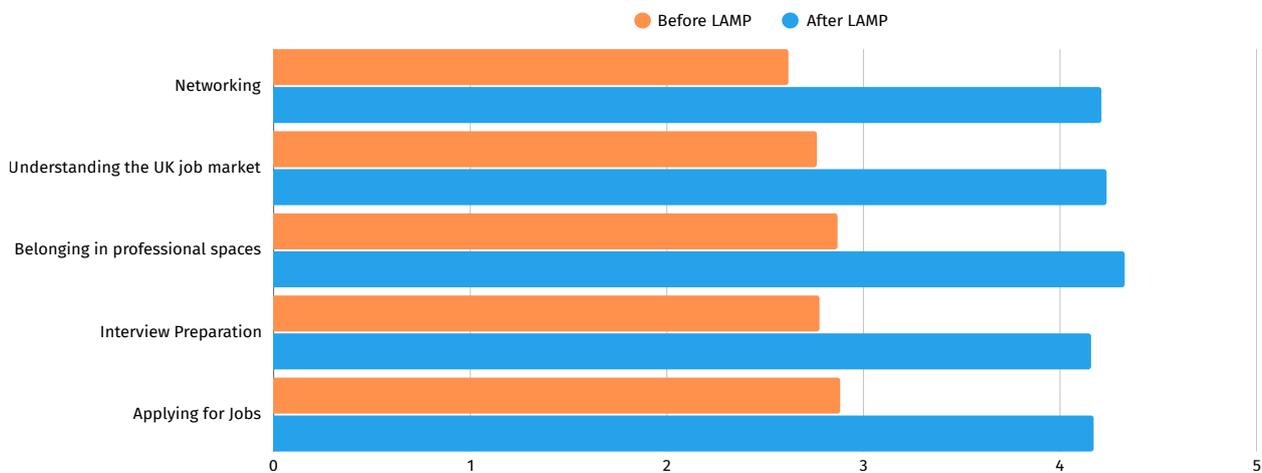
Would recommend LAMP to other young Latin Americans.



# 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.

## CONTACT US :



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<https://www.empowerlatamuk.org/>



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# EMPOWER LATAM

Empower LATAM UK  
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