Evaluation of the MGS Interns Programme
2011 - 2014
The MGS Interns Programme aims to empower a diverse workforce to increase potential for the benefit of the sector and beyond.

- Provide a high quality work-based skills development opportunity to a cohort of new entrants into the Scottish museums and galleries sector.
- Address gaps in core skills in the Scottish museums and galleries sector.
- Build the capacity of museums and gallery organisations to provide work-based learning and development.
- Leave a legacy of training resources and skills in the Scottish museums and galleries sector.
- Leave a legacy of a more inclusive culture in Scottish museums and galleries.
Museum Sector Support for MGS Interns Programme

Museums Galleries Scotland
Supporting Scotland's Museums

20 Mentors
42 Supervisors
12 Training providers
27 Hosts

£
Heritage Lottery Fund
LOTTERY FUNDED

Panel of peers to validate interns' work

10
Impact of the MGS Interns Programme on Supervisors

- Improved self awareness & confidence
- Improved communication skills
- Improved ability to develop others
- Improved people management

“Supervisors consulted for this evaluation were overwhelmingly positive about the impact of the programme on their own skills, confidence and outlook on working within the profession”
The impact of the MGS Interns Programme on Museums

Museums noted positive impacts on:

- Future work-based learning
- Future internship
- Partnerships
- Standards of volunteer management
- Temporary capacity
- Staff skills
- Improvements to practice
- Work-based learning
- New approaches

Offering Opportunity
Implications for the wider museum sector

Work-based internship

Low pay
Negative Perceptions
Recruitment practices

Diverse people, diverse skills
amazing museums

An inclusive culture in Scottish museums and galleries