

# 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 all 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





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



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[www.qmu.ac.uk](http://www.qmu.ac.uk)

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



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