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# Employability Mentoring Newsletter

## Welcome to our March 2022 edition! – Issue #20

Welcome! A lot has happened since the last newsletter in July 2021. So much so that it's been hard to prioritise the time needed to sit and write a new one! The scheme continues to break new ground with new partnerships, innovative working and new strategies... All within a DMUWorks department that is delivering outstanding outcomes that are being recognised and awarded on a national stage. Simply put, when you work in a department that is chock full of changemakers achieving fantastic outcomes, its impossible to not get infected by it all and it to influence practice.



Since the last newsletter the scheme has been working closely with local authority partners to devise and set up a new strand of work that the scheme can support and that has a wider impact. In October 2021 a team of students formed a panel at a major regional law conference and 'reverse mentored' delegates to help inform the way that local authority recruiters promote to graduates.

In partnership with Elizabeth Warhurst, from North West Leicestershire District Council, our mentees shone at the East Midlands Law Share conference and stimulated a response from industry that is now seeking a step change to the way that local authorities and our university work together. With the support of the scheme, multiple strands of work are being planned to improve the visibility of local government as a go-to employer of choice for our graduates within the school of law at DMU. Huge thanks to Elizabeth for her spearheading this work and the local authority based scheme mentors supporting us too.

## New partnerships across campus

New year, new partnerships... The scheme continues to enjoy active partnerships with great courses such as Sport Management, Global MBA, Fashion Design, Fashion Styling and Communication, Law and Audiology. We also continue to add more courses to our list of valued contacts at DMU. This past academic year has seen the scheme and scheme lead, plan and actively engage with new academics to forge partnerships. These partnerships allow mentors to work in context on courses with students, and the scheme manager to bring mentor coaching workshops to more students than ever. Massive thanks go to the following for their partnership this year:

Medical Science – Alfred Kamuyango

Global Health – Kathleen Nthakomwa Cassidy

Audiology – Charlotte Rogers

Intersectionality in the workplace – Nick Black

Marketing – Max Chikwanha

We also look forward to new partnership with:

Psychology – Jess Hall

Policing and Investigations – Abdul Miah

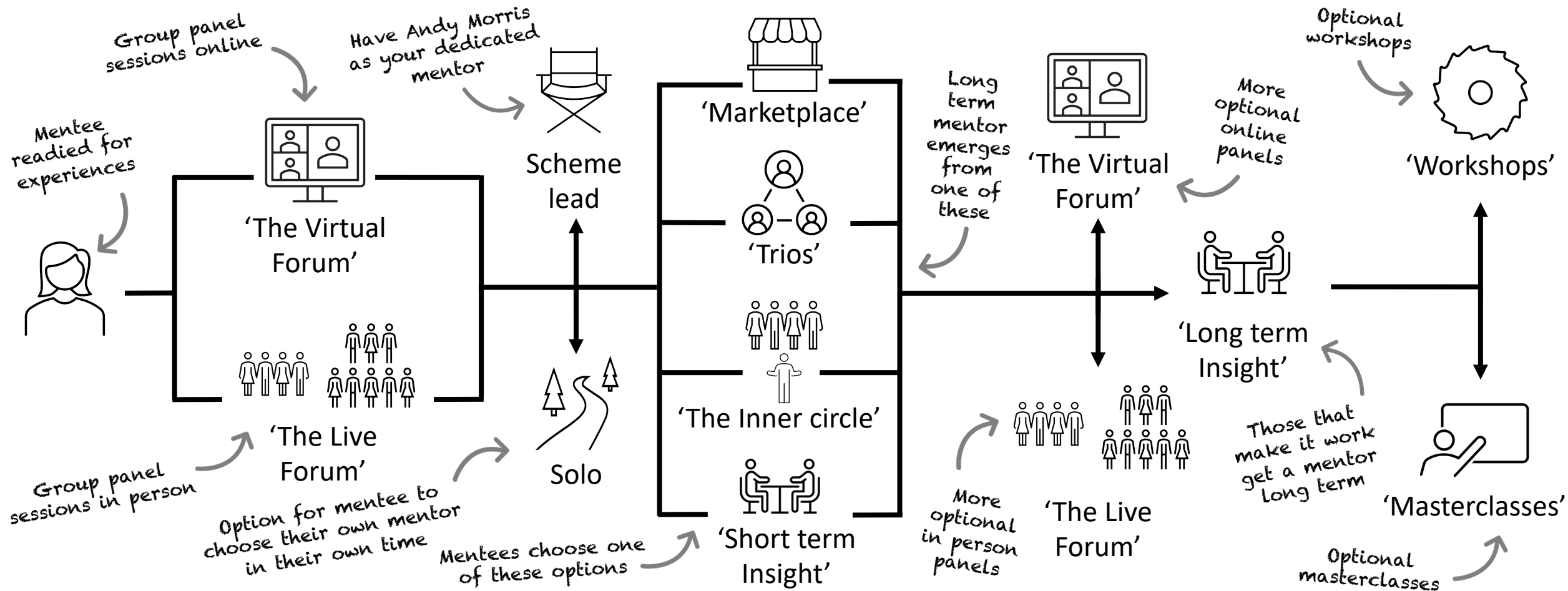
Community Dance – Melanie Knott

Leicester 1000 Project – Kishan Dahya L1000

PhD focused mentoring – Kirti Mistry-McLaughlin

# New scheme structure, mentoring opportunities and mentee process

A new academic year calls for a new way of working. Every year the scheme evolves in the pursuit of discovering the best approaches to user experience. This year the schemes evolution has been more groundbreaking than ever. The big changes have revolved around new types of mentoring that students can undertake at the point of selecting their preferences. The offers are designed to work around mentor availability, requests for a specific mentor by more than one student, trialing mentoring out and giving mentors the chance to bring more than their mentoring abilities to the table. The illustration below details the new types of mentoring offers and the rationale for these positive changes:



# The value of our mentoring forum events to students

So far this academic year we have been working with two full cohorts of students and are preparing for a third later this month. The scheme is designed to monitor the progression of mentees and to assess their views on the impact of the scheme so far.

Each year we run up to 30 events focused on group mentoring called the 'Forums'. We held two live on campus events in the autumn term with the rest being online. These events are a mix of general employability, subject specific and course specific. At the forums, mentees get to ask a range of questions to a number of professionals in industry and then hear perspectives, wisdom, approaches and tools from each mentor.

We asked students to feedback just one word that they think best describes our forum events, and they fed back a range of responses... All positive. The word cloud here illustrates the students feedback on the value of the forum events to them and their mindset.

Massive thanks go to all our forum mentors this academic year so far for their time, input and energy!





# Leicester's Future Leaders – High quality support for your organisation

“Organisations with more diverse teams have 36% better financial returns”

“Race equality in the UK will potentially contribute £24 billion per year to the UK economy”

- Would you like support and advice on how to make our business more diverse from local and national experts?
- Would you like to attract top talent?
- Would you like to create a positive and inclusive working environment?
- Would you like to improve your brand reputation?
- Would you like to retain and develop your best employees?

Leicester is one of the most diverse cities in the United Kingdom, but this is not reflected in the business leadership in the city. UK research has shown that having a mixed ethnicity workforce brings fresh thinking into teams and drives business growth, as well as being an imperative for equality. To help Leicester's businesses recruit and retain more students and graduates from a Black, Asian, and Minority Ethnic (BAME) background, De Montfort University (DMU) is leading the Leicester's Future Leaders project, co-funded by the Office for Students. The project is supported by expert organisations including the Prince's Trust, Access Generation, Inclusive Grads and Grad-consult.

As part of the Leicester Future Leaders project, we are offering a limited number of businesses in Leicester the opportunity to work with experts to understand how your business can improve its diversity. We have developed a Toolkit to support businesses to attract, recruit, retain and promote brilliant BAME graduates. By taking part in a consultation meeting, you will be joining a group of high-performing businesses in Leicester who recognise the importance of improving workforce diversity.

If you are interested in booking a consultation meeting with us or would like to find out more please do us. Please do forward this to your HR Team or anyone that you may think would be interested. Contact: Rabeya Choudhury, Project Manager (LFL Mentoring and Business Engagement).



Rabeya  
Choudhury

Mentoring /  
Project Manager  
Leicester Future  
Leaders

THE AWARDS  
2021  
#THEawards

WINNER

Outstanding Support  
for Students

# Advising other university mentoring related schemes

The Employability Mentoring scheme at DMU is eight years old now. In that time things have changed a lot and so much has been learned. Across the country there are other universities running similar schemes. It's common for our scheme to hear from others out there who are starting up, wanting a fresh pair of eyes over their work and of course there is scope for shared experiences. It's a great opportunity to acid test ideas and talk about what works well. This scheme has established itself as one that 'does mentoring a differently to the crowd' and has innovation and a quality experience at its heart. We are proud to champion mentoring work and help other universities shape their offers too by agitating preconceived ideas as to what mentoring is and can be. It's great for building empathy with those in similar roles elsewhere too.



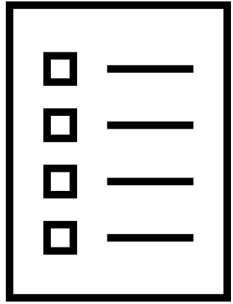
## The power of networking and its importance in mentoring

At our forum events, networking makes a regular appearance. Something that so many know there is a value to, but due to a potential lack of experience, many students worry about it. We continue to explore it in forum sessions but have now chosen to run dedicated sessions for students on it. We do this in preparation for them either choosing to go their own path and find their own mentor, or to use networking as a tool to expand on the mentoring relationship and further explore the mentors contacts. So many of the aspects of networking such as, identifying professional development needs, researching information, interacting with people, exchanging information and developing opportunity, are all part of the process of mentoring, so this new and powerful addition to the process promises to really help our mentees grow.

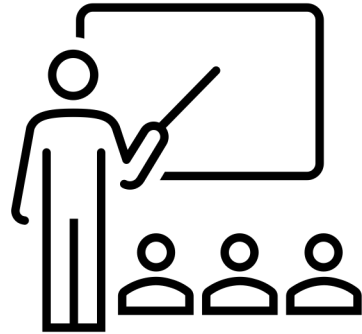


# Are you an academic interested in a mentoring offer for your course?

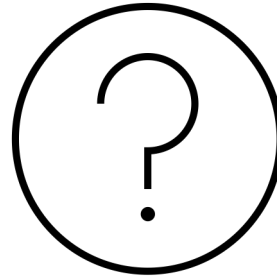
The scheme has multiple partnerships across DMU and is keen to offer mentoring to more courses. Check out the offer:



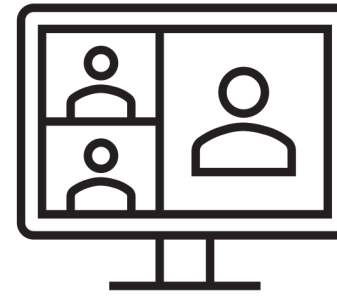
Work planned based on needs, aims and outcomes



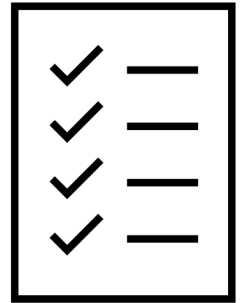
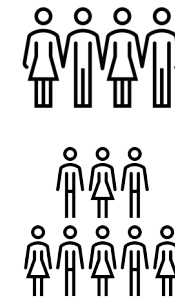
Taught sessions on employability and mentoring



Tuition on how to ask effective questions



Facilitated sessions with industry professionals



Sessions fully monitored and evaluated

## A focus on outcomes for your students:

**Increase in professional contacts** and exposure to a wider network of professionals in one's chosen industry

**Greater understanding** of the challenges, opportunities, politics, culture and expectations of industry

**Improved courage, self belief and confidence** in one's plans and ambitions for the future

**Increased tools, techniques and methods** from which to use when navigating one's career pathways

**Improved motivation** to press on to with *one's* plans and actions towards one's goals



# A word from the scheme manager

What a first semester at work since our return! There's been stacks of innovation and 'firsts' for our work with new partnerships, new strands of work and a reinvention of the core mentoring offer. Its so great to see the fruits of my colleagues work pay off on the national stage and to do my bit towards their success. As always, massive thanks go to the industry mentors who make this scheme what it is. Their kind natures, willingness to share, inspirational stories and devotion to students make a critical difference to the lives of our students and graduates. Time after time students tell me the difference that this is making to their lives, their confidence levels and their ability to go after what they want. This is all about change. Conscious, deliberate and impactful change. What a joy it is to steer this scheme and work shoulder to shoulder with outstanding professionals who mentor our students each year. Excellent!



## Want to work in partnership with a multi-national award-winning team?

Whether you are DMU student, DMU graduate, DMU staff or industry professional, we can help you. Employability Mentoring sits aside a mighty range of offers designed to forge closer links between our institution and graduates. Our schemes are purpose designed, high impact and led by outstanding professionals who work to ensure a high quality experience for those that engage with them. Whether its supporting our graduates to embark on a journey of self employment, or perhaps providing short term experience though our professional experiences, whether internships, placements, fairs, temporary work or dedicated careers advice and guidance, there is a wealth of opportunity waiting to be explored with us. To find out more about our work and how we can help you, find us at [www.dmu.ac.uk/dmuworks](http://www.dmu.ac.uk/dmuworks)

If you want to find out more about the work I do, the scheme, my colleagues, their offers and how we can make a big difference to you, then contact me at [andy.morris@dmu.ac.uk](mailto:andy.morris@dmu.ac.uk). Thank you!

