How influence from Employer Mentors helps motivate students to succeed

Employer Mentoring Programme @ Edinburgh Napier University

The Employer Mentoring Programme (EMP) aims to help students reach their maximum academic and employability potential. The EMP currently in its 5th year, matches students with a workplace-based mentor in an area in which they aspire to work.

Who does it help?
The EMP helps students who may face disadvantage when looking for graduate level jobs because of their background or circumstances.

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

47% in graduate level employment

84% in graduate level employment

*57% of participants progressed from Year 3 to Year 4
UK population - 49%

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

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SUCCESS

Staff numbers have doubled in year 5

SMN Quality Award

Scottish Mentoring Network (SMN)
Project of the year 2011

Number of places on the programme have doubled

*Figures taken from the wider Towards a Confident Future project evaluation which includes EMP

Next step...Research the impact of the EMP on student self-efficacy

- A clearer idea of students’ views on their own skills, qualities and capabilities.
- Future training for mentors & mentees can be more targeted and reflective.
- Learning impact on wider student development

We have introduced the Scottish Mentoring Network self-efficacy scale based on the General Self-Efficacy Scale (GSE) by Ralf Schwarzer and Matthias Jerusalem (1995). Read about the GSE in detail at: www.userpage.fuberlin.de/health/engscal.htm

First stage: participants completed the questionnaire before they embarked on the EMP.

Embedded evaluation consists of:

1. Evaluation preparation
   The views on the training of the participants are evaluated through the use of feedback questionnaires which aim to examine how fit for purpose the training is.

2. Evaluation EMP completion
   Questionnaires assess the quality, impact and opportunities given by the EMP. Information recorded gives robust analyses of the competencies they have developed and the opportunities they’ve been exposed to and how they feel this has impacted on their graduate level employment prospects.

3. Participant Monitoring
   Analysis is carried out on the characteristics of mentees such as: Gender, Social circumstances, Disability, Subject area
   Analysis is carried out on the mentors’ organisations to evaluate: Sectors, Industry area, Organisation size

It can be seen that questions 1 and 6 attracted the highest and questions 2 and 5 shows the lowest scores.

Upon completion of the EMP, we will ask students to re-assess themselves using the same criteria to allow us to map the distance travelled by each participant. This information will be available in July 2014.

‘I have got a wider appreciation for jobs that I might enjoy and because of this I have in some ways gained more opportunities before I have even started looking for graduate jobs.’ Mentee

Kirsty Summers & Jackie Gallagher Edinburgh Napier University March 2014

*Figures taken from the wider Towards a Confident Future project evaluation which includes EMP