Queen Margaret University
Mentoring Programmes

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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 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