Your organisation can help Glasgow’s most disadvantaged young people. Learn More:

www.youngglasgowtalent.org
For almost 10 years MCR Pathways has been working in secondary schools in Glasgow helping young people disadvantaged through no fault of their own to find, grow and use their talents.

Our most disadvantaged young people are five times more likely to leave school aged 16 or earlier and less than half progress to a job, college or university place. It is a shocking situation but one that we can and will change across the city. It is no surprise that while care experienced young people have great potential, they struggle to thrive due to instability in their personal lives. They often don’t have positive adult role models to build aspirations or access to social networks that can introduce them to the workplace.

Who We Are and What We Do

This Guide will give you the information you need. It sets out what your staff, colleagues or partners need to know before becoming a mentor. There are also other ways to volunteer including helping deliver Talent Tasters or hosting company visits.
MCR Pathways recruits, trains and matches adult volunteer mentors to support these young people as part of our Young Glasgow Talent programme. Trusting relationships are the building blocks on which a young person can have the confidence to explore their talents and potential.

Mentors listen without judgement. They empower, build aspiration and are a gateway to an expanding menu of opportunities and tasters of university, college and employment. We’ve seen young people turn their lives around completely with the support of a volunteer mentor. Just look at what our mentors had to say...

**The Power of Mentoring**

“*I BECAME VERY DISENGAGED FROM SCHOOL BUT A MENTOR GOT ME BACK INVOLVED AND WAS THERE TO REASSURE ME. THE HELP AND SUPPORT OF MY MENTOR AND THE PROGRAMME IS WHAT’S SHAPED ME.***”

**Young person at Lochend Secondary**

“*THEY BELIEVED IN ME WHEN NO ONE ELSE DID. GAVE ME CONFIDENCE I NEVER THOUGHT I WOULD HAVE. THEY HAVE BEEN A HUGE PART IN MY LIFE WHEN I WANTED TO GIVE UP ON EVERYTHING INCLUDING SCHOOL. MY MENTOR HELPED ME STRIVE FOR MY BEST AND TO STICK IN AT SCHOOL. I AM NOW DOING AN HNC AT COLLEGE AND LOVING IT.***”

**Young person who now volunteers with the Programme**

“*I CAN TELL MY MENTOR STUFF, WHATEVER I WANT. IT IS BETTER TO HAVE A MENTOR THAN KEEP IT ALL IN. IT'S BETTER TO TALK. HE IS KIND, RELAXING BUT STRAIGHT TO THE POINT, THAT'S WHAT I LIKE ABOUT HIM. HE HAS MADE A BIG DIFFERENCE, INSTEAD OF KEEPING ALL MY FEELINGS IN I TALK ABOUT THEM.***”

**Young Person at St Roch’s Secondary**

“*THE HIGHLIGHT FOR ME SO FAR WAS WHEN MY MENTEE REFERRED TO ME AS “THE GUY WHO HELPS ME GET THROUGH STUFF”, IT WAS THEN I KNEW HE UNDERSTOOD WHAT I WAS THERE FOR AND APPRECIATED WHAT I DO FOR HIM.***”

“*YOU CAN’T UNDERESTIMATE JUST HOW IMPORTANT IT IS FOR YOUNG PEOPLE TO HAVE SOMEONE THERE FOR THEM, SOMEONE THEY CAN DEPEND ON, WHO-listens. IT’S AN HOUR OF YOUR TIME, IT WILL BE THE BEST HOUR OF YOUR WEEK!***”

**Young Person at St Roch’s Secondary**
What Can You Expect and Why Should Your Organisation Get Involved?

Mentors are supported by the MCR team to guide the young people onto positive pathways. You and your colleagues will have the opportunity to develop your own skills and expertise while you support your young person. A significant majority of the skills used in mentoring are those developed in leadership and management training. Empathising with the challenges facing a young person and positively influencing them to focus on discovering their talents and guiding them to achieve via their education is a hugely rewarding experience. It will also greatly enhance and build leadership skills.

Many mentors have said they were surprised at how the training and their mentoring experience, has developed their empathy, self awareness and their ability to build positive and influential relationships. All of our mentors say it has improved morale and given them an enormous sense of well-being and the feeling of making a tangible contribution.

“I WAS KEEN TO USE SOME OF MY SPARE TIME IN A POSITIVE MANNER. MCR PROVIDES THAT OPPORTUNITY IN A VERY INTERESTING AND MOTIVATING WAY. MY YOUNG PERSON HAS HAD A VERY TOUGH TIME OF IT IN THE PAST YEAR. HOWEVER IT ALWAYS AMAZES ME THAT HE IS SO SOCIALLY AND EMOTIONALLY AWARE. HE HAS REALLY GROWN UP IN THE PAST YEAR AND KNOWS HOW HIS BEHAVIOUR CAN AFFECT OTHER PEOPLE.”

Craig Menzies, YGT Mentor
Glasgow Life employee

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Mairi Damer, YGT Mentor

“SOME OF THE YOUNG PEOPLE WE MENTOR HAVE VERY DIFFERENT LIVES FROM OUR OWN. CONSISTENCY AND POSITIVE ENCOURAGEMENT IS AT THE HEART OF IT. STICK IN THERE AND YOU’LL BUILD A GOOD, SOLID, TRUSTING RELATIONSHIP. YOU’LL SEE YOUR YOUNG PERSON BLOSSOM AND A BRIGHTER FUTURE OPEN UP FOR THEM. BELIEVE ME, THERE’S NO BETTER FEELING!”

Mairi Damer, YGT Mentor
The Amazing Benefits Mentoring Delivers:

**Personal Development**
- A way to build confidence, a sense of purpose and improve morale in all participants
- Enhanced coaching, influencing and motivational skills - helping to develop better leadership and management skills
- More effective listening, communication, and relationship building skills
- Increased abilities to identify, set and achieve short, medium and long term goals and outcomes

**Insights**
- Priceless insight into the younger generation and their perspectives as community members, future customers or workforce
- A firsthand understanding of inequality and effective ways to support those disadvantaged through no fault of their own

**Corporate Benefits**
- For your company, a depth of evidence for awards and accreditations
- A future source of loyal and engaged talent
- An opportunity to demonstrate the highest CSR standards and practices
- An experience to enhance parenting skills and deliver on corporate parenting responsibilities

**Fundamentally, mentoring is about changing a life. At the same time it may change your own.**

"I DON’T THINK THERE ARE WORDS TO DESCRIBE THE REWARDING FEELING AND SATISFACTION I GAIN WEEKLY FROM MEETING WITH MY MENTEE. I DON’T THINK THERE IS ANY GREATER FEELING KNOWING YOU ARE THERE FOR SOMEONE, FOR ANYTHING THEY NEED ON A WEEKLY BASIS, WHETHER IT’S HOMEWORK HELP OR LENDING AN EAR. THERE’S ALWAYS SUPPORT FOR YOU IF YOU NEED IT."

Claire Miller, Mentor

"THE EXPERIENCE HAS GIVEN ME A GREATER INSIGHT INTO THE PROBLEMS SOME YOUNG PEOPLE FACE IN MEETING THEIR FULL POTENTIAL. MY MENTEE HAS MATURED AND DEVELOPED IN MANY AREAS OVER THE PAST TWO YEARS. PARTICULARLY PLEASING HAS BEEN A RECOGNITION OF, AND SETTING GOALS FOR, LIFE AFTER SCHOOL AND COLLEGE. MANY EMPLOYERS ARE ENCOURAGING THEIR EMPLOYEES TO VOLUNTEER ON PROJECTS LIKE THE YGT PROGRAMME. SO, IF YOU WANT TO PUT SOMETHING BACK INTO LIFE, DON’T HESITATE AND GET IN TOUCH WITH THE PROGRAMME MANAGEMENT TEAM. YOU WON’T REGRET IT!"

Alan MacDonald, Mentor
**Steps to becoming a YGT Mentor**

To find out even more, please visit: [www.youngglasgowtalent.org/be-a-mentor](http://www.youngglasgowtalent.org/be-a-mentor)

To register to become a mentor straight away please visit: [www.youngglasgowtalent.org/mentor-form](http://www.youngglasgowtalent.org/mentor-form)

After you register the diagram below sets out the steps to becoming a mentor and helping a young person to find, grow and use their talents.

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**PVG**

PVG application distributed at information session & returned at interview session. Applications should be screened and processed by week 7 if consecutive dates apply. PVGs targeted to be completed within 4 week period.

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**We’ll Support You All The Way!**

MCR Pathways will support your organisation to help care experienced and disadvantaged young people find their aspirations, make these connections and realise their fullest potential. You will join an increasing number of Glasgow’s most influential organisations – all committed to helping disadvantaged young people to be determined by their talents and potential and not their postcode or circumstances.

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“We were told directly by our business community that mentoring was an important element of how we could support our young people. The work of the team at MCR Pathways provided us with an established and robust model to deliver this recommendation. The partnership between Glasgow Chamber of Commerce, The Herald and MCR Pathways is incredibly exciting for us.”

Stuart Patrick, Glasgow Chamber of Commerce, CEO
As a partner to MCR Pathways, we’ll support you to encourage your staff to become committed volunteer mentors.

**We can provide you with:**

- Template emails, newsletter stories, graphics and social media content to use in your internal communications to encourage staff to sign up.
- Support to maximise the benefits for your organisation, including an explanation of the skills and personal development it provides.
- Press releases sharing the news of your organisation’s amazing commitment through publications like the Herald and Evening Times.
There are many ways to get involved and promote MCR Mentor recruitment within your organisation.

**What Next For Your Organisation**

1) If you or other members of staff wish to register as a mentor straight away please visit [www.youngglasgowtalent.org/mentor-form](http://www.youngglasgowtalent.org/mentor-form)

2) Email mentorservices@mcrpathways.org or telephone 0141 221 6642 for a chat. We have a full 'step by step' guide and support programme for you to read and share with colleagues. We also have electronic and hard copy communication packs that can be customised to your organisation’s structure to support your volunteer mentor recruitment campaign with staff.

As well as mentoring, some of our partners also offer Talent Tasters. Tasters are three hour concentrated work experience that help our young people find and grow their talent. These interactive sessions are for small groups of between three and seven S3 and S4 secondary school pupils. We’re already working with Wheatley Group, Glasgow Life, Santander, City Building and Glasgow Kelvin College to deliver these groundbreaking events. Can you join our Talent Taster partners? We would love to work with you!

There are three levels of Talent Tasters - and aspiration is built-in to all of them.

**LEVEL 1**

Is a three-hour, fun and informative session for young people introducing them to a specific job role in your organisation. It can be anything from call centre advisor to a car mechanic.

**LEVELS 2 & 3**

Are more in depth sessions for young people to discover more about what your business does. Learning more about the managers and leaders in your organisation.

Our young people are offered the chance to choose two of these sessions as part of our ground-breaking mentoring and support programme - all designed to help young people find, grow and use their talent. We’ll work shoulder-to-shoulder with your business to help design, develop and deliver the best Talent Taster sessions.

To find out more about our Taster programme please contact our team:

TTTeam@MCRPathways.org or call 0141 287 9682
We will work with your HR team to agree the time commitment needed. Our mentors should meet their young person for up to one hour per week during term time in the young person’s school.

Mentors will also be invited to events like coffee mornings and may be asked to accompany their young people to events including Talent Tasters and Arts and Culture experiences - if their time permits. The hour per week is the biggest and most important resource you can give us.

Every single mentor has a dedicated Pathways Coordinator. Our Coordinator will be there as mentors meet their young person for the first time and will be available to support the relationship as it develops.

Case Study - Wheatley Group

Wheatley Group has been a phenomenal Pioneering Partner of MCR Pathways. Extremely proactive in encouraging their staff to become mentors, they are also offering **50 Talent Tasters** (multiple bite size work experiences, designed to inform and spark interest in the world of work and career opportunities) to Glasgow’s young people.

The organisation has committed to providing **100 staff to mentor** some of the most disadvantaged young people in the city. Mentoring is now being offered as a development opportunity for Wheatley Group staff who want to **enhance their leadership and influencing skills**.

“I HEARD ABOUT YGT THROUGH A COLLEAGUE. I WAS TOTALLY BOWLED OVER BY THEIR PASSIONATE WORK AND JUST KNEW I HAD TO GET INVOLVED. IN THE FEW MONTHS I HAVE MENTORED MY YOUNG PERSON, I HAVE SEEN HER GROW IN CONFIDENCE. SHE BELIEVES IN HERSELF AND HER TALENTS. THIS EXPERIENCE HAS BEEN TRULY REWARDING, I HAVE LEARNED FROM MY YOUNG PERSON WHO NEVER FAILS TO AMAZE ME! IT’S A TWO WAY DEAL FOR US. IT WILL BE THE BEST HOUR OF YOUR WEEK!”

Liz Robertson, Wheatley employee and Young Glasgow Talent mentor.

So get involved today! We can’t wait to welcome you and your colleagues to the Young Glasgow Talent team. You’ll play such a vital role in a community that is changing lives now!
Learn more and register to guide and support the young people in Glasgow that need your help:

www.youngglasgowtalent.org