The University of Aberdeen are delighted to work with Career Ready who work in partnership with businesses and organisations to transform the life chances of young people at risk of not achieving their full potential. They are a charity whose mission is to empower young people, sustaining upward social mobility and building their social capital. Through the Career Ready programme and their network of employer supporters and schools, young people, aged 15/16-18 years, are connected to a world of work that is often not possible via their family, opening up opportunity for choice and change in their career destinies and therefore lives. The aim is that every Career Ready student progresses to a sustained, positive post-school destination and is able to prosper in the world.

More impact data can be found in our [Scotland Impact Report 2019](#)

The monumental scale and nature of the economic shock from the Covid-19 pandemic, the likely increase in uncertain futures and unemployment among young people and the serious, generational challenge that this represents means that our support of Career Ready is important, more so now than ever.

Through mentoring with Career Ready, employees have the opportunity to develop their own management and mentoring skills and support the next generation of talented employees.

**The Career Ready Programme**

**Opportunities for Employers & Volunteers**

The two-year Career Ready programme in Scotland targets students (social mobility focus) in S5 & S6 and consists of 5 main elements: one-to-one mentoring, masterclasses, a paid 4-week internship with the organisation their mentor is from, events and workplace visits.

**Benefits for students**

**Student & Parent/Carer Flyer**

Students receive:

- A mentor from the world of work to act as a guide, sounding board and critical friend, who will help shape their programme experience in readiness for their future beyond school
- The chance to develop employability skills, social skills and confidence/self-esteem in the real world of work
- Increased awareness of jobs and career possibilities

**Mentoring**

**Mentor Role Overview**

Mentors play a crucial part in the student’s journey from education to the workplace and are with the student from the start to finish of their programme. **Time commitment required:** meeting with mentor for 1.5 hours every 4 weeks. This would usually take place in the mentor’s workplace, however due to Covid-19 restrictions these meetings will take place virtually until face to face meetings can resume. Further information on Career Ready programme adaptations in response to Covid-19 can be found [here](#).

Career Ready facilitates your PVG scheme membership, provides a briefing, toolkits, and continued support to all mentors.

A mentor is someone who:

- Has a good understanding of the world of work
- Genuinely want to support and encourage a young person in making the choices he/she need to make and is committed to building a long-term relationship with their student, across both S5 and S6 school years.
- Has effective communication skills e.g. to articulate expectations; is a good listener; asks questions that supports the student to do their own thinking
- Is able to show empathy by being both understanding and non-judgemental; and is willing to be patient and encouraging knowing that progress may take time to be achieved
- Is able to help a young people bring out strengths that are already there

**Benefits for mentors**

- Personal growth which may benefit relationships and communications, both in the workplace and at home
- Development of mentoring, coaching and leadership skills
- An opportunity to share knowledge
- Making a difference through your personal contribution to positive change

The [Career Ready Mentor Handbook](#) contains a full description of the programme and suggested agendas for meetings

**To become a Career Ready Mentor, please submit your name and e-mail details by Wednesday 30th September to:**

janice.duncan@careerready.org.uk