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## **Employability Mentoring at DMU – Briefing note for potential mentors and FAQs**

### **What we are promoting here?**

We are seeking to engage with industry contacts to promote the Employability Mentoring Project and identify if there is scope to discuss the scheme and its benefits to those contacts and where appropriate the wider workforce within their industry.

### **What sort of people are we looking for to become mentors?**

We are looking for industry professionals to become mentors to students at De Montfort University to help increase the student's employability. We are looking for those in industry who feel that our project values are of importance to them (See values wheel diagram for explanation of values):

- Student Centred
- Diversity and Choice
- Quality and Equality
- Growth and Learning
- Change from Partnership
- Professional Relationships

Also that these same contacts would be able to contribute at least one (ideally all) of the following:

- Willing to help students identify where they might need to improve on their skills to compete for jobs
- Willing to share useful contacts within industry for the students to follow up on
- Willing to discuss what industry requires of those going into that industry (expectations, standards.)

### **What if mentors cannot contribute towards all of the three above?**

It is likely that we may not be able to find mentors with the exact knowledge and contacts within a certain industry but a good start would be to find those that can listen to students, examine their skills sets and see where they can guide in terms of helping the students to improve on their skills to compete for jobs.

We are seeking to recruit a mix of mentors from various industries and sectors (VCS, local authority, private sector and education). Ideally we are looking for those that have been in industry for at least one year. We are looking for mentors that are able / willing to travel to see students / or have a space that students can visit at their work that is within appropriate commutable distance for the student. We also have the facility to offer 'e-mentoring' to students which mentors who live / work further afield can take advantage of.

### **What will I gain from being a mentor?**

There many benefits to mentors personally and professionally and to the industry that sponsors them to take part in this scheme. We have listed many of these benefits on a document entitled 'Examining the benefits of being a mentor for you and your organisation' of which we can provide you with a copy.

### **What are the expectations and what am I committing to as a potential mentor?**

We recognise that each mentoring relationship will be different, so we have a system that allows the mentor and mentee to define their own expectations, backed up with good practice and guidance from us as a project to protect you as the mentor and the mentee as well. These systems follow good practice and guidance set out as part of a Mentoring and Befriending quality standard (APS) which we work to. We also provide an agreement which sets out responsibilities of the mentor, the mentee and us as a project.

### **How do I find out more and get involved?**

For more information on Employability Mentoring and to talk through the process contact:

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