



DUO FOR A JOB
intergenerational coaching

2023 ANNUAL REPORT INTERNATIONAL



Edito

2023 was for DUO for a JOB first and foremost an anniversary.

10 years ago, we launched our first duo in Brussels with a clear objective: to foster inspiring intergenerational connections between young individuals from immigrant backgrounds who faced inequalities in the job market, together with volunteer mentors aged over 50 with great work experience. The unique idea of an encounter that would enrich and enhance the value of these duos, and that would serve as a great pretext for learning to live together and deconstruct prejudices.

And since then? We have created nearly 7,000 duos, including almost 1,500 duos in 2023, thanks to the commitment and dedication of over 2,000 mentors in Belgium, France and the Netherlands.

Celebrating this milestone together was an opportunity to take stock of the successes, the remarkable stories, the outcomes, but also the pitfalls, the questions and the doubts. It was also **a time to express our deep gratitude** to all the individuals, all the partners, all the institutions who've stood by our side and diligently contributed to create, reflect and find solutions, allowing us to move forward. It was a great party!

Unfortunately, it must be noted that, after a decade, the two observations underpinning our action remain relevant, and that the needs are as great as ever. **It is more essential than ever to defend our conviction that a flourishing society is one that embraces diversity, a society founded on dialogue and encounters, a society that offers everyone a place.** All of which is driving us to roll out our mentoring programme even more widely.

To achieve these ambitious goals, 2023 was also the year in which we consolidated our structure, by strengthening our support departments and rolling out a number of cross-functional projects. The general management team has also been renewed: Matthieu Le Grelle, co-founder, has stepped down from his executive duties and decided to explore new playing fields after putting his talent and energy at the service of the organisation, and Julie Bodson, deputy director, has been appointed co-CEO alongside Frédéric Simonart. So, DUO for a JOB is a constantly evolving organisation that's looking to the future with ambition!

Today, DUO for a JOB's ambition is to create as many duos in the next three years as we have in the first ten years. This will enable us to double our impact in the regions where we are present. At the same time, we will be continuing our geographical expansion into other cities and countries in Europe, to create a Europe-wide network of solidarity and mutual learning.

To get there, we will need more than ever to rely on our community, on all those who have seen the fabulous effects of mentoring. Like us, they know that it's not just about a duo for a job...



2023 highlights

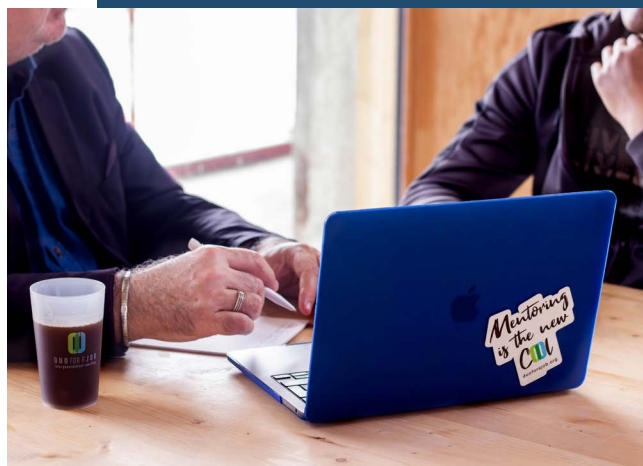
10 years of DUO

The 10th anniversary of our association gave us the perfect excuse to invite our community and partners to celebrate. **Over 600 people gathered in Brussels** to talk about mentoring, listen to moving testimonials from our duos, and watch musical performances by super-talented mentees! It was an emotional evening. This anniversary has also given us great coverage in the media throughout the year. It was a useful way of raising our profile with the general public and, above all, with future mentors and mentees!



DUO Connect

In 2023, we focused on the quality of mentoring: how can we ensure that mentors and mentees have access to accurate, up-to-date and comprehensive information to give them the best possible support? This led to **the creation of our knowledge management platform: DUO Connect**. An easy-to-use digital space, updated daily, which centralises partner information, duo tools and resources linked to ongoing training and the various workshops offered by DUO for a JOB.



Being a new resident in a country isn't always easy. My mentor has really guided me through the whole journey, from zero to becoming more familiar with the local job market and culture.

Bellarika | mentee

DUO for a JOB x Benjamin Ferré

Since May 2022, young skipper Benjamin Ferré has been offering us incredible free visibility on his IMOCA boat Monnoyeur-DUO for a JOB. He will be sailing alone in the legendary Vendée Globe race in November 2024. He is not alone in preparing for this adventure, however, as he is being coached by sailing legend Jean Le Cam. An intergenerational duo who share DUO's passion and values: on the water as in the job search, **it's better to be two and well accompanied!** In 2023, Benjamin took part in the Transat Jacques Vabre, a two-handed race from Le Havre to Martinique.



“

I might have thought that mentoring was just about helping a young person take their first steps in the world of work. It's much more than that! First and foremost, you receive as much as you give, and it's a wonderful human encounter between someone who needs help and someone who is willing to lend a hand. All with a great team behind you! That's DUO for a JOB.

Christine | mentor



DUO in a nutshell



3
COUNTRIES



17
CITIES



90
EMPLOYEES



200
VOLUNTEERS



1890
ACTIVE MENTORS



6963
DUOS CREATED SINCE 2013



254
FINANCIAL PARTNERS



8 OUT OF 10 MENTORS
START A NEW DUO AGAIN

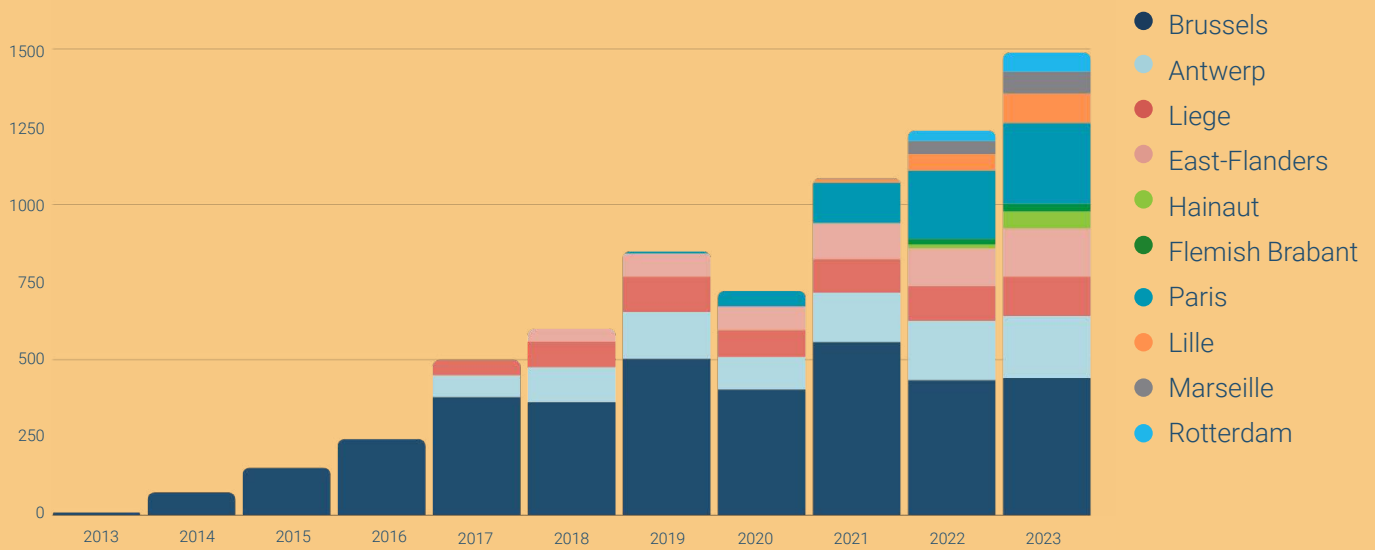


Sometimes we need someone to help us believe in ourselves and get rid of our doubts. DUO provides such a person who can share invaluable experience and support. Once you believe in yourself, you will find your way to your dream and unlock your potential.

Yulilia | mentee



Evolution of the number of duos / per branch



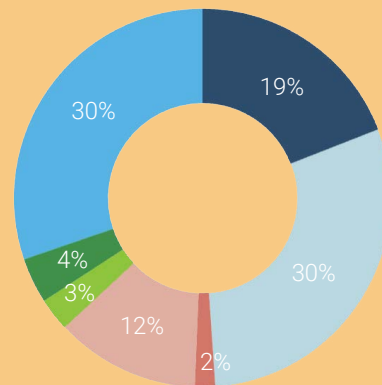
70% mentees
FIND A JOB, AN INTERNSHIP
OR A TRAINING



1 IN 2 YOUNG PEOPLE
FIND STABLE EMPLOYMENT
(minimum 3-month contract)

Positive solutions (since 2013)

- Permanent contract
- Fixed-term contract
- Independant
- Professional training
- Academic training
- Internship
- Still searching



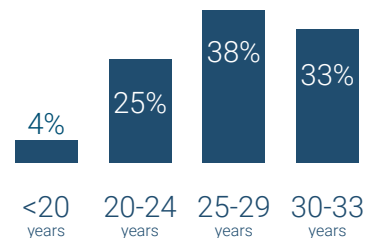


Our mentees

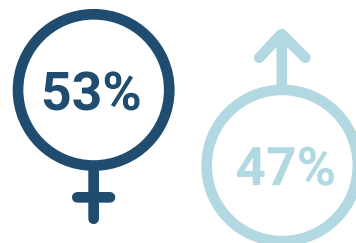


young people
accompanied in 2023

Age



Gender



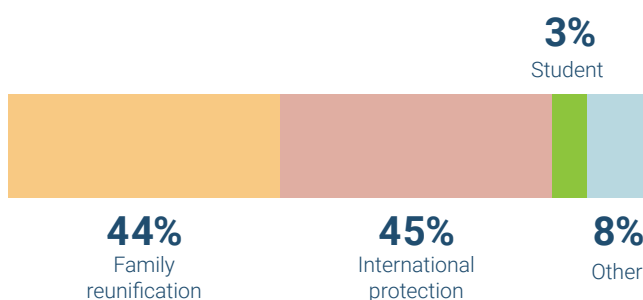
Nationality and residence status



21%
BE/FR/NL
nationality

79%
Foreign
nationality

All the mentees accompanied by our association have a residence permit allowing them to work legally in the country they live in.



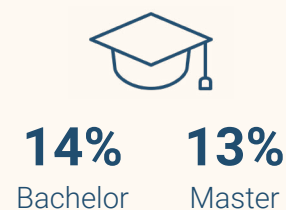
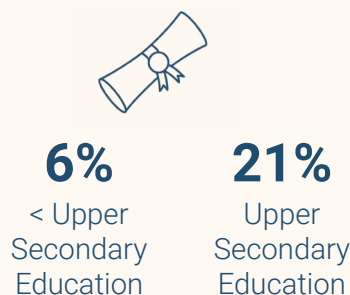
Origins

Whatever their nationality, the mentees accompanied by DUO for a JOB all have a foreign origin outside the EU.

Top 5 origins most represented among our mentees in 2023:

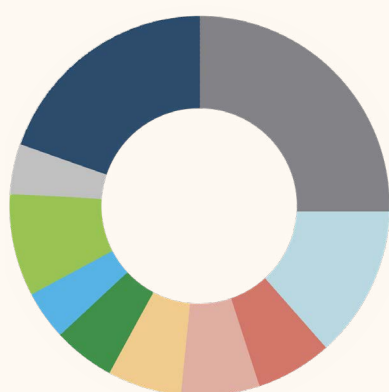


Educational level



Business sectors

1 out of 4 young people start their coaching at DUO for a JOB without having a precise professional project in mind, only the desire to work. A mentor with a fairly «generalist» profile will be able to help them define their professional project and implement a short/medium/long term action plan.

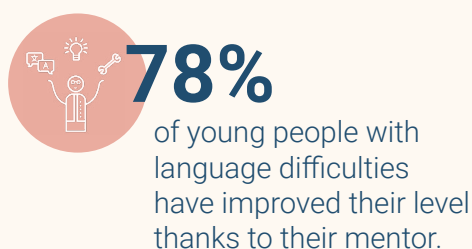
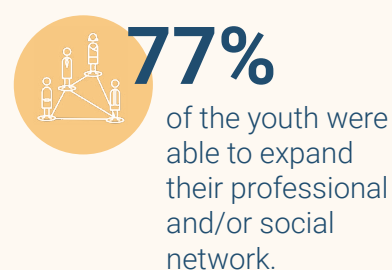
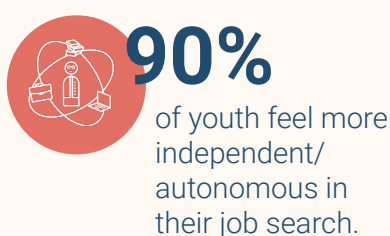


- To be determined
- IT & Telecoms
- Administration
- Retail & Sales
- Transport & Logistics
- Healthcare
- Communication, Marketing & Advertising
- Accountancy & Auditing
- Social Work
- Other sectors (Hospitality, Education, Cleaning...)

What's in it for them?

Regardless of gender, education level, or origins, the **individualised support provided by a mentor significantly increases access to employment**.

But beyond the employment results, mentoring also allows these young people to develop many skills that will serve them throughout their lives. After 6 months as a duo, it is estimated that:





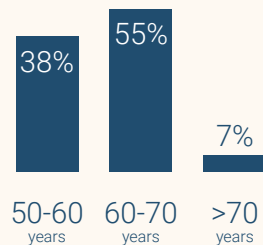
Our mentors

1890

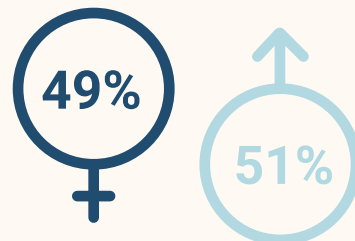
active mentors
in 2023



Age



Gender

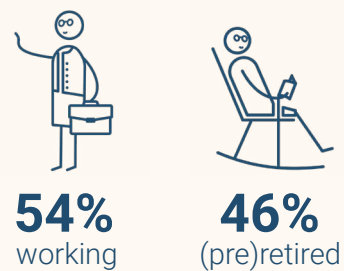


“

Working with a mentee is a new experience every time, an opening to the world, but also an obstacle course that requires perseverance from both mentee and mentor.

Philippe | mentor

Professional status



Business sectors

The fact that our mentors are or have been active in more than 50 different fields is an undeniable asset in providing each mentee with a mentor who has experience in her/his preferred sector.



- Human Resources
- Accountancy, Auditing & Business
- Retail & Sales
- Education & Training
- Finance, Banking & Insurance
- Administration
- Communication, Marketing & Advertising
- IT & Telecoms
- Other sectors (Social Work, Healthcare, Logistics...)

What's in it for them?



86%

feel they were able to use their experience and professional skills.



84%

improved their coaching skills (active listening, empathy, patience...).



96%

feel more useful as an active member of society.



79%

think they have improved their intercultural skills.

And more than one in two mentors who are still active find that the DUO experience adds value to their professional life!

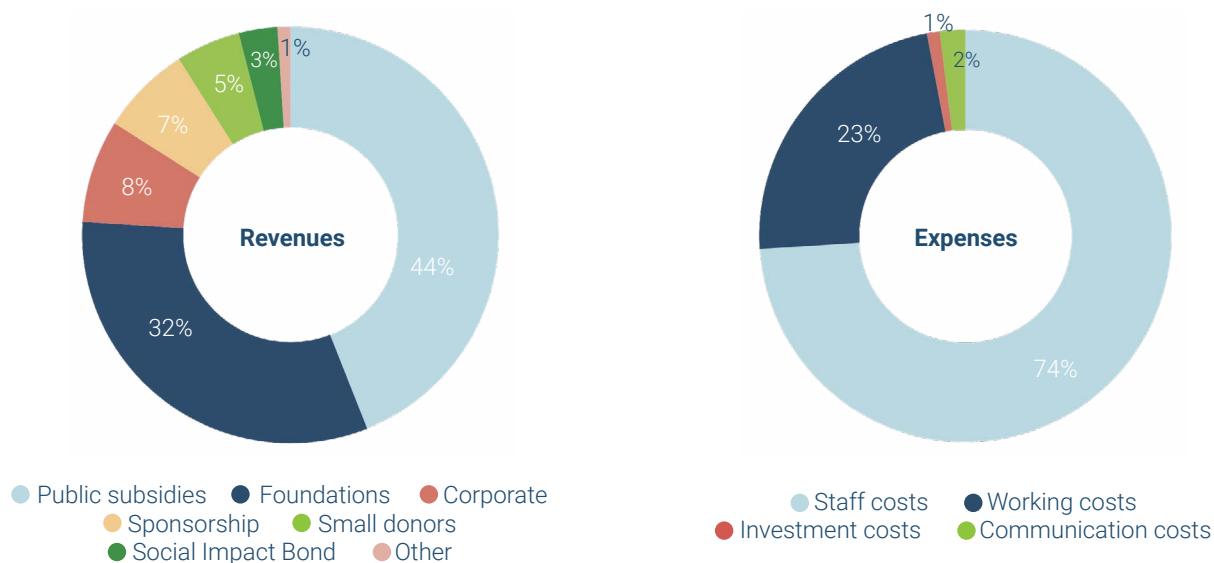


DUO has been a fantastic experience with a highly professional team and organisation. A big thank you to my mentee who taught me so much and helped me grow!

Sophie | mentor

Income & expenses

In 2023, we were again fortunate to be able to count on a number of financial partners to support us in expanding our activities.



The heart of our activities lies in the creation, follow-up and coaching of duos. This is why the remuneration of our staff constitutes the major part of our annual expenses.

Strict finance management

In order for the DUO for a JOB project to continue to evolve and grow, we make every effort to ensure that our finances are well managed. Although much of the accounting is now done in-house, we continue to work directly with a fiduciary company to benefit from their expertise. We have also put procedures in place to ensure that our accounts are well maintained and that the organisation is financially stable, including regular monitoring of expenses, budget updates when necessary, and cost accounting.

Financial transparency

At DUO for a JOB's request, the association's accounts are certified each year and in each country by an external auditor. After a detailed examination of the accounts and internal procedures, a report is produced through which we receive an unqualified certification of our compliance with accounting standards.



BELGIUM

Detailed financial report 2023

Compte de résultat

	2022	2023
CHARGES		
Rémunération du personnel	3,405,615	3,613,878
Frais de fonctionnement	713,744	800,554
Frais d'investissement (amortissements)	111,643	26,669
Communication	175,444	92,072
Evènements & activités	59,337	74,938
Charges financières diverses	6,503	3,382
Autres charges	10,930	79
TOTAL	4,483,216	4,611,572
PRODUITS		
Dons de particuliers	30,327	35,454
Entreprises	472,500	463,917
Mecenats	506,100	455,000
Transfert vers subsides en capital	0	0
Amortissement subside en capital	11,684	9,622
Subsides	2,071,714	2,310,363
Fondations	1,349,784	1,318,923
Autres produits	54,657	61,446
TOTAL	4,496,767	4,654,726
RÉSULTAT AVANT AFFECTATION	13,552	43,154
Affectation aux fonds	0	0
Prélèvements aux fonds	0	0

RÉSULTAT APRÈS AFFECTATION	13,552	43,154
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Bilan 2023

ACTIF		PASSIF	
ACTIFS IMMOBILISÉS	71,315	FONDS PROPRES	683,819
Immobilisations Incorporelles	15,515	Fonds social	3,826
Immobilisations Corporelles	46,024	Fonds affectés	0
Mobilier - Matériel roulant	36,836	Bénéfices reportés	675,603
Autres Immob. Corp.	9,188	Subsides en Capital	4,390
Immobilisations financières	9,775	PROVISIONS	
		risques - charges	9,000
ACTIFS CIRCULANTS	4,801,990	DETTES	4,180,485
Créances	3,821,080	Dettes à un an au plus	478,889
Valeurs disponibles	947,777	Dettes Financières	0
Comptes de régularisation	33,133	Dettes Commerciales	33,754
		Dettes Fisc. Sal. Soc.	445,135
		Autres Dettes	0
		Comptes Régularisation	3,701,595
		Produits à reporter	3,701,595
TOTAL ACTIF	4,873,304	TOTAL PASSIF	4,873,304

FRANCE

Detailed financial report 2023

Compte de résultat

	2022	2023
CHARGES	1,181,351	1,944,655
Rémunération du personnel	830,174	1,254,823
Frais de fonctionnement	286,198	592,480
Frais d'investissement (amortissements)	15,333	25,224
Communication	39,441	29,350
Evènements & activités	9,107	25,119
Charges financières diverses	870	1,678
Autres charges	228	15,982
PRODUITS	1,242,724	1,964,029
Dons de particuliers / Divers	31,280	2,159
Entreprises	73,000	59,000
Mecenats	5,000	0
Transfert vers subsides en capital	0	0
Amortissement subside en capital	0	0
Subventions d'exploitation	340,009	632,154
Fondations	792,832	721,245
Contrat à impact social	0	542,085
Autres produits	503	7,387
RÉSULTAT AVANT AFFECTATION	61,373	19,374
Affectation aux fonds	0	0
Prélèvements aux fonds	0	0
RÉSULTAT APRÈS AFFECTATION	61,373	19,374

Bilan 2023

ACTIF

ACTIFS IMMOBILISÉS

Immobilisations Incorporelles

Immobilisations Corporelles

Mobilier - Matériel roulant

Autres Immob. Corp.

Immobilisations financières

63,912

0

49,673

0

49,673

14,239

PASSIF

RESULTAT DE L'EXERCICE

FONDS PROPRES

Fonds social

Fonds affectés

Autres réserves

Subsides en Capital

19,374

108,563

0

0

108,563

0

ACTIFS CIRCULANTS

Créances

Valeurs disponibles

Comptes de régularisation

1,657,264

783,178

874,096

0

DETTES

Dettes à un an au plus

Dettes Commerciales

Dettes Fisc. Sal. Soc.

Autres Dettes

Produits constatés d'avance

214,534

0

201,745

794,470

382,500

TOTAL ACTIF

1,721,186

TOTAL PASSIF

1,721,186

NETHERLANDS

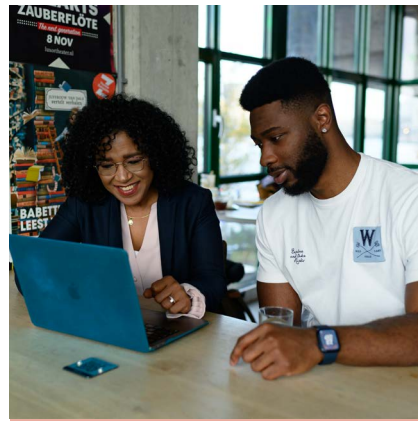
Detailed financial report 2023

Resultatenrekening

	2022	2023
UITGAVEN		
Personeelskosten	142,845	211,085
Operationele kosten	19,286	41,914
Investeringskosten (afschrijvingen)	0	0
Communicatie	3,639	2,866
Evenementen & activiteiten	3,684	9,047
Overige financiële kosten	201	425
Andere kosten	0	0
TOTAAL	169,656	265,336
INKOMSTEN		
Giften van particulieren	0	0
Giften van bedrijven	31,000	0
Sponsoring	0	0
Overdracht naar kapitaalsubsidies	0	0
Afschrijving kapitaalsubsidies	0	0
Subsidies	13,500	75,000
Stichtingen	126,500	196,303
Overige inkomsten	0	0
TOTAAL	171,000	271,303
RESULTAAT VOOR TOEWIJZING	1,344	5,967
Toewijzing aan fondsen	0	0
Fonds onttrekking	0	0

RESULTAAT NA TOEWIJZING

1,344 5,967



Partners and donors

Our warmest thanks to all our partners and donors! Thanks to their invaluable support, our association can continue to offer more and more young people a high-quality programme that is completely free of charge.

For our teams, their generosity and commitment are also a constant source of motivation, confirming that there are many of us who want to move in the same direction.

Without naming them individually we certainly can't forget the many donors, philanthropists and patrons who also enable us to make a difference, and all the other operational partners with whom we work on a daily basis.

Public partners



Private partners



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Pictures: Amin Bendriss, Prisca Visser & Johanna de Tessières
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