



Your organisation can
make the difference
to help young talent
overcome disadvantage.

Mentoring Matters



Mentoring - Transforming Lives

We are dedicated to transforming the prospects for disadvantaged young people and especially those in or around the care system. With over 80% leaving school at 16, little over 2% going on to higher education and unemployment up to 4 times more likely, talent and potential are lost or undiscovered.

Consistent and unconditional relationships bridge talent with opportunity and nurture the essential motivation, commitment and resilience to break through disadvantage. Mentors play a crucial role in supporting and clearing pathways for young people who have the odds stacked against them through no fault of their own. Helping a young person be shaped by their talent and not their circumstances is a deeply enriching experience for the young person, mentor and your organisation.

Join YGT and make a difference for the next generation and benefit from:

- Increased staff morale, skills, retention & commitment
- Accessing & engaging talent & its development
- Leading in a high impact CSR programme
- Being a corporate role model in social mobility & supporting young people
- Utilising a high quality process, training & support network

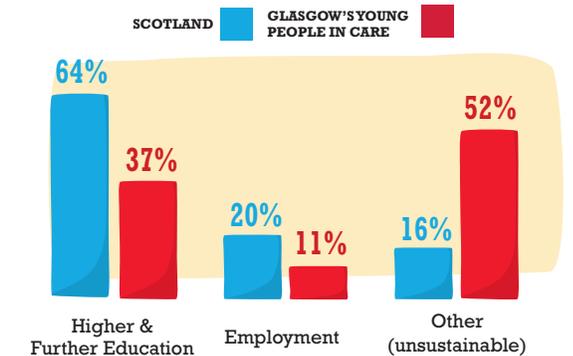


Founder & Chair of MCR, **Iain MacRitchie** is a serial and social entrepreneur, focused on leading situations which require rapid changes and talent development.

“I have helped transform companies, but there is nothing better than seeing young people disadvantaged through no fault of their own, go on to realise their true and full potential.”

Make a Life Changing Impact

Help to change the outcomes for our disadvantaged young people. Together we can ensure that they have the same education outcomes and fulfilling careers as any other young person.



Liam has gone from learning support, disengaged and lacking in confidence to a high achiever, in his 4th year at University.

“I didn't have any confidence at all. Now I feel like I can do anything. I didn't think I could get to university, but thanks to my mentor I did and now I want more.”



Nicole has gone from disengaged and disillusioned to her fourth year in college with aspirations for university.

“I had no qualifications, no experience and most of all no confidence. If I didn't have anyone to speak to I would have been trapped up inside. Having a mentor has 100% helped my life.”



Pathways: YGT builds confidence and inspires young people onto three pathways:

- Re-engagement into education & learning
- Progression into further or higher education
- Progression into employment

YGT makes it simple to make the difference

Developed over 7 years, our team is skilled in matching and providing effective training and support in person and through our online mentor communities. As part of the school, we have a safe and effective place to develop inspiring relationships and make the difference. Go beyond basic CSR or meeting the new Corporate Parenting legislation. You can support a disadvantaged young person to progress onto higher education, a vocational pathway or an apprenticeship. Becoming a life changing mentor is only a few steps away...

Becoming a mentor starts with an individual commitment to;

- Register online & complete a personal profile
- Attend an Information session to meet the YGT team & others mentors
- Participate in an interactive Training session
- Attend a 1:1 Interview & complete the protecting vulnerable groups disclosure process
- After matching, meet with your mentee in school supported by our team
- Join the online and offline communities & training programmes

At each step you are in complete control to pause or proceed. Individuals can be mentoring in 6 to 8 weeks, the organisation can impact from the beginning.

The positive impact on the young person builds over time as the mentor;

- Meets for 1 hour every week in school to build the essential relationship
- Provides consistent support for one year & ideally two where possible
- Uses a taster menu of opportunities for talents to be found, grown and used
- Participates in the ongoing training & sharing of best practice
- Works with our school based Coordinator & community



For Your Organisation, Employees & Young People

The benefits of mentoring are profound for everyone involved. It enhances trust and enthusiasm. Reputations are enhanced, motivation and positive cultures developed.

Corporate parents have the opportunity to exceed all that is expected of them. However the greatest impact is from the transformational effect on the young people and the injection of their perspectives and experiences back into the organisation.

“ *Not until now have I come across a programme that does what it says on the tin –transform lives! My mentee is someone who keeps on taking me by surprise; she has kept me on my toes, inspires me, makes me laugh, takes me through her life in vivid colour and teaches me compassion, tolerance and how to survive her generation. I am learning as much as my mentee . For me, I have the greatest privilege of being able to be let into her life, to share some of mine.* ”

Mentor at Lochend Community High supporting a 16 year old

A commitment to YGT allows staff to develop their skills working with young people in a professional environment and on a relationship basis. Essential mentoring skills of communication, listening, persuasion and motivating become highly tuned with a cause and purpose. Employees gain valuable life experience and a deep rooted satisfaction that their time and skills make a huge difference to someone that needs them.

“ *When I was still at school there were many times where I felt like leaving due to conflicts in my personal life. Having the support of a dedicated person convinced me to stay on and sit my exams. All it took was a bit of a shove in the right direction and someone like my MCR Mentor to take an interest in me to go from potentially nothing to now attending college. A lot of opportunities opened up for me through this kind of help and I struggle to think where I would be without it.* ”

- 17 year old pupil at St Andrew's Secondary

Get involved

Become a mentor or partner

You can make a life changing difference in helping a young person find, grow and use their talents. Join our growing community of motivated and committed organisations and mentors who give an hour a week in school, for a year or longer - inspired organisations including Wheatley Group, Glasgow Life, SECC, Scottish Funding Council, University of Strathclyde and Glasgow Kelvin College. Listening and putting a young person first are the only skills you need. We provide all the training and support to build confidence, aspirations and positive outcomes. Time is precious, especially yours. Investing a little time could be THE difference between a disadvantaged young person achieving their potential or not.

Find out more about Young Glasgow Talent, or register to be a mentor on our website today.

You can also contact us at info@mcrpathway.org.

Your organisation can make a difference and support young people. Take the lead and become either a Partner or a Pioneering Partner. Partners actively encourage and support their staff to become mentors in school time.

Pioneering Partners go further and engage directly with the young people to provide tasters, experiences and opportunities within their industry or sector. Contact us today via our website or through our Inspiring500 campaign.



www.inspiring500.com

Young Glasgow Talent is part of the
MCR Pathways organisation



Mentoring Matters - to Everyone

“It’s amazing how the simplest things you help with, discuss or advise your young person on, can mean so much to them. He has attended some tasters and work experience both in school time and during his holidays! This really is a great binder and confidence builder, for us both. The feedback from him, his family, my work colleagues and school have been nothing but positive. You really can’t fail to feel that bit better with yourself for supporting a young person even in the smallest ways.”

Mentor at Springburn Academy supporting a 15 year old



P.O. Box 26800, Lancefield Quay, Glasgow, UK G3 8ZY

e: info@mcrpathways.org w: www.youngglasgowtalent.org

Registered Charity No: SC045816