



# Nurturing Talent

## Mentoring that Makes a Difference

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# Aims and Objectives

The Nurturing Talent programme connects professionals within industry to undergraduate students with the key objectives of enhancing their employability, expanding their professional network, increasing their confidence and developing key skills that will provide them with a competitive edge in the graduate labour market.



# Developing the Scheme

- Mentor recruitment
- Training
- Website
- LinkedIn
- Mentee recruitment
- Matching
- Monitoring and evaluation



# Mentoring support provided

- **Building confidence, resilience and motivation**
- **Enhancing students' communication skills**
- **Insight into industry and career direction**
- **Interview techniques and CV tips**
- **Developing professional contacts**
- **Understanding the application and selection process for internships and placements**
- **Providing work experience opportunities**
- **Constructive advice on how to demonstrate the skills that employers are looking for**



# Mentoring focus

Career choice and direction	80%
Applications and CVs (entry requirements)	80%
Qualities and skills needed to succeed in chosen career	61%
Professional training and development	30%
Interview skills	65%
Time management and prioritising deadlines	15%
Communication skills	43%
Presentation skills	13%
Confidence and assertiveness	48%
Group work and team working skills	7%
Dealing with and overcoming challenges	17%
Building professional relationships and networking	54%



# Evaluations Results

Skills / Careers / Networks	To A Great Extent	Somewhat	Total %
Gained Direction and focus on career choice	65 %	25%	90%
Gained a real insight into the job roles in my chosen industry	60%	25%	85%
Developed key skills needed to success in chosen career	30%	65%	95%
Gained professional training and development (only if offered through mentor)	15%	35%	50%
Improved Interview skills & techniques	55%	35%	90%
Time management and prioritising deadlines	35%	55%	90%
Improved communication skills	75%	20%	95%
Improved presentation skills	15%	65%	80%
Improved confidence & assertiveness	70%	20%	90%
Improved Group work & team working skills	40%	40%	80%
Dealing with overcoming challenges	45%	50%	95%
Building professional relationships & networking	70%	25%	95%



# Key Successes

## Results

A good number of mentees secured a work placement, internship or work experience

- Level 1 = 37%
- Level 2 = 58%



# Developing the programme

## Next Academic year

- 140 mentors on the Nurturing Talent Mentor Scheme
- Training delivered to all mentors and mentees throughout the year
- Develop the online LinkedIn community
- Quarterly themed networking events
- Quarterly E-newsletters
- Workshops relating to developing student employability including goal setting, building resilience, networking etc
- End of year celebration event





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# Contact us

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