

Thank You Glasgow Family

Annemarie O'Donnell with Iain MacRitchie,
Founder of MCR Pathways.



A diverse group of council family staff – including directors, architects, parking attendants, HR officers and more, came together in March for a celebration in the Banqueting Hall of the City Chambers.

The aim of the event, hosted jointly by MCR Pathways and the council, was to thank council family staff who have become MCR mentors and are working hard to support some of the city's most vulnerable young people.

The event celebrated the ongoing partnership between the council and MCR Pathways – which is transforming the lives of care-experienced and disadvantaged young people across the city's secondary schools.

Chief Executive Annemarie O'Donnell welcomed everyone to the celebration and took the opportunity to thank everyone for their commitment to the programme. She also appealed to everyone to continue to spread the word and try to recruit more friends and colleagues to the initiative.

Annemarie informed the audience that she has recently been matched with a young person and that although looking forward to getting involved she had "a knot in my stomach about it, but I'm also very excited."

The audience also heard from MCR Pathways founder Iain MacRitchie as well as some of the young people who have benefited from the programme, and two council staff who are mentors.

Many of us feel like we don't have the right skills to mentor; this insecurity holds us back. But everyone has something to offer. Aimie Bowman, an MCR Pathway Co-ordinator and formerly a City Property employee said: "For anyone who thinks mentoring is outside their comfort zone - for many of these young people, coming in to school every day is outside their comfort zone."

Speaking about her experience of mentoring during the round table, Christine Barlow from Development and Regeneration Services spoke of how it's the small moments that made the biggest differences. Christine said: "I didn't know if mentoring was working, but one day after six months I asked her how her day was and she responded and then asked me how I was. It's such a small thing but it

was the first time she had done that. It was our breakthrough."

MCR recruits and trains mentors to meet for one hour a week with a young person to listen and guide them to a positive post-school destination. The council has committed to have 10% of staff involved and while a significant headway has been made there are still another 1000 Glasgow young people waiting for a mentor.

MCR need double the number of mentors to help each and every young person who needs support.

If you've been on the 'fence' now is a fantastic time to take the plunge and join. When one person mentors, two lives are changed forever.

More information

To find out how to get involved, view video clips featuring mentors and mentees, and find out what support the council can offer, visit **Connect**.

Or visit <http://mcrpathways.org/>

SUPPORTING YOUNG PEOPLE INTO EMPLOYMENT



Services across the Glasgow Family have been working with MCR Pathways to provide 'Talent Taster' sessions - giving young people a flavour of the range of job opportunities available to them in the future.

The council fully supports MCR Pathways. The Chief Executive, Annemarie O'Donnell, has given a commitment of having 10% of council family staff signing up as mentors.

We are also playing an important role introducing young people to the world of work. Over the last two months, a range of services and ALEOs have held 'Talent Taster' sessions – hosting young people to visit and try out different positions.

WHAT ARE TALENT TASTER SESSIONS?

MCR Talent Taster are half-day sessions in the workplace, cultural institutions, college and university designed for young people aged 14 to 16.

The sessions are designed to motivate, build aspirations, and help young people make positive choices about their future, while being manageable for organisations and staff.

Claire O'Hara, Talent Taster Development Manager, MCR said: "We work with organisations across the city. In this latest series of Tasters, around 375 young people, across more than 20 schools, took part!

"Pupil and organisation involvement in Talent Tasters has increased with each tranche. And now that we have a presence in all Glasgow secondary schools, that number will continue to grow."

"We're absolutely delighted that the council family are supporting these sessions. The council is a large and diverse organisation so our young



Richard McPake, Joinery Instructor at City Building giving MCR pupils a taste of what life would be like as a joiner. During their half day visit, pupils were also given some 'hands on' sessions on plumbing and electrical wiring.

people are getting a chance to sample a wide range of job opportunities from admin to traditional trades and career pathways into social work, teaching, planning and much more."

MAKING A DIFFERENCE

There's evidence to show that Talent Tasters have dramatically increased post 16 school staying on rates and educational engagement by helping our young people envision their future options.

Ryan from Lochend Secondary found he had a talent for joinery after his visit to City Building. His school attendance improved and he's now working towards gaining the qualifications he needs for an apprenticeship. Emma from Springburn Academy found her passion at an Ambulance Academy Talent Taster. She's now working

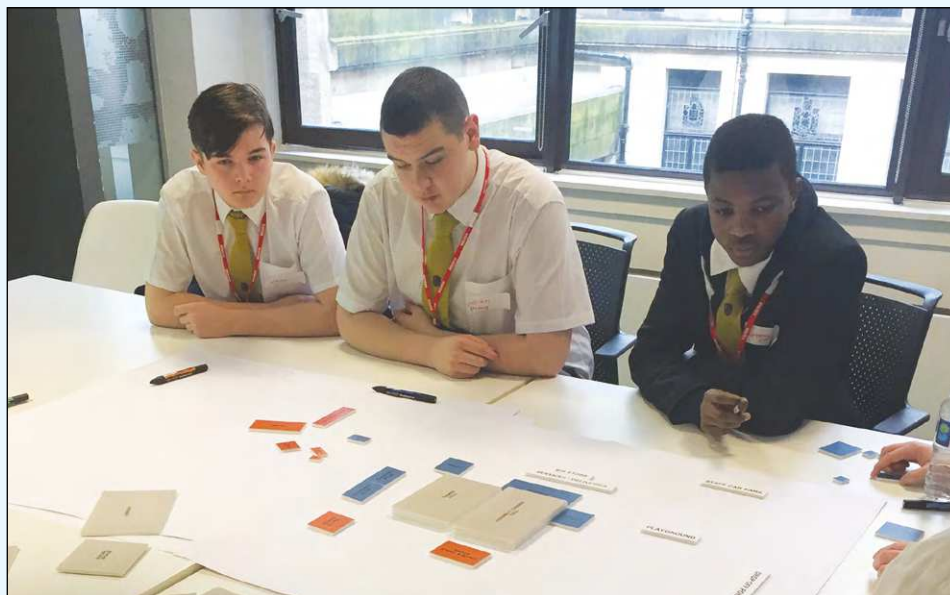
towards getting the grades she needs to apply to become a paramedic.

COUNCIL TALENT TASTERS

With sessions at multiple Primary and Nursery Schools, Social Work Services, DRS, and City Building now almost complete - at least until October - we caught up with three council staff members to discuss their experience of delivering workplace Talent Tasters.

Gavin Hay, Training and Development Manager at City Building, has been running Talent Tasters for two years. As the head of the apprenticeship programme, he's used to working with young people and happily welcomed MCR.

Gavin said: "We've offered work experience with young people for many years, generally when they're about to leave school.



Pupils get a chance to design the layout of a school.

With MCR Pathways, we saw an opportunity to engage with younger pupils, so they have more time to think about their future. There's nothing like getting hands-on experience to really see what the jobs are like."

For Geraldine Miller, Head Teacher at St Paul's Shettleston Primary School and Nursery Class, her school was keen to participate for a simple reason:

"We wanted to get involved because of the pupils MCR works with. We're in the north east of Glasgow and we think of these young people as our children. Some of the young people who have come into school have been ex-pupils of ours, and that's

something we've reflected on."

We spoke with Lisa Le Grove, Acting Group Manager (Architecture), and Jane Williamson, Acting Group Manager (Project Management and Surveying), both from Project Management and Design in DRS.

Jane said: "Talent Tasters allow for a reflective opportunity, to step back from the day-to-day and think about your own career paths. It's refreshing to engage with young people at this exciting junction. Describing your job to 14 years olds unfamiliar with this topic forces you to ensure that you communicate in an accessible and engaging way which builds on your communication skills."

Describing the process of making architecture more accessible to young people, Lisa said: "One of the projects we have them do is design a school, and then we talk about the results. It's a good way to build their confidence and show them that they have skills already and it's not some kind of unachievable thing - they can do it."

While Talent Tasters are a time commitment, Gavin thinks it benefits everyone, saying:

"We quite often get apprentices involved. It's quite good for them, they reinforce their own knowledge by teaching. It's been like a peer assisted learning."

Pat Togher, Head of Children's Services recognises the importance of the sessions held by the Glasgow City Health Care Partnership, praising the engagement of the young people. Pat said: "When we spend time getting these young people interested in what we do, they engage with us in a way that motivates both them and us."

Geraldine encourages more organisations to get involved with Talent Tasters, commenting:

"If you live or work in Glasgow, you should support Glasgow's children. We all have to nurture the next generation and this is a good way to do that. In terms of your own staff, I think it's very good for people to see a different side of things. Working with these children gets your staff to reflect a wee bit more. So I would say 100%, everyone should consider this. It doesn't matter what service you do or what business you provide."

WHAT'S NEXT

Plans are now underway for the next Talent Taster tranche in October.

Can your service get involved?

The MCR team is available to support your staff from start to finish and will be on hand to support each session.

To find out more

Please contact the MCR team on **0141 276 6251** or email ttteam@mcrpathways.org.

MENTORS MAKE A DIFFERENCE

INTERESTED IN MENTORING?

MCR supports young people through mentoring and offers a listening ear to help drive their ambitions and confidence. Evidence shows mentoring makes a very real difference to young people. The MCR programme now reaches more than 1000 young people but still more mentors are needed across Glasgow.

The council supports staff who wish to be involved. Could you give an hour a week to help a young person? Full training and support is provided.

Come along to our next information session:

Monday 14 May, City Chambers (east building), John Street, Room B21, 1pm to 2pm