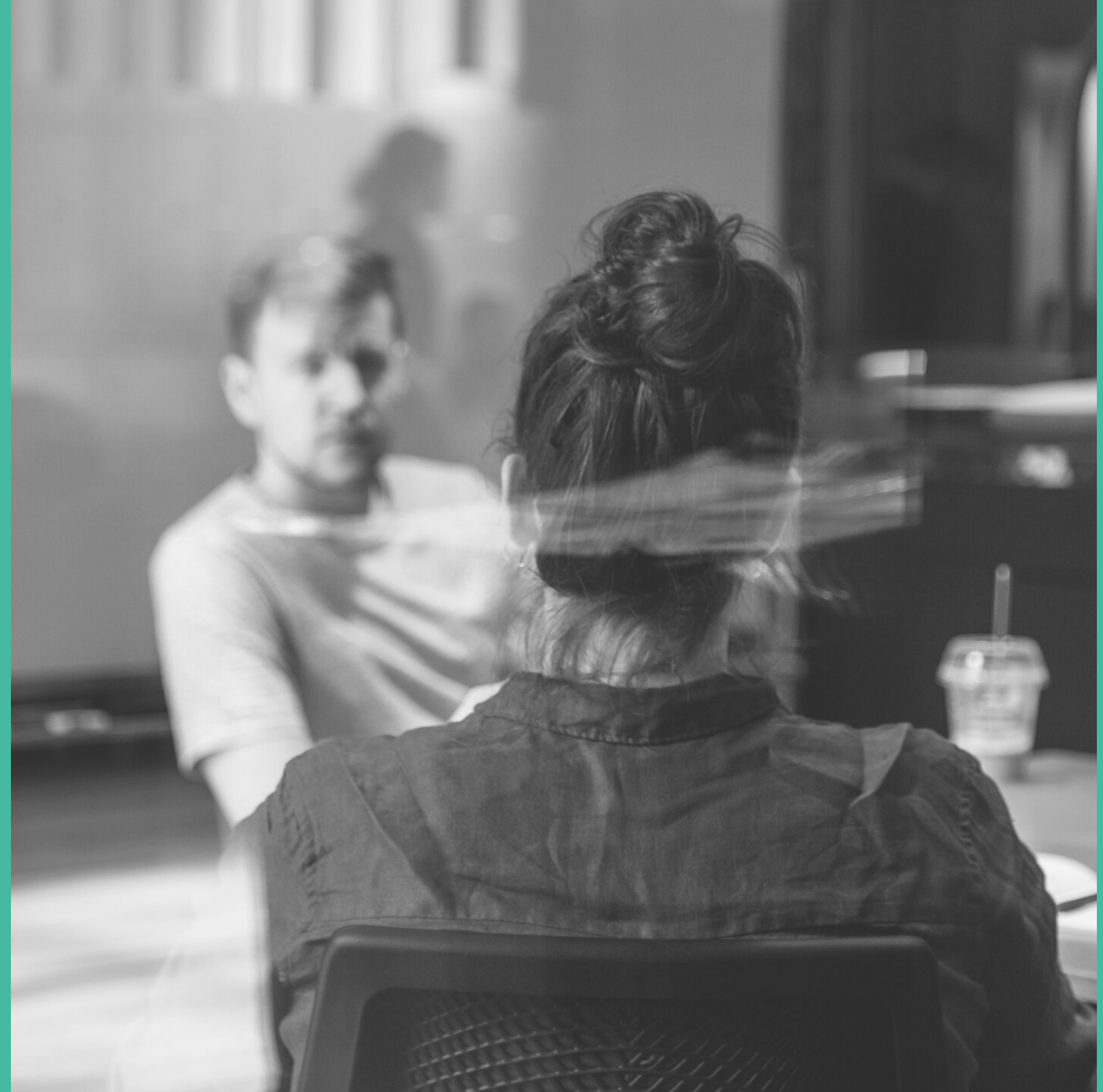


HIGHLAND AREA

MY FUTURE, MY SUCCESS



'Putting a young person first is the only qualification you need to be a MFMS mentor'



**My Future
My Success**

**Mo Theachd-àin
Mo Shoirbheas**

My Future, My Success Mentoring is a bespoke place based, Mentoring, Coaching and Engagement Programme developed in Highland region as part of My Future My Success (MFMS) programme.

OVERVIEW

The programme provides support for young people across the local region, bringing employers, partners, and education together in a professional, efficient, accessible, and mutually beneficial community. The programme aims to ensure more of our young people in Highland have the skills and knowledge to enable them to achieve a positive and sustained destination beyond school as well as having a better insight into the opportunities that are available to them locally.

With a team of Development Officers, across Highland communities, we offer unrivalled support to mentors, ensuring they are equipped to support our young people whilst often developing new skills themselves.



WHY MENTORING?

Currently Highland are below the National (Scotland) percentage for school leavers entering a positive destination, for some of our young people with barriers and vulnerabilities this a particularly challenging. Recent studies have shown that young people, supported by a mentor, increase the likelihood of achieving and sustaining positive destinations through high quality conversations and widening their horizons and network.

To help you understand the purpose, approach, and requirements of the programme we will share an outline of the commitment required from our mentors, training we offer and responses to frequently asked questions.

We would be delighted if you would like to join our growing network of mentors, supporting our young people in Highland.



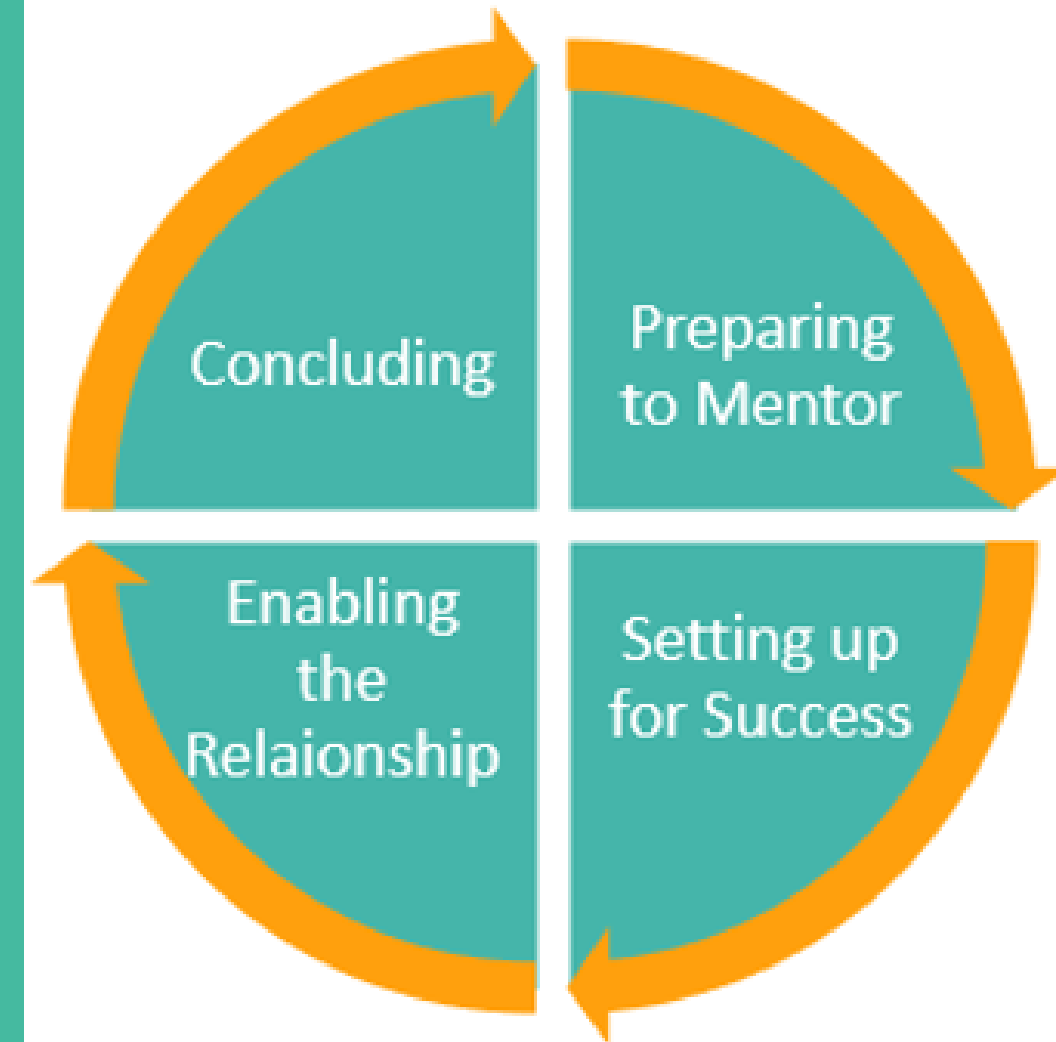
EXAMPLE TIMELINE FOR THE MY FUTURE MY SUCCESS HIGHLAND MENTORING PROGRAMME.

Introduction to MFMS Week 1	Registration Week 1	Preparing to Mentor Week 3	PVG Week 2-3	Ready to Mentor Week 5	Mentor Profile Created	Matching	Mentoring	Celebrate Success	Next cohort
60-minute session delivered via teams.	Mentors agree to support the programme.	2-hour session delivered via team. <ul style="list-style-type: none"> • What is mentoring • Active Listening • Establishing the relationship • Feedback • Goal setting 	Complete PVG – new application or update as appropriate	2-hour session delivered via teams <ul style="list-style-type: none"> • Child Protection (We ask that the Child Protection Certificate is completed within 6 months of joining the programme) • Contracting • Support & Supervision 	MFMS Development Officer supports the mentor to create their profile.	Mentee / Mentor Matching. 3-way introduction with MFMS Development Officer.	Mentor / Mentee sessions Frequency and duration as agreed between mentor and mentee. Generally, continues until young person progresses to +ve destination	Mentoring concludes	Opportunity to mentor another young person
Mentors will be offered 121 and group supervision, quarterly mentoring development /networking opportunities and optional training and access to resources. In addition to structured sessions support is available at any time from the MFMS team.									

Delivery of training can be adapted for example, full day face to face for local groups or individual employers.

How does mentoring work?

Stages of mentoring



Stages of mentoring	Stage	Considerations
	Preparing to Mentor The mentor prepares for a positive, fulfilling mentoring relationship	<ul style="list-style-type: none"> Your personal motivation Your strengths and development needs (as a mentor) Clarity about expectations Clarity about the role of a mentor Establishing relationships with the MFMS team PVG & Profile completion MFMS mentor training – <i>Introduction to Mentoring, Preparing to Mentor, Ready to Mentor</i>
	Setting up for success - contracting Create clarity – assumptions, expectations, goals and needs	<ul style="list-style-type: none"> Confidentiality Boundaries, ground rules, limits Expectations of each other Engagement with MFMS Development Officer 3-way introductory contracting meeting
	Enabling the relationship Building, maintaining, and reviewing the relationship.	<ul style="list-style-type: none"> Creating a safe place for the mentoring to take place Reviewing progress Maintaining self-awareness Tracking progress & resetting goals Helping the young person access other support – pathways, resources, networks. Regular 3-way meetings with MFMS Development Officer Mentor Supervision MFMS mentor development sessions Child Protection Certificate completed
	Concluding Reviewing and celebrating the mentee's journey & mutual learning	<ul style="list-style-type: none"> Reviewing goals Giving and receiving feedback Celebrate Success Maintaining contact – if appropriate





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FREQUENTLY ASKED QUESTIONS

WHAT IS MENTORING?

Supporting a young person through a learning or developmental journey. Using your knowledge to help a young person develop skills, horizons and engagement.

WHERE AND WHEN DO I MEET WITH THE YOUNG PERSON?

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Every Mentoring Relationship is different. Meetings might be face to face or virtual or a blend of both. They might be in-school or at an agreed public venue. The relationship might be short-term, last until the end of the school year or extend into the future. Frequency and length of Mentoring sessions will be established at the start and may vary over the course of the relationship. In short, the Mentoring Relationship will be set-up in the best way to deliver the best possible outcomes for young people and mentors.



WHAT SKILLS DOES A MENTOR NEED?

First and foremost is putting the young person first. Active Listening, Relationship Building and Goal Setting will feature in a Mentoring relationship. Support is provided through training and ongoing supervision.

We anticipate that in most cases the mentoring would continue until the young person leaves school however there might be situations where mentoring is only required for a short period e.g. preparing for exams, applying for a job/apprenticeship.

In preparation for becoming a MFMS mentor you will participate in the following sessions:

- Introduction to MFMS Mentoring
- Preparing to Mentor
- Ready to Mentor

(or this can be offered as a full day face to face.)

Sessions will be delivered virtually with a variety of times offered to suit the mentor's diary. Generally, sessions are delivered to mentors from a variety of organisations however we are happy to schedule specific sessions if many mentors are volunteering from one business or area.

Regular mentor training sessions will be offered, and a suite of resources will be available to mentors who wish to develop further.

WILL I BE OFFERED TRAINING?





WHO WILL MY MAIN CONTACT BE?



The MFMS Development Officer in your local community will provide support, training and will be your key point of contact. You will meet with them, and they will answer any queries that you have and get to know you better. That will help with matching you to the right young person.

The matching process is not an exact science, but the development officer will endeavour to put yourself as a Mentor with a young person where you will make a material difference.

WHEN WILL I MEET THE YOUNG PERSON FOR THE FIRST TIME?

This will be a three-way meeting with yourself as Mentor, the young person and the MFMS development officer. The point of this meeting is to set-up the ongoing Mentor and young person relationship, both from building rapport and establishing a practical structure of working together. At this meeting a mentoring agreement will be completed.

It is envisaged that 3-way meetings will be held regularly e.g. every 3 months to offer structured support, however the MFMS development officer will be touching base with you as a Mentor over and above that.



WHAT HAPPENS ONCE THE MENTORING IS UNDERWAY?



This is when you and the young person get to know each other build the relationship.

After the matching meeting support will be provided through both a Mentor and a young persons (Mentee) handbook and journal. This will give high-level structure to the meetings and suggestions of topics to explore together. The topics are just suggestions, and you will follow the interest of the young person, focusing on the topics that best support them.

HOW DO WE TRACK PROGRESS?



As part of the young person's handbook and journal there will be a profile which will be built on over time to capture goals, experiences, pathways, qualifications and progress. This profile will develop into a 'passport' document that will be useful with further education providers or employers.

WHAT WILL SUCCESS LOOK LIKE FOR THE PROGRAMME?



Our aim for this programme is to increase the sustained positive destinations achieved for young people in Highland and every success will be celebrated. Along the way achievements can be recognised and celebrated. These could include improved attendance, increased confidence, qualifications, experiences, etc. As every Mentoring relationship is different sustaining a positive destination may require the Mentoring support to be maintained, however this can be determined at the right time.

As the young person progresses evidence of their development can be submitted for an SQA Level 4 award – Personal Development, Self Awareness

What if it's not working?

Often relationships take time to develop, and progress can be slow. With careful mentor / mentee matching most relationships work. There are however occasions when the chemistry simply doesn't work. Flag concerns early to your MFMS Development Officer. They will see if anything can be done to help the relationship or agree that the match isn't working. In this situation an alternative mentor might be found for the young person and the mentor might be matched to a different mentee.



WHAT'S IN IT FOR THE MENTOR?

Mentors and employers report many benefits from mentoring. Often the joy of giving something back, being able to contribute in their local community, being the support, they wish they had had when they were young.

Others feel their own skills develop because of mentoring making them better leaders, managers, co-workers, family members.

“Mentoring is a wonderful experience and gives you the opportunity to positively impact a young person’s life”



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To find out more contact
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