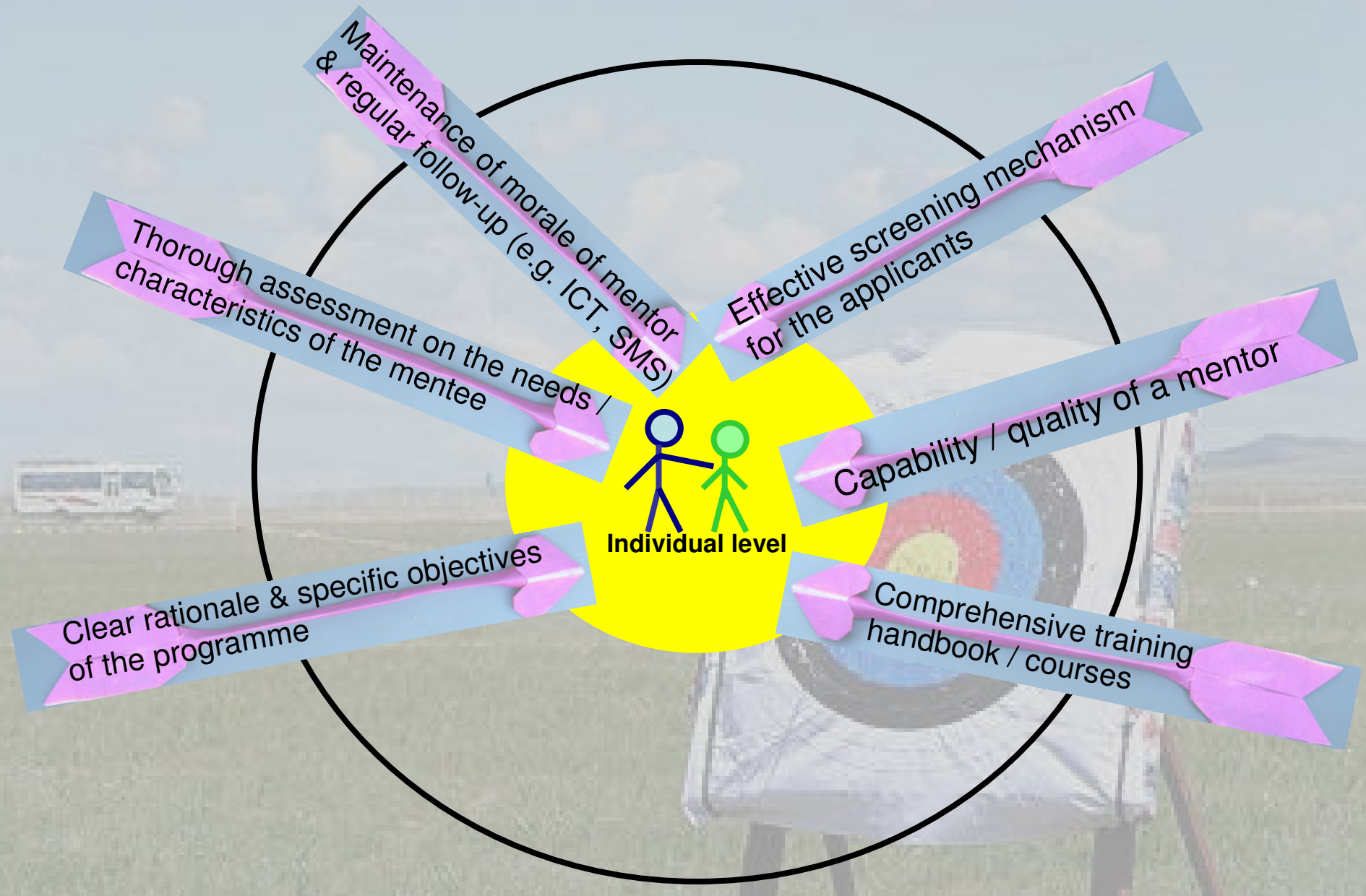


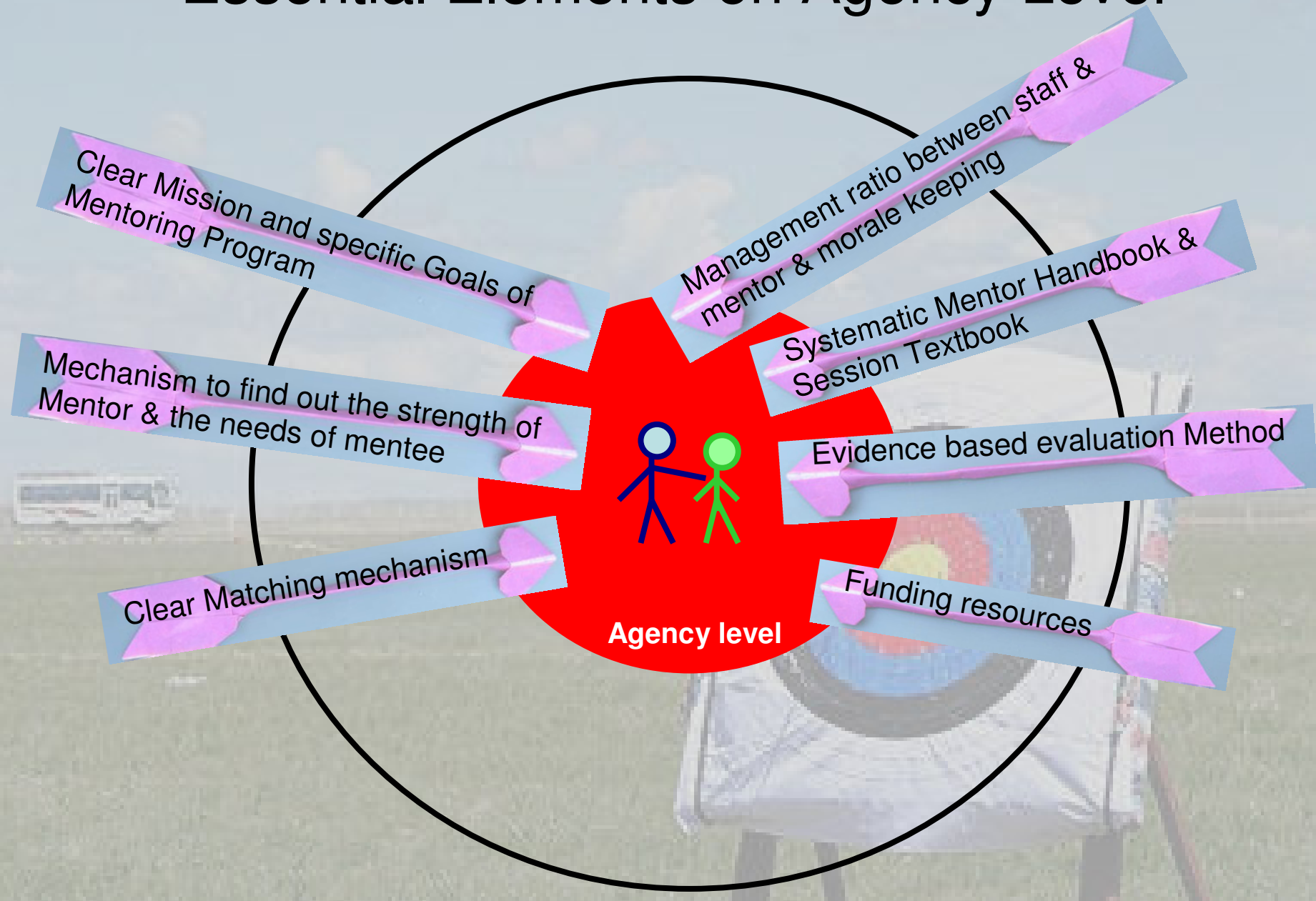
Essential Elements on the Development of Mentoring Programme



Essential Elements on Individual Level



Essential Elements on Agency Level



Essential Elements on Community & Government Level

