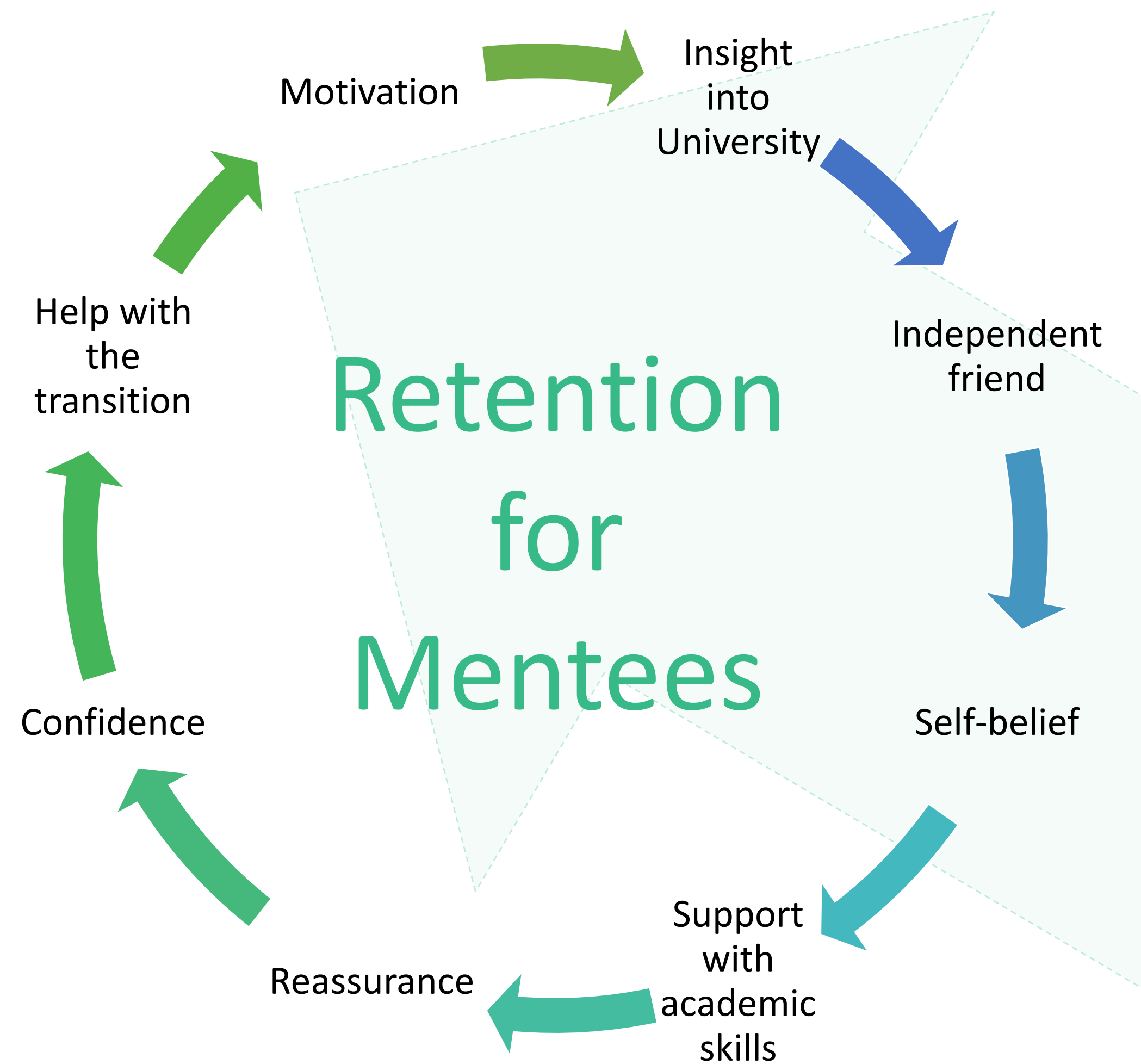


# Student Mentoring: Retention & Employability



**Eligibility criteria:** All inclusive for new students with a self-referred academic skills gap, to help them make the transition to university level study. Originally introduced for wider access students, however now inclusive to all new students, including postgraduates.

**Benefit to university:** Cost effective retention. Experienced students meeting a new student on a one to one basis to integrate them into the Edinburgh Napier community of learners.

**Benefit to mentor:** Improved communication, valuable new skill to add to CV – voluntary work demonstrating an ability to improve another’s skills - which is attractive to potential employers.

**Benefit to mentee:** Improved confidence to deal with a transition into a new or different way of studying. A few mentors each year are instrumental in preventing the mentee from giving up their studies.

**Mentor training:** 2 hours interactive training with emphasis on instilling professional mentoring relationship: What is mentoring, Role of the mentor, Qualities of the mentor, Active listening, Constructive questioning, Confidentiality, Boundaries, and Guidelines.

**Mentee training:** Mentees are met individually to maintain confidentiality. They are familiarised with the guidelines and their particular needs are discussed. Finally, the co-ordinator needs to address whether their requirement is greater than a student mentor can provide.

**Mentors Trained 2014/15:** 86  
**Matches 2014/15:** 138

**Mentoring support:** The mentoring relationship is confidential between, mentor, mentee and the co-ordinator. The students are encouraged to contact the co-ordinator with any issues or concerns arising from the relationship. They are then given advice and guidance from the co-ordinator on how to deal with the situation.

“I’m glad I met my mentor, because he helped me with daily uni problems, before his help I was quite near to give up studying” **Mentee**

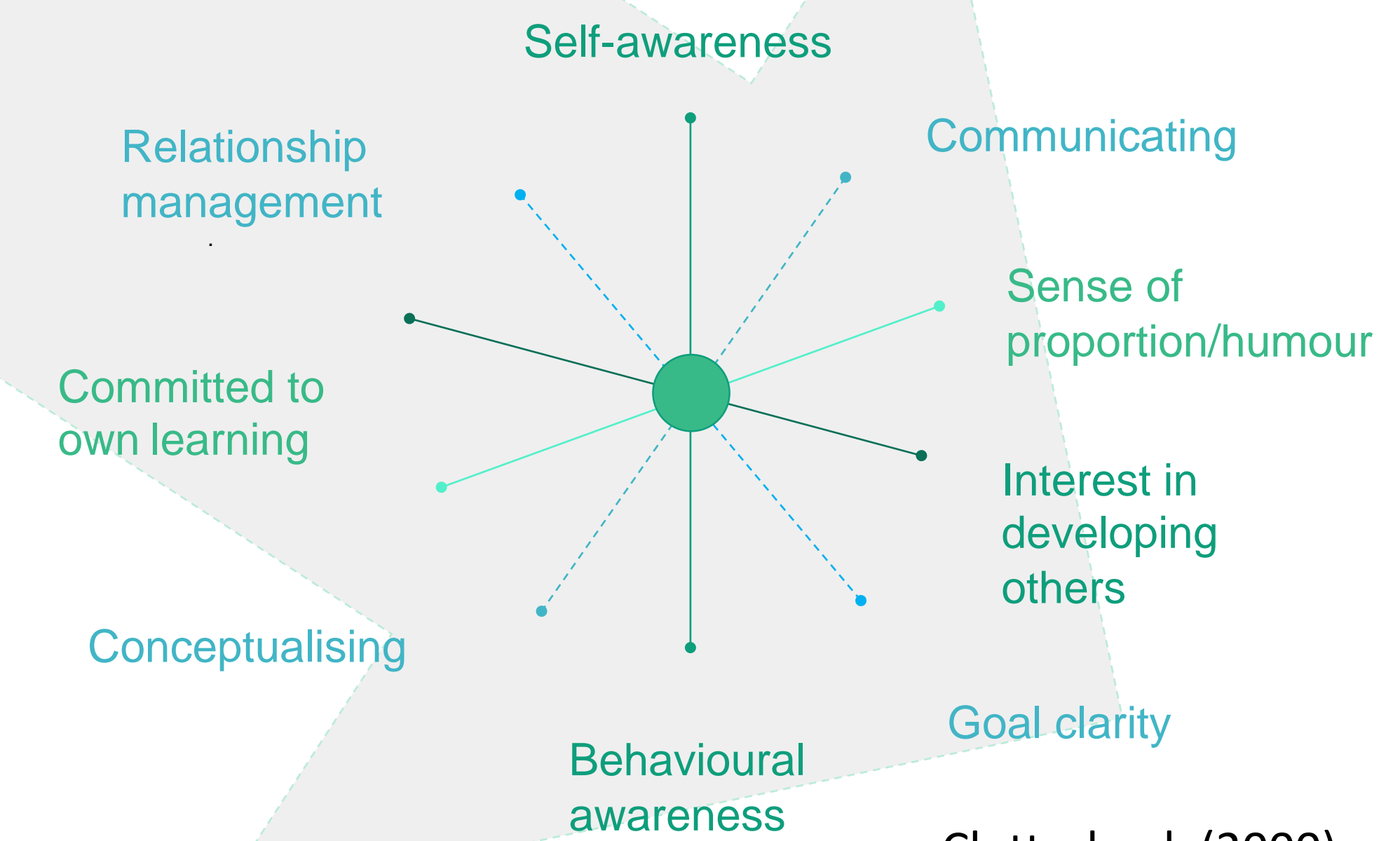
“My mentor made me have confidence in myself and believe in my capabilities.” **Mentee**

“I learned that you can change a student's experience at university by simple things such as listening, brainstorming and talking things through with him” **Mentor**

“I feel satisfied that I have been able to offer help to a student who was struggling to enjoy his university experience” **Mentor**



Clutterbuck (2000) suggests ten mentor competencies. It is a valuable way of reflecting on your skills as mentor, and provides a useful way of describing your skills for your CV!



Clutterbuck (2000)