

# CAREER MENTORING PROGRAMME

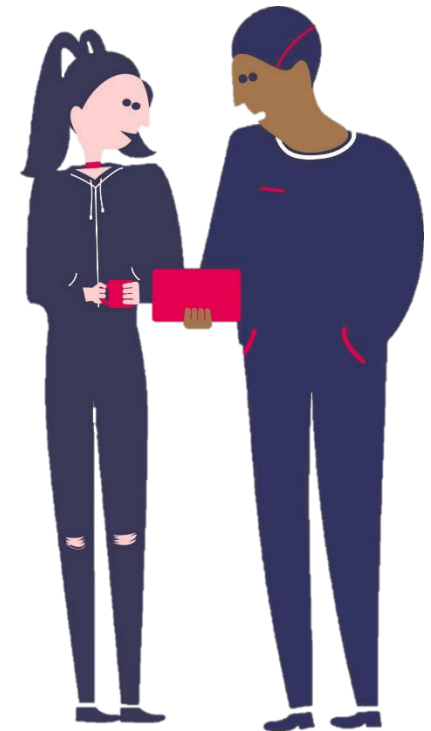
**DYW**

**EDINBURGH, MIDLOTHIAN  
& EAST LOTHIAN**

Developing the  
Young Workforce

# Purpose of the programme:

- The Career Mentoring Programme will introduce pupils to a diverse range of career pathways and support them to develop the skills and competencies needed to lead and succeed in the workplace.
- It will empower Mentees to build up their resilience as they challenge themselves to develop and grow.
- On completion of the Programme it is our hope that pupils feel fully equipped and informed when making decisions about their future careers
- The programme will be of particular importance for those with limited social and professional networks.



# How it works:

## Career Mentoring Programme of Activity

### Understanding yourself and your future career options

**INFORMED**



Pupils are matched with relatable role models who will support them to feel informed about the career opportunities available to them and the skills needed to succeed.

Recruitment and Induction

Intro to the Programme

Mentors matched based on Career Aspirations

Initial Goal Setting

1<sup>st</sup> Networking Event



### Developing Employability Skills

**INSPIRED**



Mentors will empower Mentees to set ambitious career objectives, which align with their own values base, and inspire them to develop detailed action plans to support these.

Skills Development

Coaching Conversations

Personal Reflection

Potential Work Placement (optional)

2<sup>nd</sup> Networking Event

Ongoing Mentoring Relationship

### Implementing the Learning

**HIRED**



The match comes to a positive end, pupils have developed and applied a range of employability skills, supporting their career aspirations and their ability to get hired in the future

Final Reflections

Applying for Opportunities

Mock Interviews (optional)

Next Steps

Celebration Event



# Example Activity:

- Preparation for Medicine, Law or Art School interviews
- Gain knowledge and an understanding of how to find, apply and thrive in an internship or traineeship
- Find out if an Apprenticeship is right for you
- Offer undecided pupils insights in to a variety of Careers
- Provide information on how the courses you take impact your career pathways and the right courses to match your future aspirations



# Benefits to Mentors:

- Inspire young people to reach their full potential
- Challenge industry stereotypes
- Invest in your community
- Contribute to your corporate social responsibility
- Inform, inspire and diversify your talent pipeline
- Develop your professional and coaching skills

