

ACTIVITY REPORT 2025





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In a world that is constantly changing, we believe that the real solutions to our profound societal challenges will come from the **commitment of everyone, at all levels**. This is why, in 2025, we consciously chose connection and trust. Why we continue to foster encounters and believe in the great power of building bridges between generations and cultures.

The numbers speak for themselves: in 2025, **we supported more than 2.000 duos**, and more than 7 out of 10 young people found a positive outcome (job, internship or training).

Since 2013, our development has relied on **proven results, robust methodology** and training, state-of-the-art IT systems and **long-term operational and financial partnerships**. We built a replication strategy city by city, and successfully implemented our program in 3 countries.

Today, DUO for a JOB has turned from a small Belgian social project into a **+100-staff European NGO** that has already supported **more than 10.000 young people**, counts **2.300+ volunteer mentors** and is **active in 15 cities in Belgium, France and The Netherlands**.

Every young person who chooses DUO for a JOB, every mentor who decides to join us, every job found after six months is an example of the **lasting impact of our work**. In a duo, mentees and mentors discover a space of trust, to learn, to **develop new skills, to realize their potential**. They adopt an open attitude towards diversity, that they will maintain throughout their lives.

But we not only work on the ground, with the mentees and the mentors. To **turn this tangible local impact into a more systemic impact, we have also been advocating** to create the conditions for high quality mentoring to scale, to make mentoring a real lever for public policy.

However, despite these very encouraging results, we face **major funding challenges**. Balancing our budget remains a crucial issue every year to ensure our program is accessible to every young person who needs it. In a very uncertain economic context, we are determined to rally around DUO for a JOB all those who wish to support us and thank them for helping sustain our mission.



**Two generations
One shared future**



Our vision

DUO for a JOB exists **to reduce inequalities in access to employment in order to promote diversity and inclusiveness in the job market**, enabling talented young people from immigrant backgrounds to achieve lasting integration and make an active contribution to the society in which they live.

DUO for a JOB enables the 50+ to pursue their civic commitment by **sharing and valorizing their experience and skills**, with the aim of helping to create a more **cohesive society**.

By acting as a bridge between generations and cultures, DUO for a JOB cultivates understanding, openness and empathy to create an environment **where respect for differences and points of view are valued, where mutual aid and solidarity are encouraged and thus strengthen social cohesion**.

By acting proactively to create equitable opportunities, foster intercultural exchange and promote diversity as a strength and source of wealth, DUO for a JOB **contributes to the fight against racism, prejudice, determinism and discrimination**, promoting a fair and inclusive society.

Our mentoring Programme

Over a six-month period, DUO offers:

- Personalised, one-on-one support
- Network, industry knowledge and community access
- Online resources (knowledge, templates, learning modules, etc.)
- CV and cover letter review
- Job interview preparation
- Peer learning among mentors
- Meeting space

And also... meaningful conversations, mutual trust, practical advice, motivation, and positivity.

Our Beneficiaries

The mentee

- Young jobseeker
- Aged between 18 and 33
- With at least one parent or grandparent born outside the European Union
- Eligible to work

No diploma required!

The mentor

- Over 50 years old
- Available 2-3 hours per week for a period of 6 months
- Has valuable professional experience to share

No coaching experience required!

Get to know



An information session and an individual interview

Form



Training for mentors

Create a duo



Matching and the 1st meeting

Frame



The signing of the convention and the follow-up of the duos

Assess



An evaluation at the end of the duo

Our values

Promotion of diversity

DUO for a JOB promotes and values **diversity** in origins, age, skills, and experiences because we are convinced that diversity is an asset that fosters mutual learning, creativity, and innovation. To promote it, DUO for a JOB encourages **solidarity** through the creation of bonds based on intergenerational **exchange**, collaboration, and mutual support within its community.

Social impact

DUO for a JOB sets ambitious and realistic goals with the constant intention of increasing the positive **societal impact** of its actions, while closely monitoring effectiveness. To achieve this, we prioritise action and initiative, demonstrating proactivity and flexibility. We work constructively and **enthusiastically** both internally and in our relationships with our mentor, mentees and our partners to transform ideas into impact and **concrete results**.

Inclusivity

Our organisation strives to create an **inclusive environment** where everyone feels welcome, respected, and heard, where all voices are valued, and where each person can fully contribute. DUO for a JOB ensures a **safe space** for its employees and volunteers, beneficiaries, and partners.

Warm professionalism

By combining **professional rigor** with a human and caring approach, DUO for a JOB aims to provide accessible and high-quality mentoring while fostering warm relationships that generate mutual understanding, **empathy**, and **respect**.





Every duo changes
two lives

Alpha & Gisèle

Alpha is 27 years old. Like many young people from immigrant background, **he has had to face discrimination head-on**: a contract torn up overnight, an appearance deemed “unprofessional,” racist comments... despite his excellent results.

In these moments of doubt, Gisèle was there for him. She listened, supported, and helped Alpha put his experiences into words and understand the essential truth: “You’re not the problem, they are.” Thanks to her presence and kindness, Alpha regained confidence in himself, his skills, and his value. Today, he works in **the IT department of the ONEM in Brussels** and looks back on his journey with pride. And Gisèle is proud of him too!



*“You’re not the problem,
they are.”*
Gisèle

2025 Highlights

Sylvie & Charlotte



Charlotte arrived from Burkina Faso in 2023 with a very specific idea in mind: to find a marketing company to start a work-study program. Motivated and determined... but alone in a professional world she was discovering, with all its rules and codes. That's when she joined DUO for a JOB.

There she met Sylvie, 66, who had just been trained to become a mentor. With solid experience in sales & marketing acquired in several sectors (fashion, optics, etc.), Sylvie immediately put her energy and field experience to work for Charlotte.

Very quickly, they went beyond simply searching for training. Sylvie is actually the very first person in France with whom Charlotte can really talk about career plans, confidence, ambitions, but also adaptation, doubts, and what it takes sometimes to dare to move forward. 18 months later, Charlotte has come a long way and Charlotte and Sylvie are still in touch. Because this duo wasn't just about professional goals or approaches: they built a genuine relationship and shared an experience that left a mark on both their lives.

"It is an extraordinary human experience, very positive and constructive."

Sylvie

Joining forces

Because the issues DUO for a JOB addresses are multiple and interconnected, joining networks committed to our causes seems essential:

- to work in a cross-functional manner
- to promote mentoring and the priorities of our audiences
- to contribute at our level to demonstrating the striking power and indispensable societal impact of the non-profit sector in Europe.

Whether with [Le Collectif Mentorat](#) or [Work with Refugees](#) in France, with the new [Mentoring Belgium](#) coalition, or with [Mentoring Europe](#), DUO for a JOB aims to strengthen advocacy for public policies focused on proven solutions, such as mentoring.



Reaching a major milestone: 10.000 duos

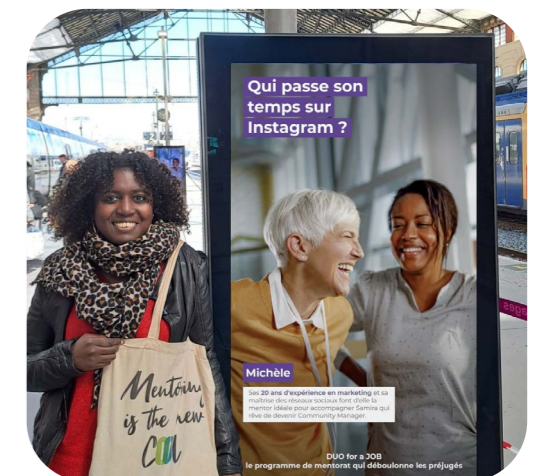
In September we reached the incredible milestone of 10,000 duos created since DUO for a JOB's launch. 10,000 stories, encounters, and life-changing moments made possible thanks to the commitment of all those who believe in mentoring.

The Antwerp team was particularly proud to sign this 10 000th mentoring convention together with Walter & Gabriela.



Raising awareness

We launched two major national awareness campaigns to debunk the prejudices that weigh heavily on mentees and mentors. Through these 360° campaigns visible on social media, in city centers, in major train stations, newspapers, etc. DUO for a JOB invited the general public, employers, and decision-makers to value talent from all ages and backgrounds and to act collectively for a more inclusive society.



Our activities

2.042

duos
in 2025

15
offices across Belgium,
France & The Netherlands

93
team members

2.381
active mentors

10.766

duos
accompanied
since 2013



In 2025, DUO for a JOB, it's also

68

formations
given to
mentors

1632

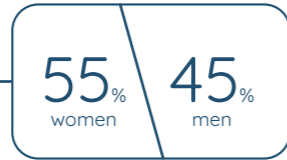
hours of
training for
mentors

106.184

hours of
mentoring
support

Focus on Mentees

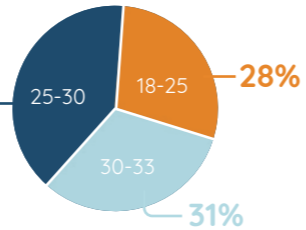
2.042



young people supported in 2025

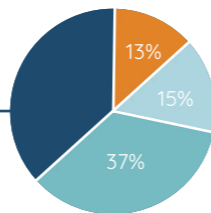
39%

of mentees are between 25 and 30 years old



35%

of mentees have no recognized diploma



1 in 5 young people starts the program without a specific career plan, driven only by the desire to find a job. A mentor with a fairly “generalist” profile can help them define their career path and implement an ambitious yet realistic action plan.

Others want to work primarily in:

- IT,
- Admin,
- Retail,
- Transport & logistics,
- Comm
- Healthcare

- Higher education
- Completed secondary education
- Diploma below secondary education
- No diploma

Top 5 countries of origin among mentees in 2025:

Morocco, Afghanistan, Algeria, Guinea, Ukraine

Difficulties encountered by our mentees

Lack of self-confidence

Lack of professional network

Lack of knowledge of the labour market

Lack of understanding of procedures

Difficulties in recognising qualifications

Poor command of the language



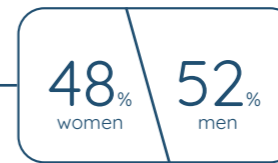
Creating impact,
one duo at a time



**Giving back while
moving forward**

Focus on Mentors

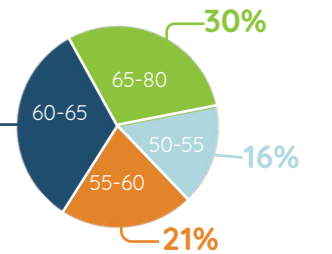
2.381



active
mentors
in 2025

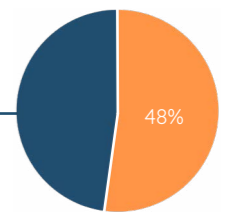
33%

of mentors are between 60 and 65 years old



52%

of mentors are retired



● retired
● still professionally active

Top 10 - Sectors of expertise

1. Human Resources
2. Accountancy, Auditing & Business Management
3. Education & Training
4. IT & Telecoms
5. Finance, Banking & Insurance
6. Retail & Sales
7. Communication, Marketing & Advertising
8. Administration
9. Healthcare
10. Social Work

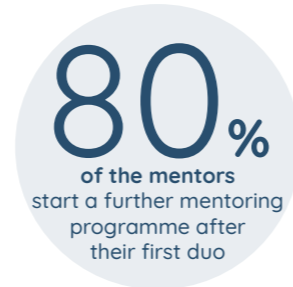
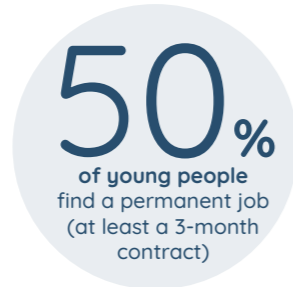
The expectations of our mentors

Feeling active and useful by passing on their experience and skills

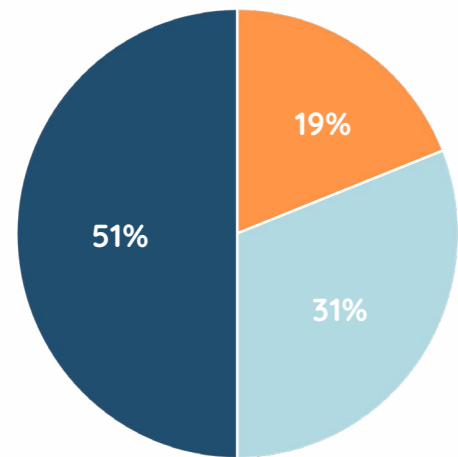
Connecting with young people (their reality, their challenges, their dreams, etc.)

Be informed and involved in a stimulating environment

Our impact evaluated 12 months after the end of the duos



Employment solutions (since 2013)



- Permanent fixed-term contract
- Self-employed
- Qualifying or University training
- Job search

What about the social return on investment?

Supporting a project like DUO for a JOB is an effective investment for private social investors & public authorities. As the programme delivers rapid and convincing results, it generates majors save costs through reduced unemployment benefits, increased tax revenues, and lower expenses related to social exclusion.

Promoting the professional integration of young people with a migrant background

- Higher employment rates
- Reduced unemployment and related costs
- Increased self-confidence and enhanced social and cultural capital
- Better alignment between job market supply and demand
- Greater workplace diversity

Valuing the experience and engagement of those aged 50 and over

- Recognition and strengthened sense of purpose among seniors
- Increased active participation in society
- Reduced social and professional exclusion of older adults, and enhanced value of the later stages of a career

Strengthening social cohesion and local solidarity

- Promotion of intergenerational and intercultural dialogue
- Reduced prejudice and discrimination
- Reinforced active citizenship

90%

of mentees feel more independent/autonomous in their job search.

77%

of mentees were able to expand their professional and/or social network.

81%

of mentors feel more useful as an active member of society.

93%

of mentors have improved their coaching skills (active listening, empathy, etc.).

Frédéric & Souhaila

They didn't know each other six months ago. **Yet they quickly developed a close relationship.** Souhaila and her mentor Frédéric have built a real alliance. Frédéric quickly recognized Souhaila's potential, helped her improve her level of French, assisted her with her resume and cover letters, and opened up his network to her.

The result: a change of direction towards training in computer graphics, and above all **a two-year paid internship at Ecobati in Herstal, Belgium.** "Frédéric was incredibly patient. He believed in me, even when I doubted myself," says Souhaila. Mentoring is much more than just support: it is an encounter, a special bond and an opportunity that can change a life.



"He believed in me, even when I doubted myself."
Souhaila



**Diversity is
a source of richness**

Income and expenditure

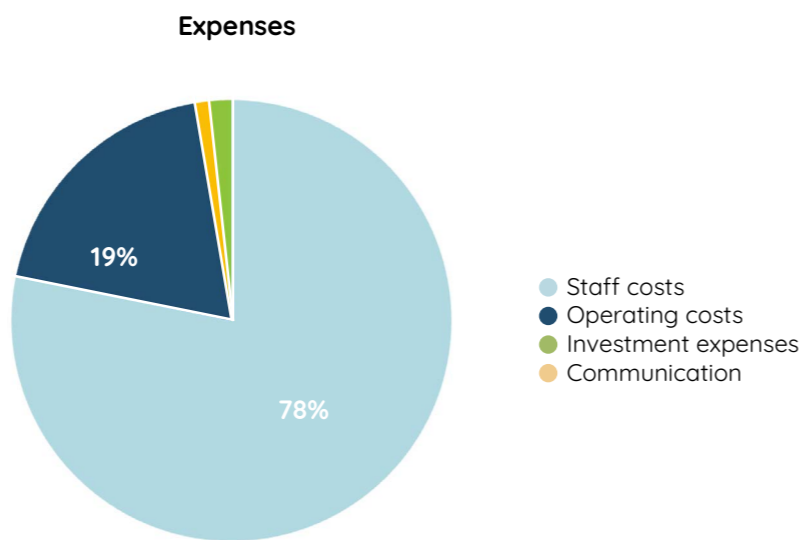
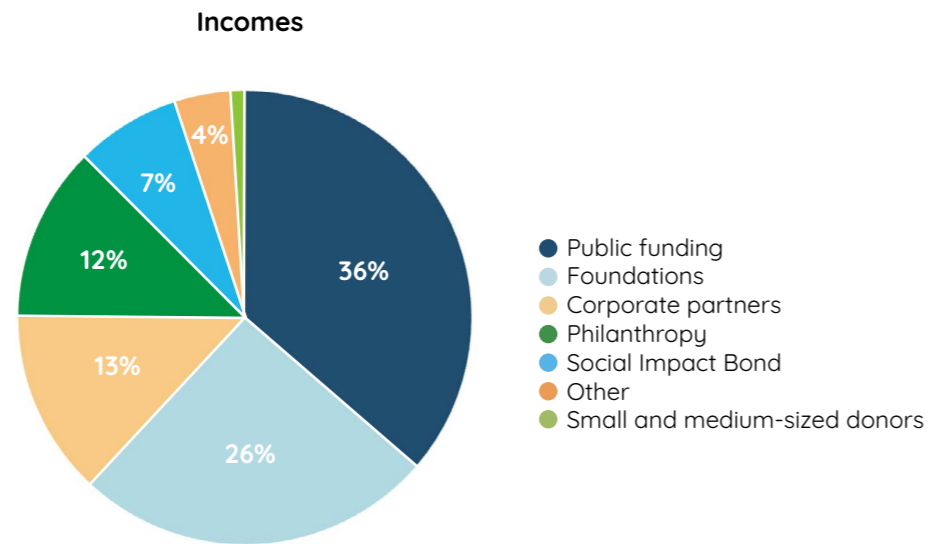
Thank you!

In 2025, we were once again fortunate to count on the support of numerous financial partners who contributed to the expansion of our activities.

A big THANK YOU to all our partners! Thanks to their precious support, our association can keep on offering more and more youngsters and 50-plussers a qualitative and totally free program.

Their generosity and involvement are also a continuous source of motivation for our teams, confirming that many of us want to move in the same direction.

Without being able to name them individually, we certainly do not forget the many donors, philanthropists and patrons who also enable us to make a difference, nor all the other operational partners with whom we collaborate on a daily basis.



The core of our work lies in the creation, support, and coordination of duos. For this reason, staff remuneration represents the largest portion of our annual expenses.

Public Partners



Private Partners





www.duoforajob.org