

MENTORING MATTERS



INTRODUCTION



Welcome to our Spring Newsletter 2017. This year is already proving to be a truly memorable one, especially as we will soon celebrate **10 years of MCR Pathways!**

Kicking off in St Andrew's Secondary, the foundations were laid for a programme that today supports **over 600 young people** in 15 schools and will only continue to grow!

Over the next 18 months, Young Glasgow Talent by MCR Pathways will be embedded in every secondary in the city. Guaranteeing every disadvantaged young Glaswegian gets the support they need, and so deserve.

MCR Pathways also has a national ambition quietly being developed. Dundee and Aberdeen are the next areas introducing our transformative programme to secondary school pupils. Young Dundee Talent will be working in a first school this month. The Aberdeenshire trial has been a huge success mirroring what we have seen in Glasgow. We will soon be in 4 schools, with plans for many more in both Aberdeen City and Aberdeenshire.

The last ten years simply would not have been possible without your incredible commitment. Without you, our young people would not get the help and support they need in the way they need it.

Thank you so, so much. We can't wait to help transform even more lives with you in 2017 and for the next 10 years!

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MAKING THE NEWS



MCR YOUNG PEOPLE CLOSE THE ATTAINMENT & ASPIRATIONS GAPS

In February The Herald announced incredible results. They're complete testament to the incredible motivation, commitment and resilience of our mentors, partners and young people.



Before MCR Pathways, **only 48.8% of care experienced young people in Glasgow went from school to employment, university or college.** So much inspiring talent was being lost, completely needlessly.

Thanks to a volunteer mentor and thanks to inspiring Glasgow businesses who open their doors and spark absolutely vital aspirations, **a transformational 81% of MCR's mentored young people now reach a positive destination.**

The stats on school leaver destinations, routinely compiled by SDS (Skills Development Scotland), rise further to 93.2% when additional Scottish Government categories of positive destinations are included, such as training and volunteering. Purposefully, MCR focuses on employment, university and college as our definition of positive and sustainable destinations.

"My main problem was attendance and Mairi would always give me a prod. She kept me on track. She reminded me if I didn't turn up I wouldn't get into college.

College is great because I didn't think I would get in. I didn't think I would get this far. I've met new friends. We're close and when it was my 18th birthday, even people I didn't know very well gave me a present.

There's people out there who really need [a mentor]. They could be following their dream if they have a bit of help. I really needed it, but I didn't have the confidence to say it. It's not hard, it's just a prod and a hug when it's needed, and that's so important." Simone, 2016 YGT School Leaver.

GLASGOW CITY COUNCIL IN LANDMARK ANNOUNCEMENT

The year kicked off with an incredible announcement. In a national - and likely international - first, Glasgow's local authority committed **at least 10% of its own workforce** to become MCR volunteer mentors.

GCC signed one of the country's biggest Public and Social Partnership agreements last August, which will see our Young Glasgow Talent programme embedded in every secondary school in the city. January's pledge was a further major endorsement of the work of our volunteers and young people. Mentoring really makes THE difference and it is being recognised at the highest education levels.



The incredible pledge was covered in The Herald, The Times, on Clyde 1 and on STV News. Our Founder and one of the programme's earliest young people, Liam Murray, were interviewed on STV. Liam graduated with a 2.1 Honors degree in Building Surveying in June 2016. He's now employed at City Property Glasgow, City Building and is working towards becoming a Chartered Surveyor. From the 10th most deprived postcode in Scotland and starting secondary school with primary 3 learning levels, his story is testament to the power of mentoring and the talent that's just waiting to be uncovered.

"Mentoring is making an incredible difference to the lives of some of our most disadvantaged young people and helping to close the attainment gap in the city. Our workforce is very diverse. Staff have a wide range of skills and experiences that could be used to support and encourage a young person. It's also about staff development as well as the obvious benefits to the young person,"

Annemarie O'Donnell, Glasgow City Council's Chief Executive



RE-ENGAGEMENT PROGRAMME

As well as supporting young people in school, MCR also works with the city's disengaged young people. In December, MCR began piloting a Re-engagement programme for S3 across YGT schools. All had dreams, with aspirations stretching from football, to physiotherapy, to community development.

The programme introduced these young people to an informal educational environment and from there focused on helping build their confidence, self esteem and social skills

"I sit on Glasgow's Children's Panel and yesterday we were able to take a young man off Compulsory Supervision measures. The young man had truanted for the last 4 years but has now re-engaged with life solely because of the MCR programme. It was lovely to hear how this young man's views on life, and education, had completely changed since his involvement in the programme. He is more positive, gets up in the morning, knows what job ultimately he would like to do, and is actively looking to do some volunteering work in the summer. His life has been completely transformed. It was heart-warming to hear how happy and confident this young man now was. The mum was thrilled that her son now had a purpose in life, and that social work's involvement in their family life was going to be significantly reduced"



Sarah, MCR Mentor and member of Glasgow's Children's Panel.

Our **#HelpingHands campaign** kicked off at the start of the year and continues to inspire! Our mentors, young people and partner stories share why they offer #HelpingHands - and the benefits they get. We are all driven to encourage 1000 Glaswegians and businesses to mentor and support our city's most deserving young people.

"Our College gives staff the time to mentor. There is a cost to the college, with the mentor being away from their work, but we've decided that that cost is outweighed by the benefits that our staff get. Benefit in terms of knowledge, realising they have made a contribution and also an understanding of what the reality is for a large number of citizens of the city. That all contributes greatly to how your organisation develops and works within the context of the city," Alan Sherry, Principal, Glasgow Kelvin College.

Recent additions to our mentoring family are Lloyds & Bank of Scotland and Glasgow Clyde College who between them have generated 50 mentors. Their wonderful sponsors worked with our team to deliver on site Info Sessions, Training and Interviews. If your organisation or one you know of would be keen to hear more about getting involved then please contact Deborah on Deborah.quinn@mcrpathways.org or give us a call on 0141 287 9681. We love to chat about what we do and how they could get involved.

As the largest employer of apprentices in Scotland, City Building provides a perfect platform for both mentoring and our Talent Taster work experience programme. They really know their stuff having been instrumental in building some of the city's most iconic new buildings and supporting hundreds of regeneration and investment projects across the city. From their award winning training college in Glasgow, staff have introduced Carpentry & Joinery and Electrical Installation to our young people.

Lynsey is a mentor herself: "I believe trades people make great mentors, although they themselves might not think it. Most of them have been through apprenticeships and are now teaching young people. You'll find older trades people have a great set of life skills that they could pass on to a young person and help them find the right path."

We also shared incredible news - that the University of Strathclyde Business School will support up to 20% of its staff to mentor. The pledge to MCR reflects the impact mentoring is making and the University's DNA, to commit to its local community. By supporting Glasgow's most disadvantaged young people, it's an incredible opportunity for staff to practice the university's socially progressive mantra and experience a rich personal development . We have some exciting developments with Strathclyde from mentor training, research to creating more opportunities for our young people. Watch this space.



WELCOME TO THE MCR FAMILY!



Thank you so much for sharing our social media content. Please keep going - it is invaluable in ensuring we reach even more people across the city, encouraging them to support Glasgow's young people. Do let us know why you decided to offer a helping hand. Tweet us at **@mcrpathways** using the hashtag **#HelpingHands**. We'd love to share your inspiring words!



Visit **www.youngglasgowtalent.org** or email **info@youngglasgowtalent.org** for more!

Duke of Edinburgh Awards Scheme



The YGT Duke of Edinburgh Award scheme has grown from 1 care experienced young person undertaking the Award in 2014/15 to 89 young people undertaking it during 2016/17. Six of the sixteen young people who undertook the Bronze award last year are now continuing with their Silver award.

YOUNG PEOPLE LEADING THE WAY - AMBASSADORS PROGRAMME

The ambassadors programme continues to develop with 50 young people (S3-S6) represented from across our 15 schools. The Ambassadors have interviewed young people and mentors on the benefits and experiences of mentoring. Their insight and viewpoints will be developed into a mentor recruitment film.

The ambassadors are working on developing a YGT Graduation & Destinations Event for our summer leavers. They have also been invited by GCC to send representatives to support the development of Glasgow's Champion Board for care experienced young people.

NEXT STEPS LEAVERS FACEBOOK COMMUNITY

We continue to work closely with colleagues in the Council, universities, colleges, employment sectors and Skills Development Scotland to ensure our Leavers are known and given preferential treatment where possible. Mentoring is ensuring disadvantaged young people are not only joining the queue of opportunity now but are fast tracking their way to the front!



Our Year End reviews are currently underway. Your feedback is hugely important to us to evidence the impact and make improvements. As mentors we can sometimes feel unsure on the week by week impact. What our young people tell us on the difference you make is fantastic. This is a great way to bring it to life and show the distance travelled. Simply continuing to engage and progress in education is a huge achievement. As ever if you have a great story please let us know. We would love to share it.

The 'Next Steps' leavers facebook community has increased to 69 Young People. MCR continue to support and encourage our school leavers. These young people link with the Next Steps team to be supported and encouraged along their post school pathway. Parents/Carers are also in contact. Our Next Steps Ambassador programme has our next generation of MCR Pathways Programme promoters. This period of the year involves significant coordination of planned leaver communication with colleagues in the employment and college sectors ensuring our young people applications are known to them.

JOB TALENT TASTERS UPDATE

Helping to find, grow and use talent

The employment taster programme continues to grow and we have completed the 2nd and final Tranche of this year's delivery. The number of organisations, opportunities and Young People taking advantage of the programme is expanding fast.

The employment, or Job, Talent Tasters let young people in S3 and S4 visit different businesses for 3 to 4 hours to see how they work at different levels. To date, over 250 Young People from 15 schools have attended tasters with a total of 334 taster experiences between them.

The young people select multiple tasters on a "genre" basis from 16 choices available with almost 200 individual jobs sitting beneath these. The available genres for selection represent employment across the city:-

Creative Industries	Sport & Fitness	Trades	Care Services
Public Services	Engineering	Admin & Secretarial	Food & Drink
Medical & Dental	Information Technology	Travel & Tourism	Charity & 3rd Sector
Professional Services	Retail & Sales	Call Centre	Beauty & Hairdressing

"I was delighted to facilitate this fantastic event with MCR Pathways. I didn't have the best time at school myself so I wanted to share my experience with these kids to reassure them that there's choices out there and great opportunities in the energy industry. I joined SSE at a young age and worked my way up from there - I hope this Taster gave them a confidence boost and some new career ideas to take away."



Tony, SSE, Apprentice Development Officer.



"I enjoyed interviewing the solicitor and paralegal because it gave me an insight into what a career in law is like. I enjoyed all of it. We got through a lot in the time we had."



"I loved helping the young kids do maths as it made me feel good to be able to help them, it was cool" "I really enjoyed supporting the pupils as it was an insight to teaching"



"My favourite bit was the joinery because it's something that I'd like to do as a career"



"My favourite part of the taster was cooking - I learned new skills."



"My favourite part was choosing the stories for the front page of the newspaper."



ART & CULTURE TASTERS

The YGT Cultural Programme, in partnership with Glasgow Life and our Creative Partners, has developed bespoke opportunities that will support our young people to develop both their knowledge and confidence, while opening up a whole new world of opportunity.

Over 2 months, 32 creative workshops were delivered across 10 schools for S1/S2 covering drama, music and visual art. The workshops were delivered by our creative partners:

- Royal Conservatoire of Scotland
- Scottish Youth Theatre
- Glasgow School of Art
- Scottish Opera
- Tramway (Glasgow Life)



The partners employed artists who had excellent experience of engaging with disadvantaged young people with little or no experience of creative activity who developed bespoke workshops for our young people. The response from our young people was overwhelmingly positive, These introductory workshops enabled Pathways Coordinators to highlight the after school provision within some of our schools to encourage our young people to become more involved in their school community.

"Young people really engaged with the Scottish Opera sessions, having them in the school made a huge difference. It shows if they are in a comfortable environment they will really thrive!" Pathways Coordinator, Saint Andrew's Secondary.

"Elizabeth (Smithycroft Secondary's Pathways Coordinator) has been taken aback by the confidence portrayed by all the group members. Those that usually have been shy in her sessions have opened up to this type of work" Royal Conservatoire of Scotland Facilitator.

"The favourite activity was the blind drawing as it allowed the young people to unlock their inner artist" Glasgow School of Art facilitator.

RESOURCE & TRAINING



We have some exciting news! A brand new MCR Pathways Mentor App is in the final stages of development! Through the app we'll share our latest news. You can complete your weekly feedback with just a click of your phone. Share your experiences and how you are making a difference. Do you have a tip or a resource that you could share with other mentors? Do you have questions for other mentors?

We'll keep you updated and direct you towards the App Store very soon!



ICT UPDATE

Mentor Resource Centre - Reloaded

Our Mentor Resource Centre has had a fresh lick of paint and also contains some fab new functionality that should make it easier to use and allow greater interaction. Amongst the new features are:

- Improved search facility
- Ability to rate articles/resources
- Recent posts - see what's been added recently
- Suggest a resource

Please log in and look around. We are always looking for inspired and interesting new content for our mentors and partners, so please use the "Suggest a resource" feature to keep us up to date with anything you find (or would like to see)!



Facebook Mentor Community

We have over 100 members in our online mentor community now! If you would like to join these like-minded mentors then please email your Facebook email address to **david.sherlock@mcrpathways.org** and he will send you an invite straight away.



We'd love to see you there...

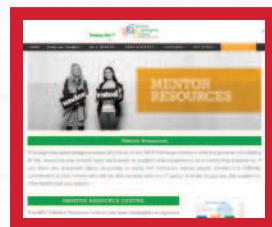


Mentoring Page

<http://www.youngglasgowtalent.org/mentoring/>

We've designed a page especially to help collate key resources to support and supplement your mentoring experience. The page contains links to:

- Mentor Resource Centre
- Weekly Feedback Form
- Facebook Group



Please bookmark this page for quick and easy access to all the things you need!

PATHWAYS TRAINING

We are hugely committed to supporting our mentors through their journey, giving you all the tools you need for your young person to achieve their potential. We have had some excellent training sessions and some more coming up.

The January - March period delivered two key training sessions to help leaving school plans. This targeted mentors of all year-groups from S3 onwards.

- 1) 'What's Out There' covered GCC Senior Phase college, Modern Apprenticeships and SDS Foundation Apprenticeships. These sessions were delivered by the experts from the various partner organisations.
- 2) 'HE Routes and Articulation' involved all 6 Glasgow HE institutions and covered University departments, Care Experienced support, contextualised admissions, scholarships and how articulation works.

"It was important for so many universities to get involved in today's event. It shows their commitment not only to the mentors but to the mentees. It was good to hear about the routes into the various higher education places and it increased my knowledge. It means my young person will have excellent and accurate information. It shows their commitment to the young people, which will hopefully make them confident in applying," Morag, mentor

Talent Tasters, Arts and Housing Support

**Talent Tasters, Arts and Housing Support
22nd June, 5pm at the Wheatley Academy**



- **Skills & Employment** - Learn more about our specialist skills and employment talent tasters programme and how you can support your young person to find the right career pathway.
- **Cultural Programme** - Learn more about our focused programme which encourages your young people to become involved in creativity activity from drama and visual art to music and film.
- **Housing Support** Housing Options - What young people should do and where they can go when it becomes an issue. Expert advice from the Wheatley Group.



Developing Your Mentoring and Relationship Building Skills [venue and date TBC]

Hear from mentors, young people and others on what impacts and how you can easily develop your skills further in this area. More details to follow.

Visit www.youngglasgowtalent.org or email info@youngglasgowtalent.org for more!