

MENTORING MATTERS

NOV 2015



Let's Celebrate
PEOPLE
MAKE
GLASGOW

INTRO

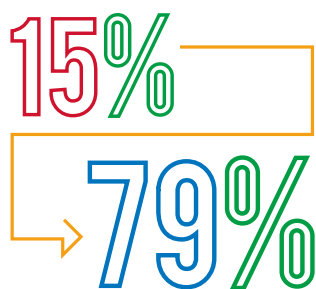
A big thanks to all those that managed to make our mentor update sessions, it was fantastic to see so many of you there. We hope you enjoyed hearing about the progress and the impact we are already seeing across the 6 schools. There are some inspired stories coming from the young people, as well as school staff, mentors and the MCR team. This gives us a massive boost of confidence as we look to take MCR Pathways across the city. As always we'd like to say a huge thanks for all your hard work so far.

STAYING ON RATES & POSITIVE DESTINATIONS

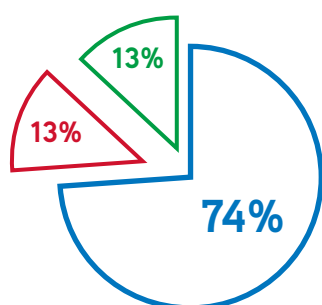
Some of the impact so far

It's still early days but we're thrilled to say we have hit the ground running with our young people. We're really pleased that post summer, against the national average of young people staying on after 4th Year of only 15%, a fantastic 79% of the S4 and S5 mentored young people returned to school. This is brilliant news as we all know the longer our young people stay in school the better the long-term outcomes. Of the young people who left 74% went onto FE/HE, 13% onto training and 13% are still currently navigating their next stage. We will of course continue to support them no matter what. Also, the number of MCR young people engaging in the school college programme increased from 13 to 33 compared to last year. The chance to attend college whilst still at school is a huge confidence booster for our young people.

Week by week as the relationships build, mentors might not see the difference they are making. These outcomes, combined with the uplifting personal journeys shows that we are really impacting the lives of these young people.



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74% went onto FE/HE
13% went onto training
13% navigating their next stage with MCR support

NEW CAMPAIGN TO REALLY ENGAGE OUR YOUNG PEOPLE

We are very excited about launching our Young Glasgow Talent marketing campaign to inspire and engage our young people. As you know, to motivate our mentors, the focus is on tackling disadvantage and social inequality. However this language is something that puts our young people off. YGT will help them know MCR Pathways is all about us helping them find, grow and use their talents. It is a huge thanks to the team, especially Maguires Advertising Agency and other creatives who have given their time so generously.



We will also have a new website, a short animated film for the young people, a social media campaign and much more. You will also begin to see the YGT logo making appearances across the city. If you have any ideas or contacts related to our marketing we would be delighted to hear from you. We have a small and dedicated marketing team and are always looking out for others to join us.

We are planning to have a more formal YGT launch in January and a little event at the City Chambers towards the beginning of February. You should also start to see the marketing materials in production which include the following:



NEXT 2 SCHOOLS TO JOIN

More young people needing our help



Welcome to Drumchapel High and to Lourdes Secondary, two brilliant schools who are extremely committed and excited to be part of the MCR Pathways project. We already have one of our Pathways Coordinators working in Drumchapel helping to get the young people inspired. Our Lourdes Pathways Coordinator has started this month and has hit the ground running due to her fantastic work experience to date. We have another 5 schools in the pipeline for when the time is right, however despite all our plans for growth, we will always work on a relationship to relationship basis.



<http://www.drumchapelhigh.glasgow.sch.uk>

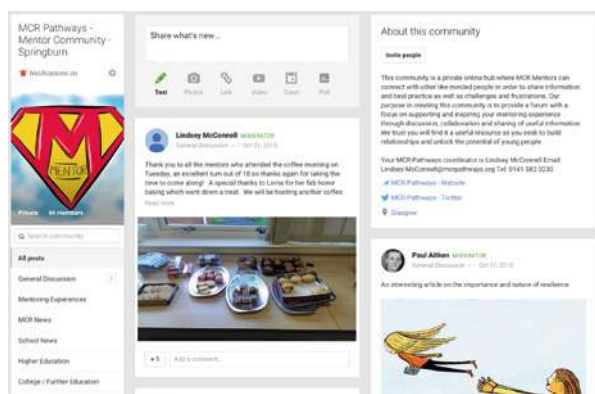
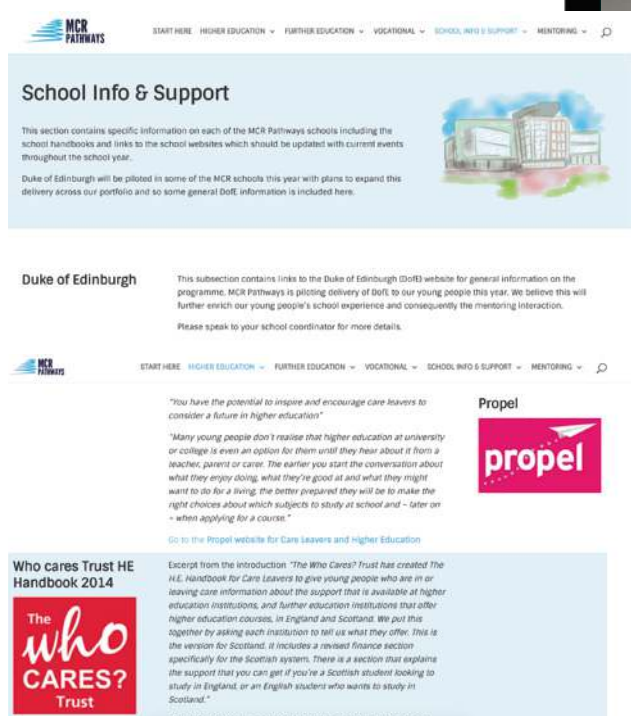


<https://blogs.glowscotland.org.uk/gc/LourdesSecondarySchool/>

MENTOR RESOURCE CENTRE

Cutting through to get you the info you need

We get a huge amount of feedback that it is almost impossible to get simple and up to date information on Higher Education, Further Education and Employment pathways. To help we are really pleased to launch our Mentor Resource Centre which hosts all the relevant up to date information you might need to know about. Go to <http://mentorresourcecentre.mcrpathways.org/> for your first taste, the password is "inspired". Please note this is version 1 however we are already up to version 4 in the planning phase. It is very data rich and not quite as pleasing on the eye yet as it should be. The design team battered him when he brought forward the launch date however he insists the aesthetics can come later and getting the information to you as quickly as possible is what really matters.



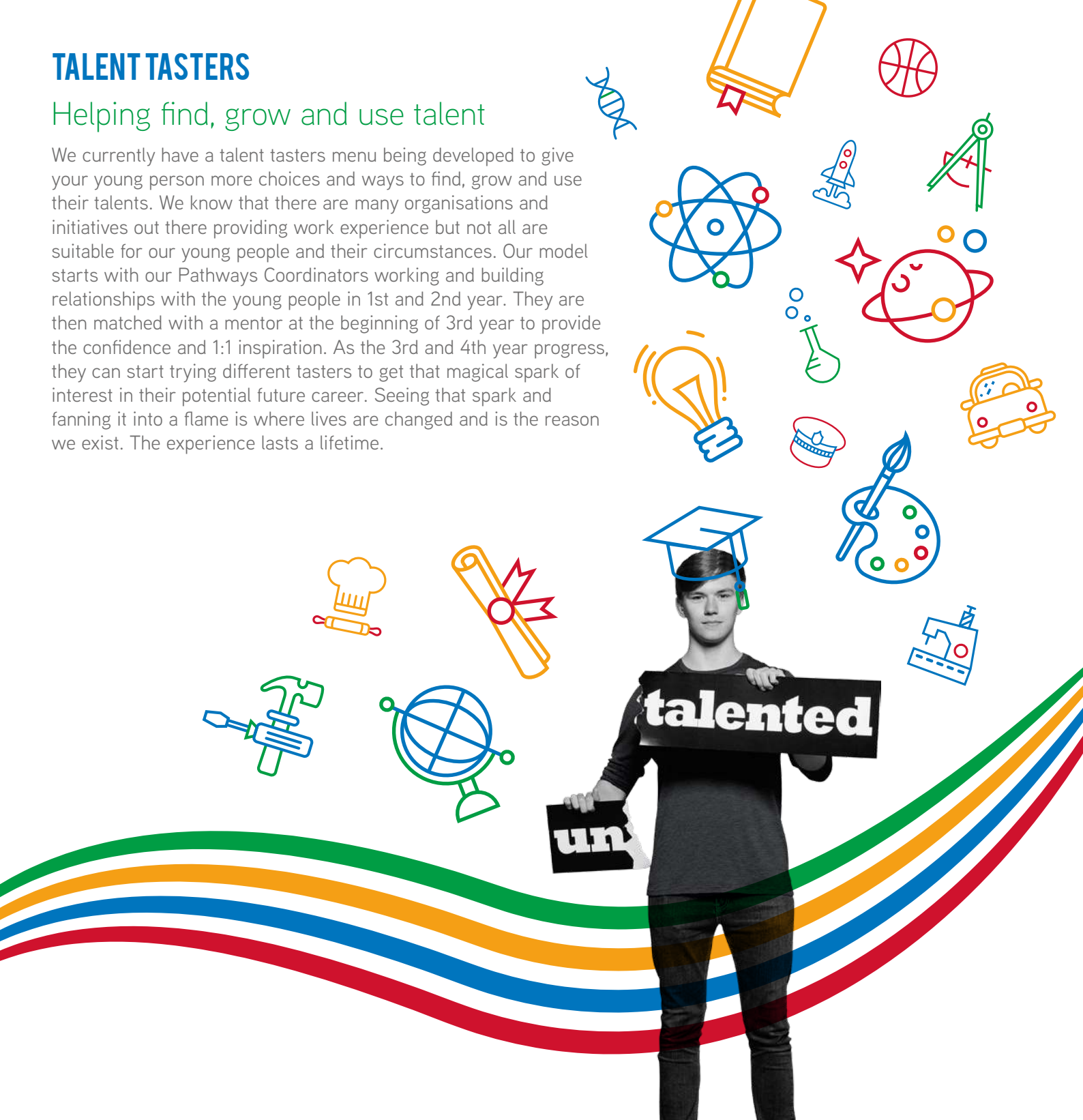
DEVELOPING THE COMMUNITIES FURTHER

The Mentor Resource Centre now works in parallel with the Communities and vice versa. The communities will increase in their relevance and be the preferred platform for posting opinions and short life resources. For information that has more lasting relevance it will be added to the Mentor Resource Centre. We will also take some of the resources on the Mentor Resource Centre and post some links to the communities. All designed to get you information as quickly and efficiently as possible.

TALENT TASTERS

Helping find, grow and use talent

We currently have a talent tasters menu being developed to give your young person more choices and ways to find, grow and use their talents. We know that there are many organisations and initiatives out there providing work experience but not all are suitable for our young people and their circumstances. Our model starts with our Pathways Coordinators working and building relationships with the young people in 1st and 2nd year. They are then matched with a mentor at the beginning of 3rd year to provide the confidence and 1:1 inspiration. As the 3rd and 4th year progress, they can start trying different tasters to get that magical spark of interest in their potential future career. Seeing that spark and fanning it into a flame is where lives are changed and is the reason we exist. The experience lasts a lifetime.



Rather than wait for the more formal work placements, we have created a bridge and something that fits with our young people. We are building a menu of work, college and uni tasters and will have 100 over the next 6 months. This will give our young people the opportunity to experience half a shift's worth of work on the frontline as well as having the opportunity to learn what it takes to be a boss to create some aspiration and understanding of career progression. We have got some serious organisations in the form of Wheatley Group, Glasgow Life, SECC and others who are taking part as well as small Working Groups of mentors. If you have any interest in becoming part of a Working Group, please let us know. Watch this space for the next exciting instalment.



RECRUITMENT & OUR EXPANDING TEAM

Staff and volunteers

As we go citywide, we are building a skilled team with like-minded and committed people who will go the extra mile for our organisation. Do you know of anyone that loves a challenge and wants to tackle social inequality for the young people of Glasgow, whilst having fun, laughing a lot and being part of an incredible, dedicated team? We are recruiting more fabulous people to join in the following roles:

Pathways Coordinators

we need an inspired person in every MCR school to help build all the relationships and ensure the flow of talent development opportunities

Admin Coordinators

to help smooth the journey from registration to mentoring and all the support and events thereafter

Data Analysis

there are many systems to tap into to make sure we get the very best for and with the young people

IT team

with the Online Communities & Mentor Resource Centre, there is loads to do to support the mentors as well as ensure the pathways are clear

Marketing team

more hands to help feed the volunteer and org recruitment campaigns and get our young people inspired

For more information please go on to the [Indeed.co.uk](https://www.indeed.co.uk) website. We are aiming to build a team of 40 full time posts, supported by 40 dedicated volunteers for all the many development initiatives.

Our next major milestone for our number of mentors is 500, all trained, qualified and inspiring their young people. With their help we will transform the outcomes and life chances for a generation across Glasgow, change organisations and seriously tackle social inequality. Just imagine what that will be like.



NEW PARTNERS JOIN FOR THE CITYWIDE JOURNEY

As part of our Glasgow wide plan, we will invest over £3m to make MCR Pathways “business as usual” across the city. We are really pleased to announce some additional partners to help with this stage of our journey. As well as the MCR Foundation and Glasgow City Council, we will now be joined by Robertson Trust, Life Changes Trust and STV Appeal. We will have more exciting announcements in due course. It is a fabulous mix of committed organisations and really passionate people. We are so excited about all that has been achieved to date and what we can deliver once we reach every young person who needs our help and support.

