## Queen Margaret University Mentoring Programmes

### Juan Garcia (Navarro) Employability & Development Adviser



Queen Margaret University **Employability mentoring: a** comparative analysis on how mentoring affects widening participation and non-widening participation students



QMU Careers & Employability aim to empower students to become work ready graduates Mentoring as a means to support WP students with sector insight and skills

Introduction of new graduate attributes for QMU students in the new employability strategy 2020-25



# Employer Mentoring Programme & Enterprise Mentoring Programme



The Goals of the Programmes

- To establish and embed a mentoring culture at QMU
- To establish and maintain links with industry and alumni
- To improve DELHI/Graduate level
  employability rate
- To ease transitions from university to the world of work
- Enhance WPS readiness for employment



# Some data

- 40-60 successful pairs every year
- 350+ successful mentoring pairs to date
- Open to <u>all</u> 3<sup>rd</sup> and 4<sup>th</sup> year students from any discipline to avoid stigma.
   Open to some postgraduate
- Priority given to Scottish domiciled students.
- 80-90% WP students

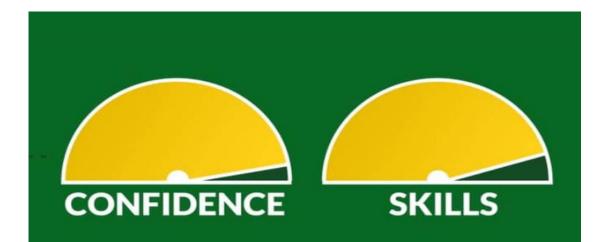


# Impact of the programme





## Some graduate attributes and perceived gains Confident Networker Entrepreneurial Self-aware Contributor





What concerns have been addressed during the mentoring programme?

- Anxiety about not understanding my profession
- Concerned about practical skills required in my profession
- Not having access to networks or professionals in my profession
- Not knowing what I wanted to do with my career



#### Perceived increased confidence





Does your interaction with your mentor and other professionals that you have met in the programme make you feel more assertive?





# Self-awareness: options, skills & required experience





### Become positive contributors and lifelong learners





# Has the programme help you to be more entrepreneurial?





How has the programme enhanced your networking skills and access to opportunities?





# Mentoring as a means to link academic work with industry insight and practical knowledge





# Has the mentoring experience influenced your career ideas and plans?

- Very much
- A lot
- A little
- Not at all



## Thanks



