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## **A NEW APPROACH TO YOUTH UNEMPLOYMENT: THE IMPORTANCE OF MENTORSHIP PROGRAMS FOR CAREER INTEREST AND EXPLORATION**

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# A NEW APPROACH TO YOUTH UNEMPLOYMENT: THE IMPORTANCE OF MENTORSHIP PROGRAMS FOR CAREER INTEREST AND EXPLORATION

Youth unemployment is one of today's most pressing societal issues, impacting both individuals and society as a whole. The ability for future generations to enter the workforce with confidence is achievable through conscious career planning and self-awareness.

At this stage, career guidance and mentorship programs play a pivotal role in helping young people shape their careers, establish a solid foothold in the professional world, and acquire necessary competencies. A comprehensive study conducted in 2023 underscores this need, focusing on the impact of mentorship programs specifically designed for youth under the age of 18 on career interest and exploration (CIE).

This study investigates how mentorship interventions can effectively shape young people's career interests, the factors influencing these effects, the most effective mentorship methods, and the sustainability of mentorship programs.

Findings from the study reveal that youth from socioeconomically disadvantaged areas demonstrate heightened motivation during career guidance and workforce preparation processes, gaining greater self-awareness along the way. This self-awareness, cultivated through mentorship, allows young people to enter the job market with a stronger foundation.

The study also highlights that mentorship programs focused on women and minority groups in fields like STEM are highly effective in increasing interest and participation in these areas. Among various mentorship models, group and online mentoring have proven to strengthen social connections and offer young people opportunities to

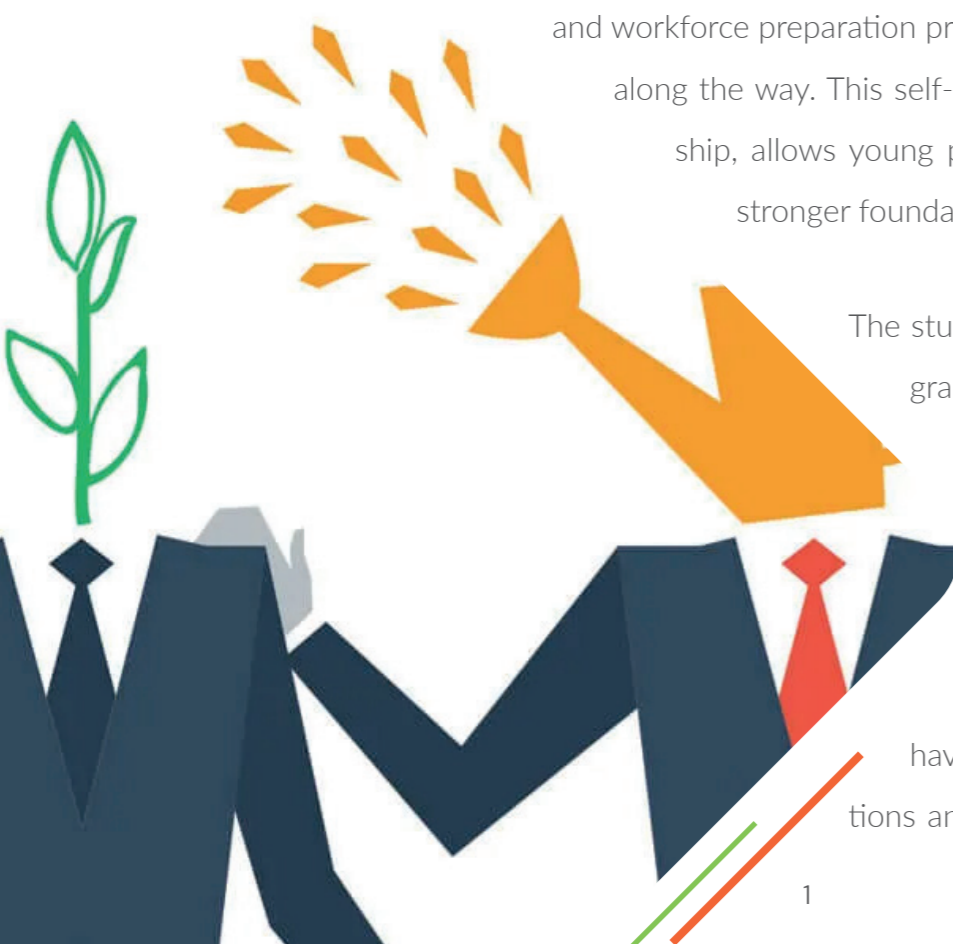
discover their own career goals. At this point, flexible and innovative approaches, such as online mentorship, yield promising results, particularly for youth from diverse backgrounds.

The sustainability of mentorship programs is another crucial factor for ensuring lasting, long-term impact. As the study indicates, local organizations and supporting bodies embracing and continuously backing these programs sustain the contribution to young people's career development over the long term. Widespread adoption of such programs can be instrumental in fostering lasting awareness and direction for youth.



The importance of supportive mentorship programs that enable young people to discover themselves and clarify their career goals is increasingly recognized. In a job market that is growing more complex by the day, there is an ever-increasing need for comprehensive and sustainable mentorship programs to equip youth with the skills and knowledge necessary to overcome challenges. Drawing from this research, we believe that more investment should be made in mentorship programs that enhance young people's career interests, develop their social skills, and unlock their potential.

For the original source of the study, please refer to the National Mentoring Resource Center.





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