



Volunteer Mentor

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.

Why we need you:

Venture Scotland's mentoring programme supports 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 I 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 do I 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.

How much time do I need to commit?

- You will need to commit to attending an individual induction session, 5 training evenings and residential training weekend in advance of being matched with a mentee.
- A minimum of two hours a week with a young person for six months.
- You are encouraged to attend support sessions with other mentors and a supervision session with a Volunteer Development Worker, at least once every 3 months.
- You may be asked to attend review sessions with the young person and Venture Scotland Staff as and when they arise.

What support will I be given?

- An individual induction session.
- Comprehensive training through 5 evening sessions and residential training weekend.
- You will have the opportunity to access further training when it arises.
- One to one regular support from a designated staff member as well as extra support as and when you need it.
- You will be reimbursed for travel and other relevant expenses.

What benefits can I 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.

Where will I be based?

- You will be working with a young person either in Glasgow or Edinburgh, whichever is most convenient for you. Training will also be offered in both venues so you can choose which suits you best.

What's the application process?

- Firstly, register your interest in this role by calling our office on 0131 475 2395 or by emailing mentoring@venturescotland.org.uk
- We will then send you a Volunteer Application Form.
- After you have completed this, we will arrange for you to have an informal interview to discuss the role in more detail.

Please visit www.venturescotland.org.uk for more information about our work.



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

