

Significant Others.
**An Employer Mentoring Initiative for Sports
Undergraduates**



Richard Cheetham
Senior Fellow in Knowledge Exchange
University of Winchester

Rationale – Mentoring



☞ “real world exposure to authentic work that is related to their (the student) career aims”

☞ (Coll & Eames, 2004, cited in Beckett & Kemp, 2006, p.103).

Significant numbers!



10

81

7

0

£175

Significant numbers



Number of
mentorships
available

10

Number of students
eligible

81

Number of
applicants and
successful mentees

7

Cost of the mentors

0

Cost of the
employability
initiative

£175

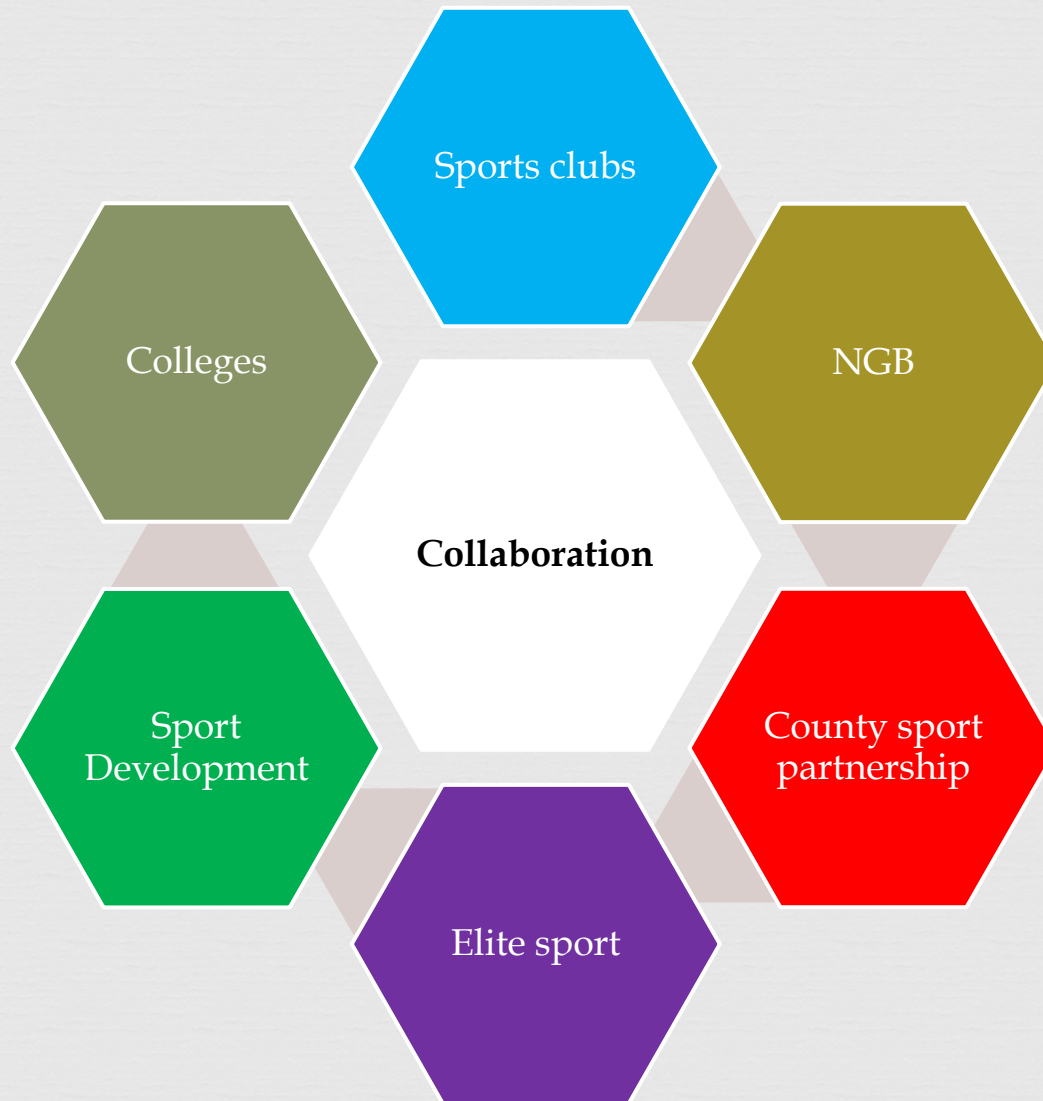
The process



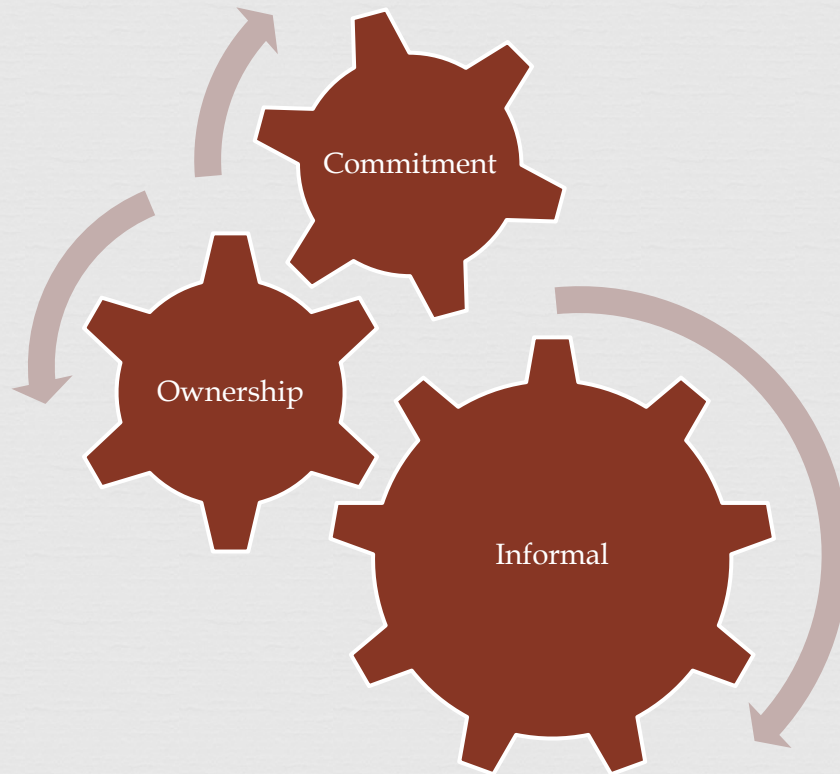
'Careers speed dating'

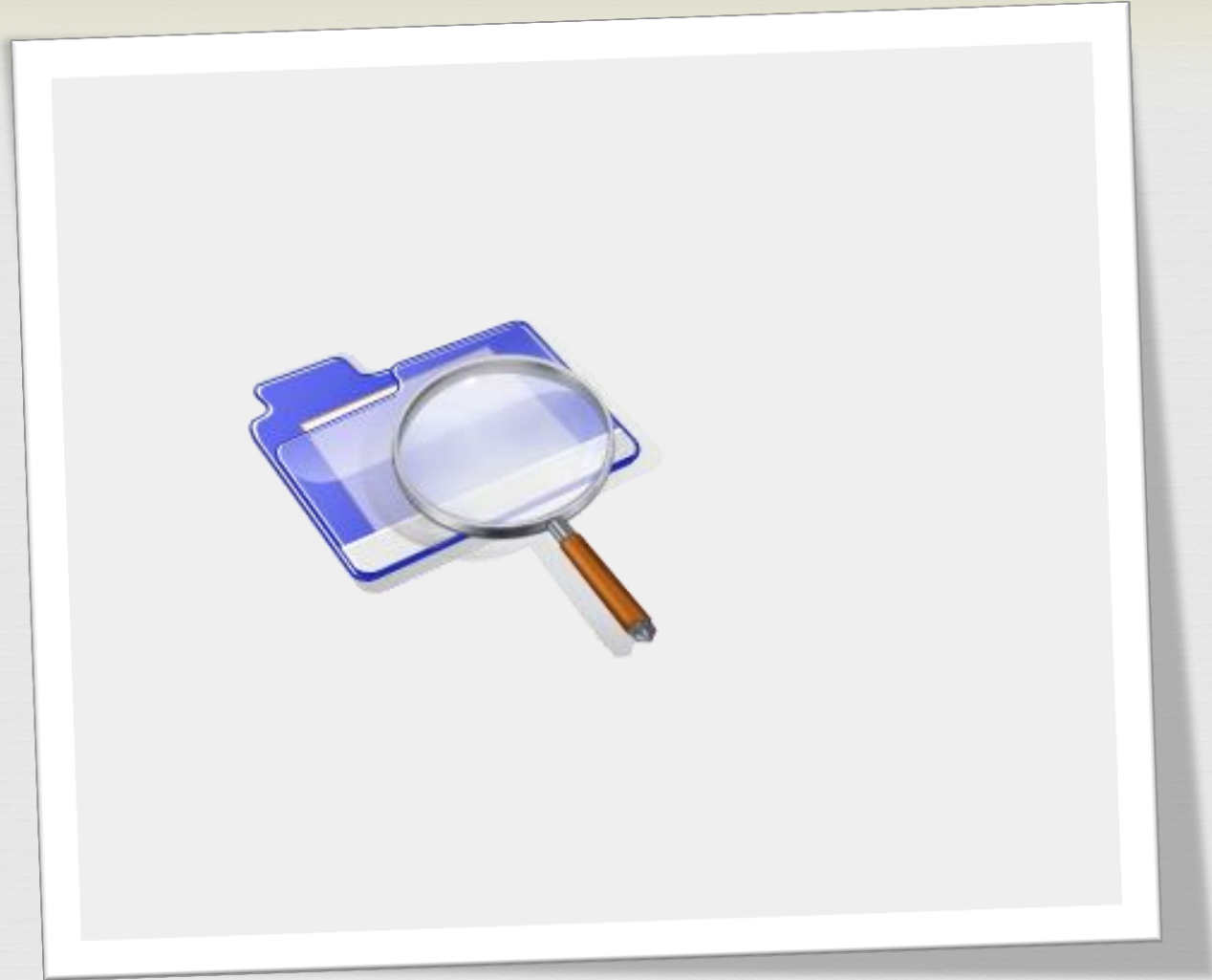
Mentoring opportunity advertised

Matching, monitoring and evaluating



Ingredients





Research Findings

Why?



☞ "It seems silly to miss the opportunity when help is there"

Relationship



∞ “More relaxed...they have been through the experience”

∞ “Business like , really career focussed”

Key Employment Skills



☞ “If I had done just text book work and no application
I would have lacked confidence going into the real
world”

One valuable lesson?



☞ “So much, I couldn’t take one thing away
.....accepting I can achieve what I want to achieve”

Sustainability



- ❧ An annual employability option across all courses within the Department of Sport Studies.
- ❧ Recent mentees to act as ambassadors for the program
- ❧ Introduction of informal meeting between all mentees and mentors during the year to share experiences and discuss progress

Additional References



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Turner, D. & Nelson, L.J. (2009). Graduate Perceptions of a UK University Based Coach Education Programme, and Impacts on Development and Employability. *International Journal of Coaching Science*. 3(2) 3-28