



HR EXCELLENCE IN RESEARCH

First UC3M Mentoring Program Final session for Mentors. June 2022

Fases del proyecto



Program design

Objectives, Collective, Calendar



Launch and communication

Approaching Mentors
Approaching Mentees



Mentoring and mentoring pairing

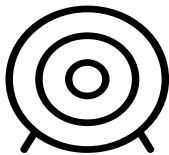
Welcome meeting, informational, presentations, presentation of calendar and performances.

Training of Mentors and Mentors



Mentoring Process/Development

Development of the Mentoring Program for six months. Follow-up and support



Measuring success

Final evaluation, measuring the impact of the program and learning collection

Calendar:



jul-sept. 2021

Start
 Search for Mentors
 Dissemination of the project
 Opening of the registration period for mentors

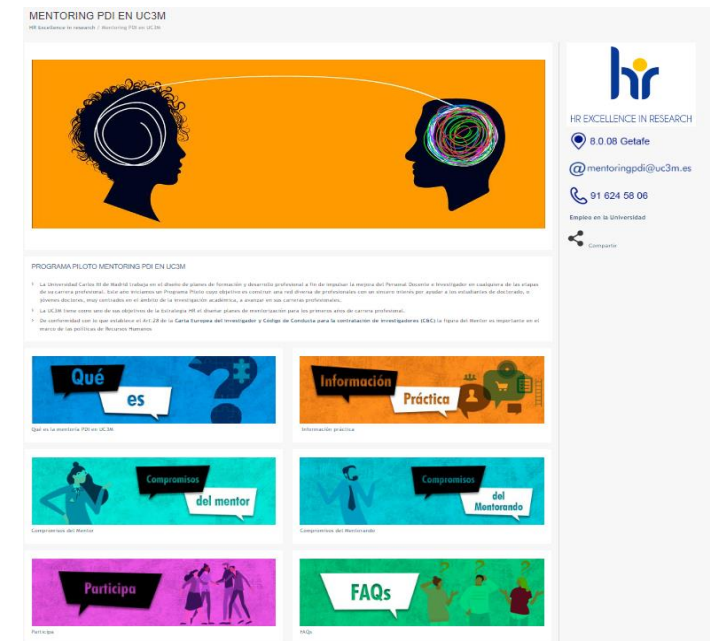
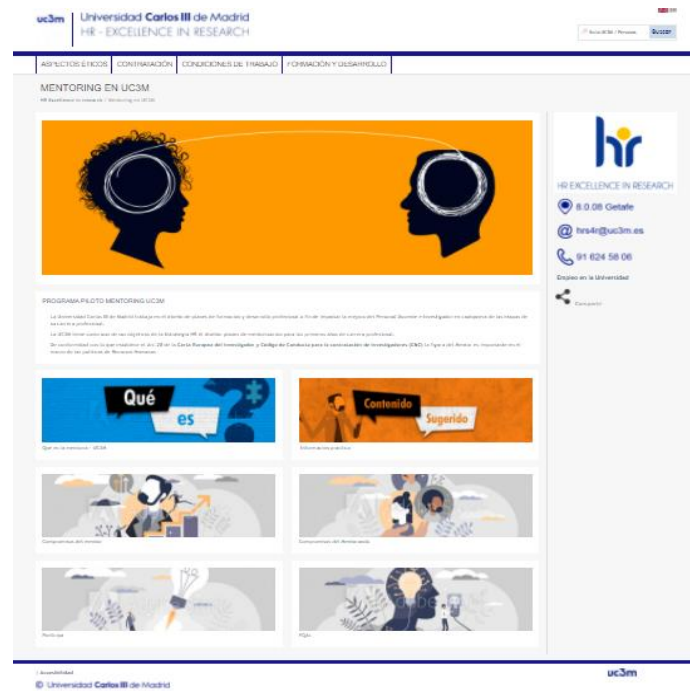
oct-april 2022

Progress
 Mentoring Relationships

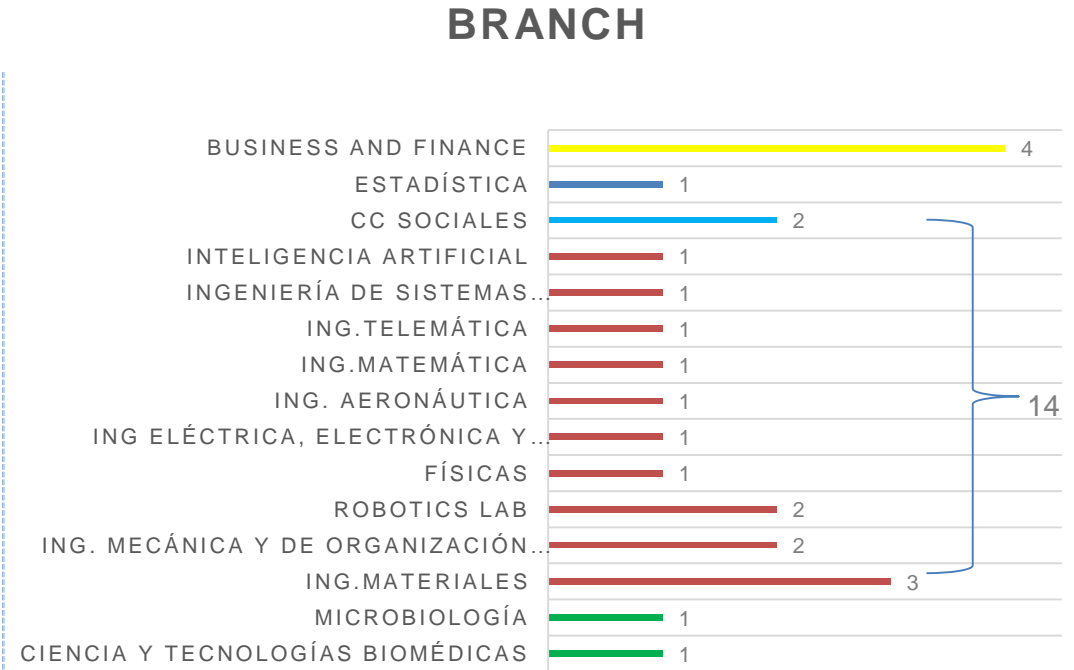
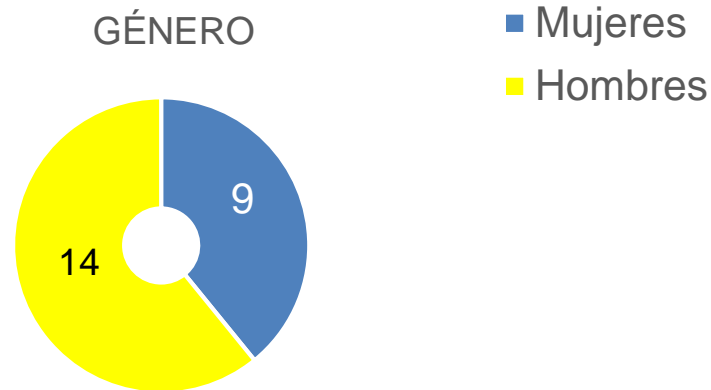
june 2022

Evaluation
 Evaluation of the pilot project
 Communication of results

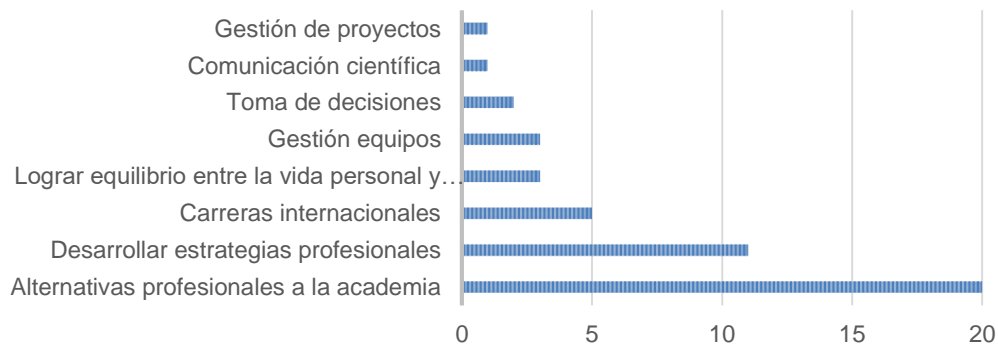
Designs of the Mentoring PDI website



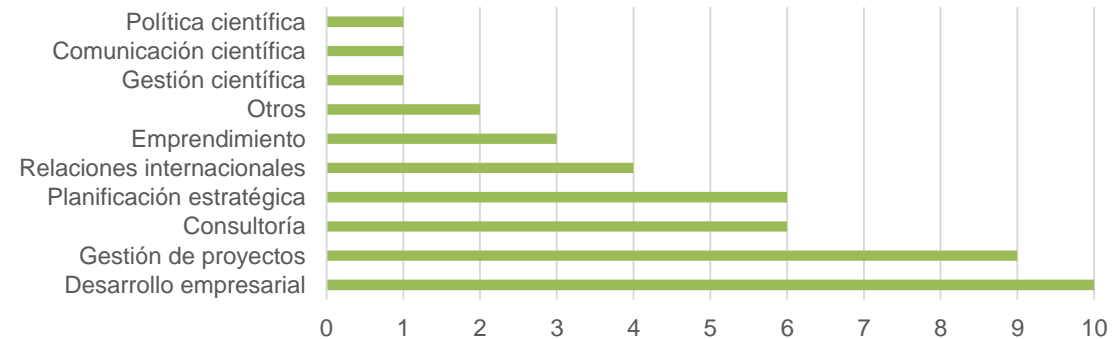
Mentees profile: 23 young researchers



WHAT TOPICS YOU WOULD LIKE TO ADDRESS DURING THIS PROGRAM



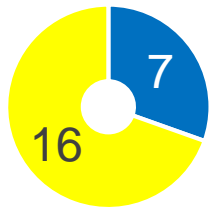
WHAT ARE YOUR PROFESSIONAL INTERESTS BEYOND ACADEMIC RESEARCH



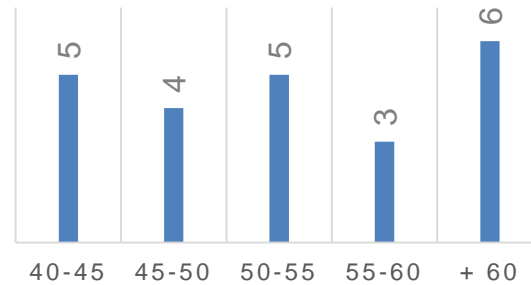
Mentor profile: 23 professionals with solid experience in different sectors

GENDER

- Mujeres
- Hombres

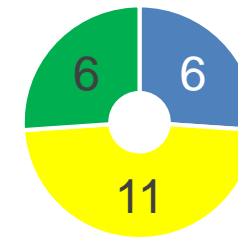


AGE RANGE



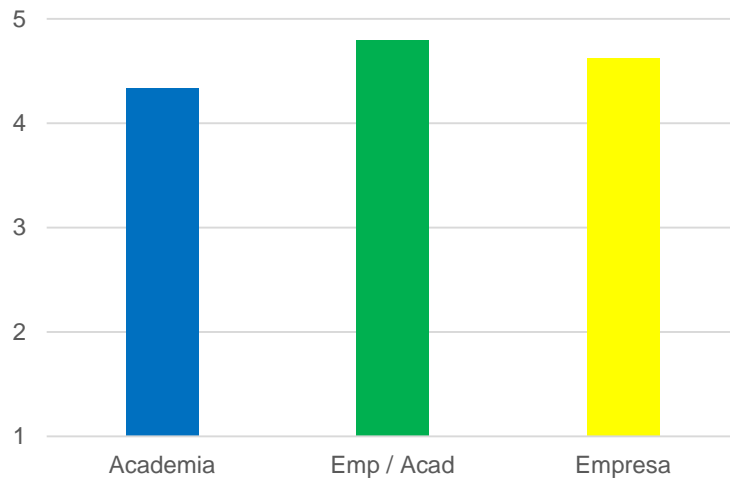
ORIGIN

- Academia
- Empresa
- Emp / Acad

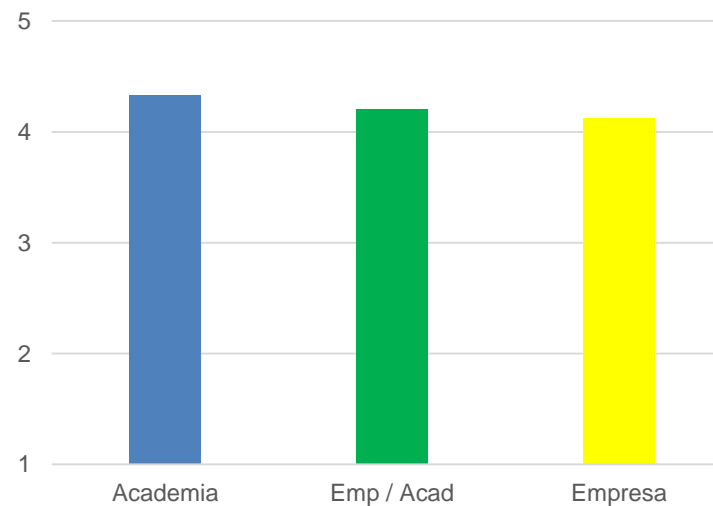


LEVEL OF SATISFACTION OF MENTEES DEPENDING ON ORIGIN AND AGE RANGE

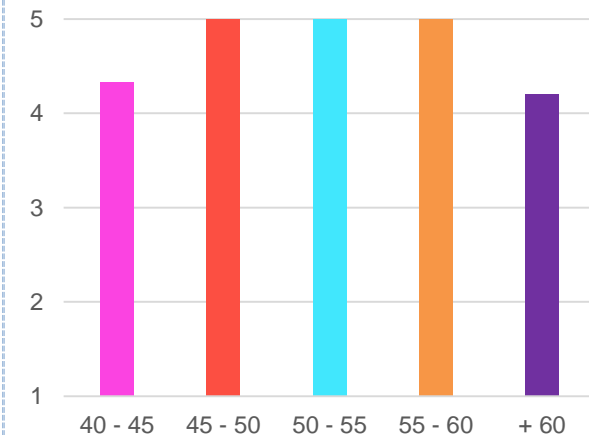
SATISFACTION WITH THE MENTOR:



SATISFACTION WITH THE PROGRAM:



BY AGE GROUP:



Activities carried out during the program:

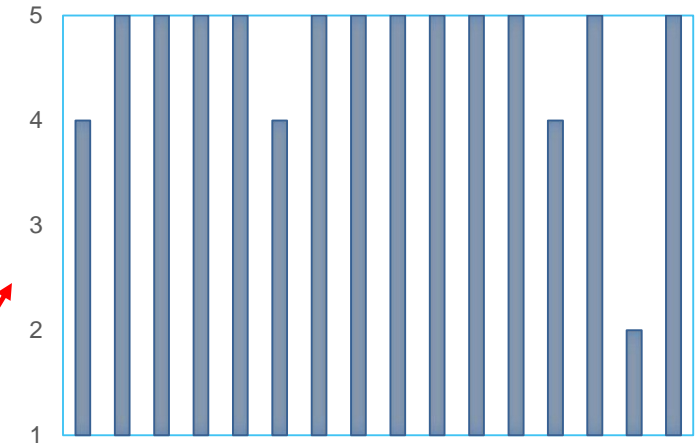
ACTIVIDAD	FECHA
Initial Training Session Mentors / Mentees	Nov 21
Individualized information about Mentor / Mentee	Nov 21
Christmas Greeting to Mentors	Dic 21
Individualized follow-up emails Mentors / Mentees	Feb 22 Abr 22
Talk how to make a CV and selection interview (2 conv: 9 participants)	Apr 22
Call for Mentors for End of Program Session	Apr 22
Follow-up Mentees final sessions	May 22

EMAILS SENT	EMAILS RECEIVED
350	216

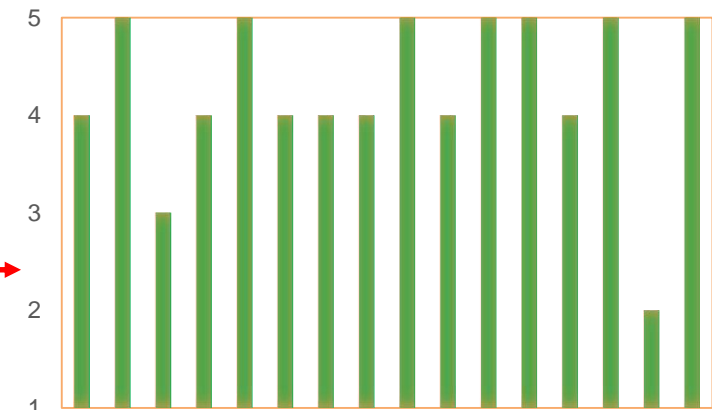
Ratings of mentees:

QUESTIONNAIRE	
How many meetings have you had with your mentor?	5 average
Did you address the topics that interested you most?	Yes (81%)
After participating in the Program, I believe I have a better knowledge about career alternatives beyond academia.	4,3 (1-5)
After participating in the Program, I believe I have a better understanding of my current skills and abilities and how these can be useful outside of academia.	3,7 (1-5)
After participating in the Program, I am more aware of the skills and competency gaps I should overcome.	3,9 (1-5)
Rate the guidance provided to you during the Program	4,3 (1-5)
Rate the attention received by those responsible for the Program	4,6 (1-5)
Rate your overall level of satisfaction with your mentor	4,6 (1-5)
Rate your overall level of satisfaction with the Programme	4,2 (1-5)
Would recommend this program?	Yes (93%)

SATISFACTION WITH YOUR MENTOR



SATISFACTION OF THE PROGRAMME



Conclusions and improvements

CONCLUSIONS:

The PDI Mentoring Pilot Program has been successful.

It is critical to the success of the program to have the right Mentors.

It is scalable and can be adapted depending on the target audience.

We are able to launch future editions.

The good results of this pilot program have been thanks to the matching exercise.

The established duration of 6 months is adequate.

IMPROVEMENTS:

The lowest results have been in aspects related to one's own capabilities and skills and the gap that may exist with what the market demands.



Offer online assessment tools that analyze the gap between the skills demanded in a given sector and their own. This analysis can be accompanied by an individual development program.

Constant follow-up with the Mentees has been needed to complete the follow-up questionnaires.



Make follow-up questionnaires and the final questionnaire shorter and easier to answer.

Although the degree of satisfaction with the guidance provided has been good (4,3), there has been some comment regarding the "density" of the guideline.



Polishing the orientation guide

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