Queen Margaret University Mentoring Programmes

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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> 3rd and 4th year students from any discipline to avoid stigma.
 Open to some postgraduate
- Priority given to Scottish domiciled students.
- 80-90% WP students

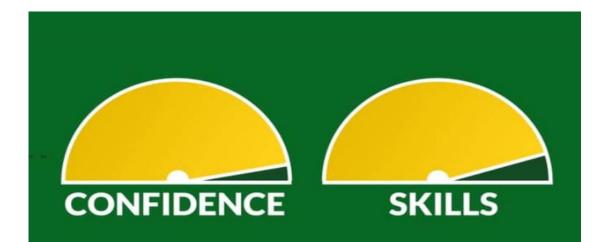


Impact of the programme





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



