Public Sector Mentoring Scheme

Exploring the development and delivery of mentoring programmes through a multi-stakeholder perspective

Dr Julie Haddock Millar, Chris Rigby and Professor David Clutterbuck
Aim of the Session

- Provide an overview of the Scheme
- Enhance your understanding around how to create, implement and review a project throughout the lifecycle
- Discuss your own initiatives: transferability, facilitators and inhibitors
- Identify collaborative opportunities
The Project Team

- **Middlesex University**
  Dr Julie Haddock-Millar, Chris Rigby, Dr Mary Hartog

- **First Division Association**
  Neil Rider, Chris Park, Sacha Dutta

- **Project Consultant**
  Professor David Clutterbuck
Public Sector Mentoring Scheme Overview

- **Original concept**: Deliver mentee and mentor training to a group of 25 students and 25 recent graduate entrant senior managers from across the Civil Service, Local Government and NHS.
- Match and nurture successful mentoring pairings focusing on the development and employment skills of those students.
- Second strand: developmental assessment centres.
Public Sector Mentoring Scheme Overview

- Launched September 2011
- Participant training and matching November 2011
- Interim evaluation February 2012
- Closed September 2012
- Summative evaluation November 2012
Public Sector Mentoring Scheme

Let’s hear from the participants …
Public Sector Mentoring Scheme
Stakeholder Management

- Middlesex University’s expectations and working practices
- First Division Association’s expectations and working practices
- Mentor’s expectations and working methods
- Mentee’s expectations and working methods
- Wider stakeholders
Public Sector Mentoring Scheme
The Role of the Consultant

- Guidance and advice
- Review documentation
- Highlight best practice
- Provide theoretical frameworks
- Build collaborative opportunities
- Keynote addresses
Public Sector Mentoring Scheme
Key Learning Points

- The importance of training the participants together
- Involving participants in the matching process and preferences
- Maintaining close communication and establishing the ‘Green’ light
- Developing an evaluation strategy at the outset and sharing it!
- Involving participants in the research and dissemination
- Resource support
Public Sector Mentoring Scheme
Where are we now?

- January/February 2013 Accreditation through the ISMPE
- TRANSFERABILITY AND SCALABILITY
  - Leading and managing a range of mentoring schemes:
    - Public Sector Developmental Mentoring Scheme: funded by a Higher Education Academy Learning and Development Grant £58,780
    - London Borough of Barnet Graduate Employability Support Programme for NEET Graduates: funded by a successful tender of £35,000
    - Public Sector Science Developmental Mentoring Scheme: funded by a Teaching and Learning Development Grant £20,000
    - Professional Mentoring Scheme - India
Public Sector Mentoring Scheme
Over to you!

- Transferability of the scheme outlined to your institutions/clients
- How to move from a pilot project to a fully embedded programme
- What are the practical aspects of developing mentoring programmes
- What are the key levers when obtaining funding
Public Sector Mentoring Scheme

PLENARY

EMERGING THEMES/OBSERVATIONS
Presenter Contact Details

Dr Julie Haddock-Millar, Middlesex University Business School
j.haddock-millar@mdx.ac.uk

Chris Rigby, Middlesex University Business School
c.rigby@mdx.ac.uk

Professor David Clutterbuck, David Clutterbuck Partnership
david@davidclutterbuckpartnership.com