

Volunteer Mentoring Service

Mentors Information Pack



Venture Scotland (VS) runs a personal development programme aimed at empowering disadvantaged and socially excluded young people to make positive and lasting changes in their lives.

The first 6 months of our 12-month programme is based around informal outdoor learning and consists of a series of residential trips in the Scottish wilderness alternating with city-based day and evening sessions. The course is based around three key areas: outdoor activities; environmental education; personal and social development work.

The second 6 months is designed to support young people to transfer their skills and confidence into a community setting, and to work towards achieving their goals around employment, education, training and volunteering.

Throughout the 12 months, young people learn to work as a team, to respect themselves, one another and their surroundings. They develop new confidence and self-awareness and improve their communication and problem-solving skills. We aim to equip young people with the skills and confidence they need to take positive steps in their lives which may mean moving into mainstream education, training or employment, sorting out more secure accommodation, tackling a substance misuse problem or reducing challenging or offending behaviour.

Who do we work with?

The young people we work with are aged between 16 and 30. They are referred to us by agencies from across Scotland and are facing a range of complex issues including homelessness, offending, drug and alcohol misuse, mental health problems, learning disabilities, poverty and deprivation. All the young people we work with choose to come on our courses, and get involved with a view to making changes in their lives or to reaching personal goals.

Mentors – Why we need you!

Venture Scotland is now launching a new mentoring programme to support young people who have graduated from the first 6 months of the VS course and are progressing onto the second stage, the 6 month “Community Stage”. These young people want to transfer their skills and confidence into the local community, and to pursue their personal, educational and employability goals. Each of these young people will be matched with their own mentor, who will support them to achieve these goals and develop their full potential.

What will you be doing?

- You will be matched with a “mentee”, who you will meet with once a week over a period of six months.
- You will foster a supportive relationship with the young person, based on respect, empathy, listening and encouragement.
- Working with a Volunteer Development Worker and the young person, you will create an action plan based on the young person’s personal goals.
- You will help the young person to continue to develop the confidence, skills, potential, talent and networks that they’ve been building throughout their Venture Scotland journey.
- You will support and assist the young person to be able to maintain, re-engage with or seek out new education, training, volunteering and employment.
- You will provide a vital link between Venture Scotland and the young person, and encourage their continued involvement with VS through their volunteering in conservation weekends and activity days.
- You will provide personal attention and encouragement to help sustain the young person’s motivation.
- You will support the young person to access opportunities and networks within their community and provide encouragement and support for them to achieve their goals.

By being part of this service you will help to achieve the following objectives:

- Contribute to an improvement in the self-image, self-esteem and social confidence of young people and their sense of being able to influence the path their lives are taking.
- Encourage young people to recognise their dreams and achieve their potential through developing an understanding of their own strengths.
- Increase access to social, cultural, educational and employability opportunities available to young people.

What skills and attributes will you need?

Mentors can come from all walks of life and there are no specific qualifications or relevant experience required. We are looking for people who have a commitment to working with young people and enough dedicated time to spend with a young person once a week. Our comprehensive mentor training programme will ensure that all mentors are fully prepared for all aspects of the role. Mentors will have a full understanding of their responsibilities and the process of mentoring, as well as being fully briefed on working with vulnerable young people.

Venture Scotland would like to recruit mentors who are:

- over 21
- interested in and can relate to the issues facing vulnerable young people
- able to commit to the full training programme – dates below
- interested in sharing their skills and experiences with young people
- able to provide appropriate information and advice
- able to commit a minimum of 6 months to the service
- able to spend on average 1-2 hours per week with a young person
- able to recognise and value the skills, abilities, experience and resilience which young people possess, and to mentor these qualities in a positive and empowering way.

What support and benefits can you expect?

Being a mentor with Venture Scotland will give you the chance to develop your skills, experience and confidence. It will also allow you to put your own experience and skills to good use in helping young people achieve their goals. You'll meet some great people along the way, and volunteering is also an excellent way to enhance your CV.

You will receive comprehensive initial training over the course of 1 residential weekend and 5 evenings (see below for details and dates). You will also have access to further training opportunities as and when they arise.

Ongoing training and support will be available to you, including meetings with other volunteer mentors as well as regular individual support and supervision sessions with Venture Scotland staff. These sessions will give you the opportunity to explore any issues arising and feed back on how you feel the mentoring relationship is going.

Further support is available on request, and you will be reimbursed for travel and other relevant expenses.

Training:

The training will consist of the following components –

Introduction to mentoring & Introduction to service	Young People & Vulnerability
Discrimination & Empowerment	Communication skills
Boundaries & Personal Safety	Confidentiality & Child Protection
Goal Setting, Action Planning & Managing Change	Motivation & Challenging Situations
Reviewing & Evaluating	Beginning & Ending the Mentoring Relationship

Training will be delivered in both Edinburgh and Glasgow (you can choose which venue is most convenient for you), with one residential weekend for both groups taking place in our bothy in Glen Etive.

Dates are as follows:

Edinburgh:

- Thursday 23/09/10 6pm – 9pm, Venture Scotland, Edinburgh office
- Friday 01/10/10 5pm – Sunday 03/10/10 6pm. Weekend training residential at Glen Etive Bothy
- Thursday 07/10/10 6pm – 9pm, Venture Scotland, Edinburgh office
- Thursday 21/10/10 6pm – 9pm, Venture Scotland, Edinburgh office
- Thursday 04/11/10 6pm – 9pm, Venture Scotland, Edinburgh office
- Thursday 18/11/10 6pm – 9pm, Venture Scotland, Edinburgh office

Glasgow:

- Thursday 30/09/10 6pm – 9pm, Venture Scotland, Glasgow office
- Friday 01/10/10 5pm – Sunday 03/10/10 6pm. Weekend training residential at Glen Etive Bothy
- Thursday 14/10/10 6pm – 9pm, Venture Scotland, Glasgow office
- Thursday 28/10/10 6pm – 9pm, Venture Scotland, Glasgow office
- Thursday 11/11/10 6pm – 9pm, Venture Scotland, Glasgow office
- Thursday 25/11/10 6pm – 9pm, Venture Scotland, Glasgow office

After completing all aspects of the training programme, the group of potential mentors will be ready to undertake a mentoring relationship!

Apply Now!!

If you have any questions, please contact Niamh on 0131 475 2395 or at mentoring@venturescotland.org.uk .

Otherwise, to apply, please return your application form to mentoring@venturescotland.org.uk or by post to Niamh Condren, Venture Scotland, Norton Park, 57 Albion Road, Edinburgh, EH7 5QY.

Closing dates for applications is **September 10th at 12pm.**

Once we have received your application form, we will contact you to arrange for an informal interview on the week beginning September 12th.

As part of the selection process, you will be asked you to fill out an Enhanced Disclosure form. This is required to identify previous convictions. Volunteers **will not** automatically be excluded from participating in the mentoring service if they have convictions. We will base our decision on whether accepting you would compromise the safety of the young people. Volunteers will also be asked for two references.

We look forward to hearing from you!



Venture Scotland would like to thank
Move On for their help and support in developing
our mentoring programme

