

# Employer Mentoring Programme @ Edinburgh Napier University

How influence from Employer Mentors helps motivate students to succeed

## Employer Mentoring Programme

The EMP aims to help students reach their maximum academic and employability potential. The EMP currently in its 5<sup>th</sup> year, matches students with a workplace – based mentor in an area they aspire to.

## Who does it help?

- Students from a widening access background (Year 1 – Current)
- Student peer mentors (Year 3 – Current)
- SET students (Year 4 – Current)
- Targeted subject areas (New, Year 5)
- Students with a disability (New, Year 5)

## Why?

- Increase knowledge of job areas
- Build sustainable relationships with professionals
- Increase students networking opportunities
- Enhance skills around job applications eg. CVs & Interviews

*'It will help me look for jobs suited to my design style. It has also taught me not to settle and to aim high in my career. I also feel more confident in going for jobs.'*

*Student Mentee*

*'I got professional advice from somebody who knows what recruiting people will look for.'*

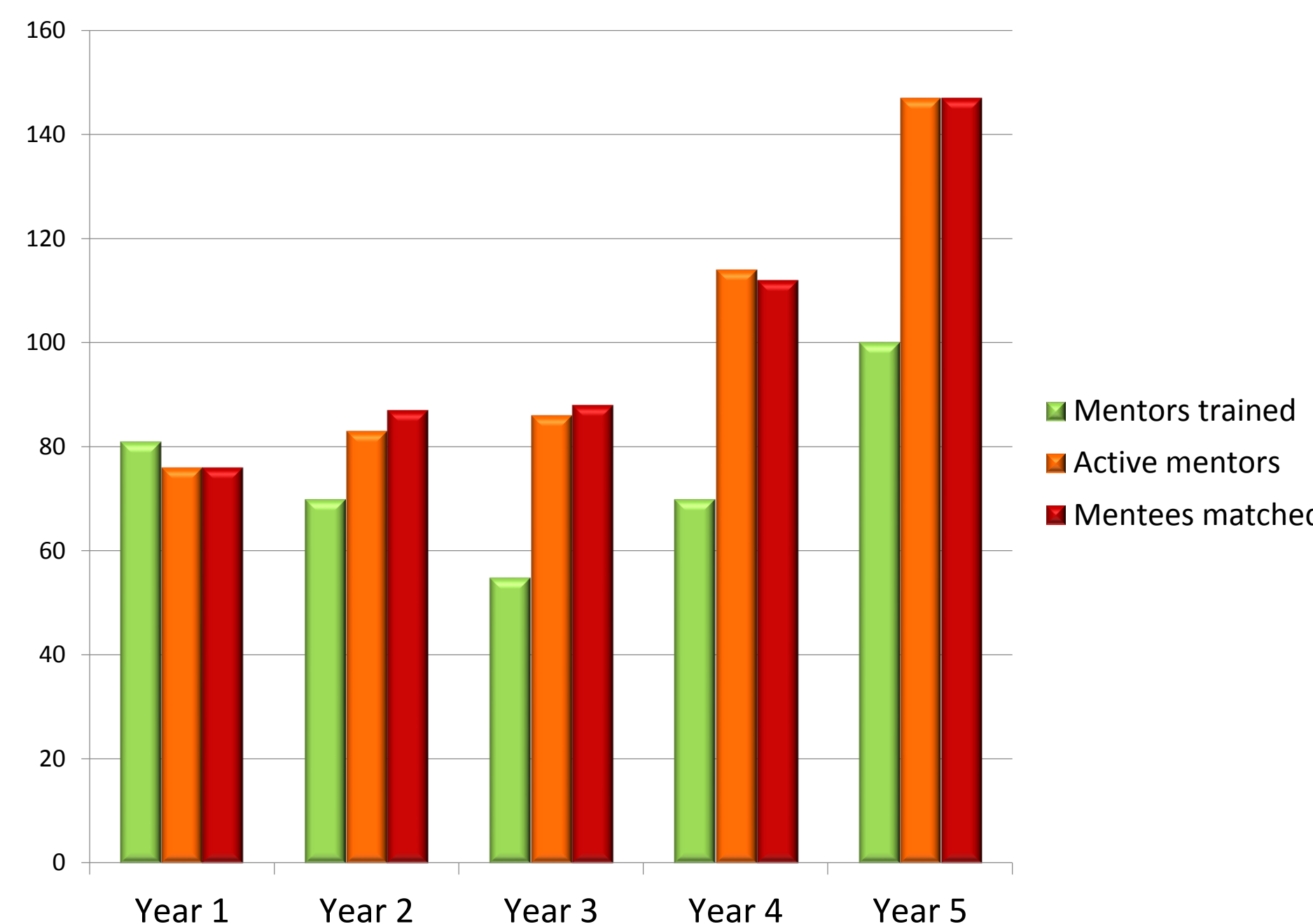
*Student Mentee*

*'Being able to get a realistic and detailed look at the kind of work I want to do once I graduate.'*

*Student Mentee*

Robust Evaluation has shown how the EMP has grown in **SUCCESS**

**94% of students & 93% of mentors in Year 4 were satisfied with the EMP**



**2011**

**2012**



**\*57% of participants progressed from year 3 - year 4 UK population - 49%**

**Number of places on the programme have doubled**

**SUCCESS**

**71% of participants achieved 'good honours' degree – 63% of UK population**

## Robust Evaluation...How?

- Questionnaires
- Focus Groups
- **Self Efficacy** – To measure the impact on participants. Results of this self efficacy won't be available until the end of this year (Year 5).

*'The Employer Mentoring Programme has very much influenced my career choices along with opening up and introducing me to new ones.'*

*Student Mentee*

**SMN project of the year 2011**

**Staff numbers have doubled in year 5**

**SMN Quality Award**