

Impact is the **Employer Mentoring Programme** at the University of Limerick.

Aim of the Programme

Impact is career focused and links students who are living with a disability to local industry professionals, who offer support and an insight into a specific area of work.

Benefits to Students

- Clarify your career ideas
- Increase your understanding of a job role
- Receive advice about getting into a career area
- Help with CVs and job hunting
- Feel more self-assured at work
- Confidently address issues around disability and disclosure

Benefits to Mentors

- Develop your coaching skills
- Refresh your own view of work
- Develop undergraduates' interest in your sector and your business
- Promote your reflective learning
- An opportunity to act as a positive role model
- Increase your awareness of diversity issues

Programme Outline

The Programme relies on committed professionals from the local area to make themselves available as Mentors on the programme. Student places on the programme are limited as a result.

As this is a career focused programme, there has to be a match between the Mentor's area of expertise and career interest of the Student.

There is an initial social meeting between Mentors and Students, to ensure that both parties are comfortable with each other and can agree a mutually suitable meeting schedule, within the timeframe.

Mentors and students usually go on to meet on four more occasions; either at the employer's premises or another pre-arranged venue such as the University of Limerick.

After the initial meeting, communication between mentor and student can continue as face to face meetings or can be made by email or telephone, providing flexibility for both students and mentors. As Programme Facilitator, the Careers Advisor for students with disabilities will keep in contact with both Mentors and Students throughout this period.

The Programme concludes with a Celebration Event