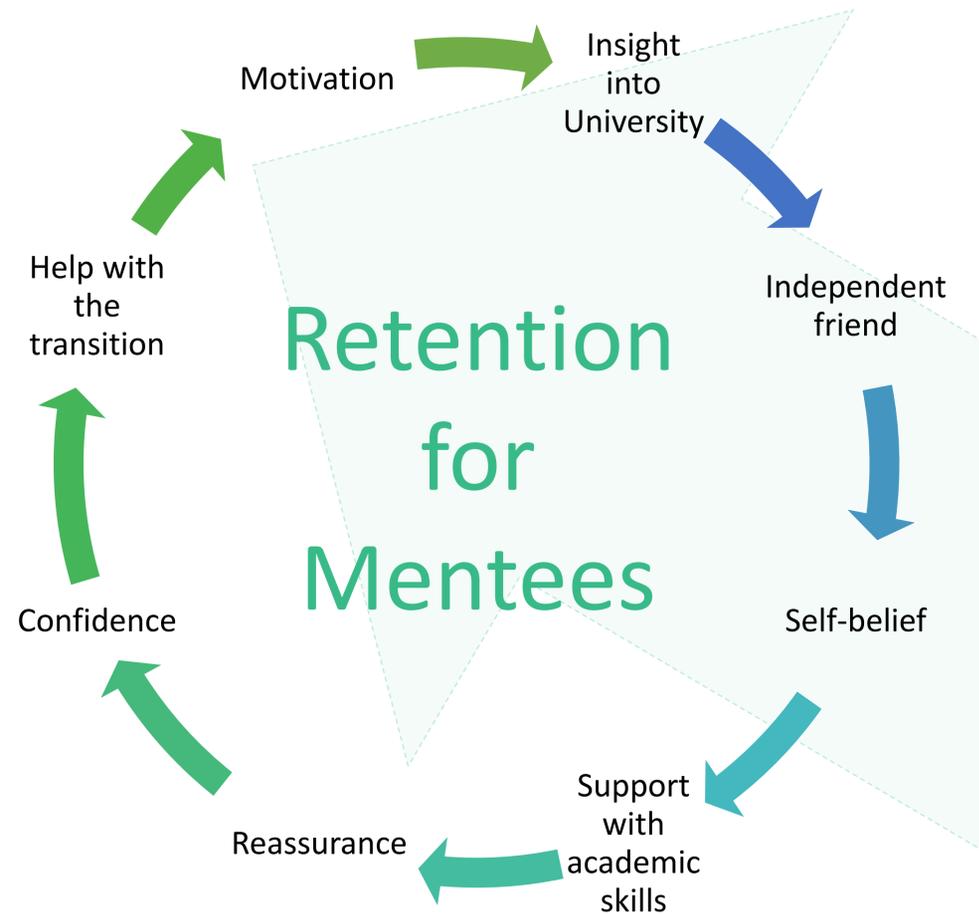


Student Mentoring: Retention & Employability



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**

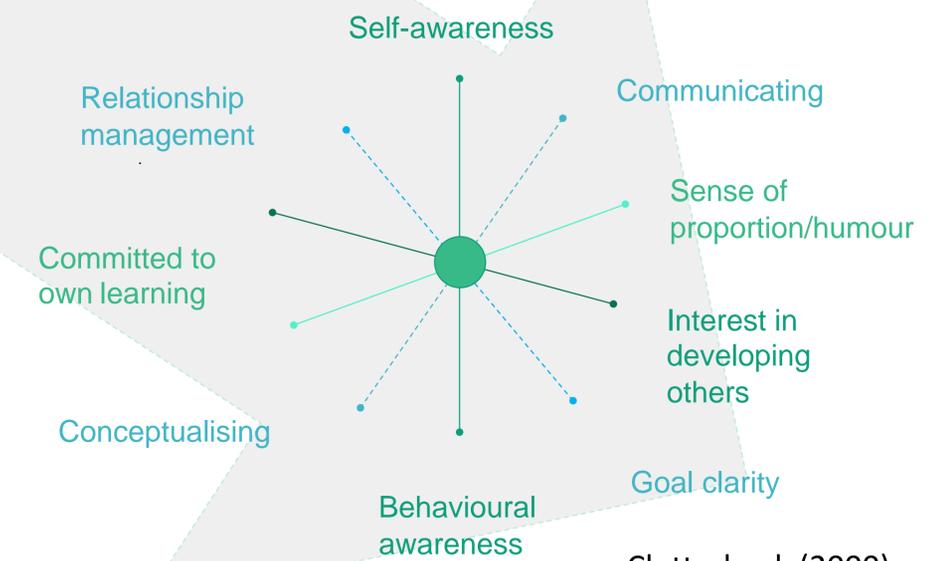
“My mentor made me have confidence in myself and believe in my capabilities.” **Mentee**

“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)