



Career Ready

Impact Report

Scotland 2019



preparing young
people for the
world of work

OUR REACH



1,360
Year 1 & 2 students



133
schools



14
Local Authorities



330+
employers

In partnership with:

Aberdeen City
Aberdeenshire
Clackmannanshire
Dundee City
East Lothian
City of Edinburgh
Falkirk
Fife
Glasgow City
Midlothian
Moray
Perth & Kinross
Stirling
West Lothian

Getting underway in:

Inverclyde
Renfrewshire
South Lanarkshire
West Dunbartonshire



Mentor
PVGs
processed



Launch
events



Mentor
briefings



Internship
supervisor
briefings



Master-
classes



Celebrations
of success
(Yr 2 events)



Graduation



Our year

Transforming the lives of young people

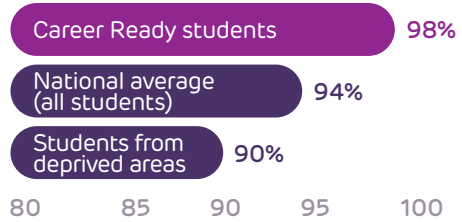
This year has seen Career Ready reach a record number of young people in Scotland, boosting their life chances - and social mobility more widely - by fulfilling their potential through experience and understanding of the world of work. Career Ready is the only schools programme where every young person has high-quality immersion in the world of work through their own mentor from the working world and a

paid internship, allowing them to grow and develop their talents as well as discovering their career destiny.

The expansion of Career Ready in Scotland is testament to the transformational impact our programme has thanks to our growing network and partnership with Local Authorities, schools, employers, funders and volunteers which includes an increasing number of former Career Ready

OUR IMPACT

98% of Career Ready students progress onto positive destinations in education or employment



45%
Higher Education

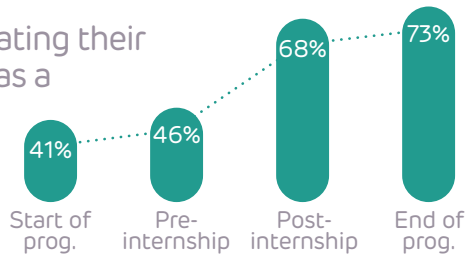
24%
Employment

15%
Further Education

11%
Modern Apprenticeship

3%
Self-employed/ Other

Percentage of students rating their Skills for Career Success as a **strength** across the duration of the programme.



Career Ready is a social mobility charity that helps young people have equal career opportunities and life chances through relationships with working people and real experiences of the world of work.


students. Behind this quality of impact and growth lie many stories of personal transformation which our case studies bring to life. Dedicated to nurturing young people, together we empower them to get the best possible chance for a successful and rewarding life and career as well as widening and diversifying employers' pools of talent. Thank you.



Anne Wexelstein
Director for Scotland



Open our digital Impact Report to access rich content including links to case studies and videos.

 Point your iPhone camera at me!



“

This time last year I had no idea what I wanted to do... and look where I am now! I'm working at the Scottish Government with my mentor, Mark, alongside studying Cyber Security at West Lothian College. I love it.

Niamh McConnell,
Armadale Academy,
West Lothian and Scotland
Student of the Year 2019



98% of students would recommend Career Ready



91% of students said Career Ready raised their career aspirations

Our programme

Preparing young people for the world of work

Our vision is that every young person progresses to a positive post-school destination and is able to prosper in the world of work. Every student we support has potential, yet does not necessarily have access to the networks and opportunities that can unlock it. Our two-year programme during S5 & S6 or onward destination, is the only schools programme in Scotland that provides the student with a mentor, a paid internship,

a series of masterclasses and workplace visits, all delivered by employers and their employee volunteers. This helps young people to develop a range of skills and their social capital that contributes to their future employability, giving them the confidence to manage their own success. For some students, like Niamh, their future is very different to the one they had anticipated.

“

Career Ready is opening so many doors for me. My internship helped me decide my next steps and I'm still in touch with my mentor from Standard Life Aberdeen. I was thrilled to come back and work for Career Ready this year and see what it takes to get the programme started.

Charlotte Watt (centre), Broughton High, Edinburgh
Now studying Business with Entrepreneurship
at Napier University



86% of volunteers rated their mentoring skills as a strength by the end of the programme, compared with **39%** at the start



One-to-one
mentor



Four-week
paid
internship



Skills
master-
classes



Workplace
visits



The Career Ready team are masters of planning, developing relationships and delivering a huge number of local and Scotland-wide activities every year in addition to raising the funds we need to operate as a charity. Be it: ensuring that every mentor understands their role; running inspiring area-wide events where students and their mentor meet for the first time; identifying and briefing masterclass facilitators; supporting

employers to provide a high-quality paid internship that benefits both the student and their organisation too. Along with promoting and celebrating our work together, the emphasis is on the highest quality experience for everyone involved. Career Ready is about people and relationships. The programme works because relationships are developed and nurtured, underpinned by values of service, perseverance and integrity.

“

My two years with Matt were a great learning experience for both of us. During his internship at Leven Spirit Supply Matt took ownership of his own projects and has now secured an apprenticeship here at Diageo.

Alastair Cooke, Diageo and his student, Matt Young, from Inverkeithing High School, Fife



“

Diageo is delighted to partner with Career Ready across Scotland in the communities where we operate. Our people have mentored 230+ students and our business has benefitted from their valuable contributions during their internships. We work hard to ensure these benefits result in actual, ongoing employment and success.

Ewan Andrew

President, Diageo Supply Chain and Procurement



c.£630,000 injected into the economy through summer 2019 paid internships

Our network

Employers and volunteers

Our growing employer network ensures that, uniquely for a programme in Scotland, every student has a mentor and a paid internship. The range of employers, from many sectors and of many sizes, provide an amazing network within which lie the opportunities for students to explore jobs, career pathways, develop skills and knowledge as well as understanding the intricacies of the world of work now and into the future.

Employer-led Local Advisory Boards help the programme thrive locally, along with the Developing the Young Workforce regional teams. Employers also provide the majority of our funding. In return, they get a programme of volunteering for their staff and the rich reward of watching young people flourish. More and more employers also find new recruits, like Aviva, one of the top recruiters of Career Ready alumni.



1,360
students



133
schools



14 Local
Authorities



With employers looking for more from young people, Career Ready makes a real difference, expanding their skills and experiences, helping them to stand out. Seeing students flourish during their internship is fantastic - there's nothing like it.

Shona Valentine
School Coordinator at Wester Hailes Education Centre
Scotland Employability Champion 2019



The evidence-based Career Ready programme allows mentors and employers to engage with schools, deliver success for our young people and help prepare every one of them to make their own mark on our future economy and society.

Carrie Lindsey, Executive Director of Education and Children's Services, Fife Council and President of ADES (Association of Directors of Education in Scotland)



Schools and Local Authorities

We work closely with each Local Authority coordinator and every school's coordinator to manage the programme. Together we support students with awareness-raising, application and participation, through to graduating and progressing into a positive next step on their career path.

Our education partners value the impact that Career Ready consistently achieves

as well as the wider opportunities it creates for students and schools. In March 2019, Career Ready was cited as one of the partners in Glasgow City Council's 'outstanding' report from Education Scotland for improving learning, raising attainment and achievement across the city and making excellent progress in closing the national poverty-related attainment gap.

“

My mentor, Gavin, provides case management systems and websites for Leidos' clients - it was a perfect match. I was daunted going into his workplace but my passion for software development took over. Hearing about how others found their way into this sector was inspiring. I've now found my way into a career that I love, working at Leidos as a Technical Graduate Apprentice, learning more and more about my specialist field every day.

Erwin Grodowski, Shawlands Academy, Glasgow
STEM Student of the Year 2019, Technology



89% of students said team working is now a strength



80% of students said communication and networking is now a strength

Our impact

Strength in numbers

Behind the statistics, students' experiences are truly transformational. The personal development gained through the support of a mentor and real experience of the world of work – these are life-changing opportunities. Students gain greater confidence in their decision-making about their future. They take positive next steps - as an apprentice, getting a job, going to college or university, a choice every student has to make - underpinned

by experiences and an understanding of the skills and workplace behaviours that will support them. Our students rate themselves four times against our Skills for Career Success. In 2019, students reported an acute improvement in their skills following their internship (as in previous years) and only made possible by the foundations built through their mentoring relationship in Year 1 that supports continued growth in Year 2.

“

As an employer, a tangible impact for students in our local community is important and rewarding. With my first student, Jeswin, we set clear goals which he achieved. He's now studying for a Masters in Mechanical Engineering and knows there is always help on hand. I'm now mentoring another student, Katelyn. The combination of mentoring, masterclasses and the internship goes a long way to developing skills and knowledge of STEM careers, and by being part of it, I have grown myself.



Manish Labroo, Planning & Performance Lead North Sea (UK) Wells, BP
with Jeswin Varghese, Hazlehead Academy

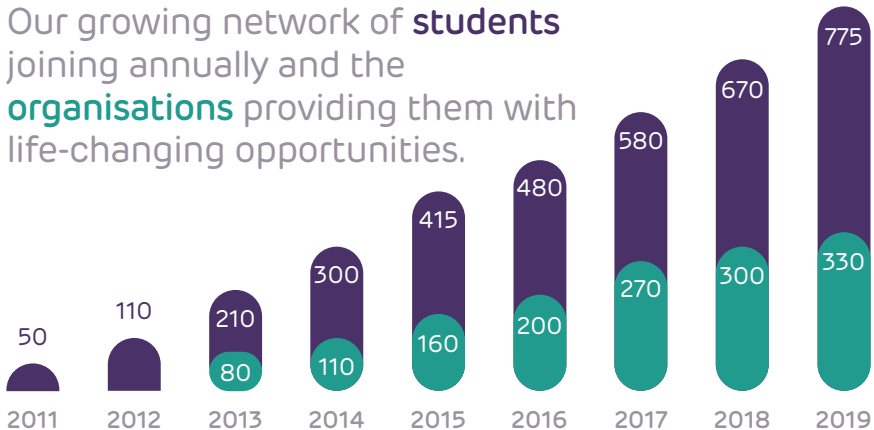


88% of students said their mentor helped prepare them for work



92% of students said their internship prepared them for work

Our growing network of **students** joining annually and the **organisations** providing them with life-changing opportunities.





2014

"I still meet up with my mentor, Louise from Morgan Stanley. Career Ready improved my confidence and skills I didn't even know I had. I'm now doing a Diploma in Legal Practice following my degree, with a strong network of partners in business." **Ibino David West, Glasgow**



2018

"Career Ready is a rewarding experience. Now at Heriot-Watt University studying Brewing & Distilling, I enjoyed speaking to Career Ready school students at the Open Day, focused on widening access." **Jennifer Walker, Moray**



2018

"Career Ready inspired me to challenge myself and forced me out of my comfort zone. I'm currently in Marseille as part of the Erasmus programme. I have to thank my mentor, Neil, from VisitScotland for all his support." **Finlay Stalker, Aberdeen**



2019

"Career Ready gave me the push I needed. During my internship at TechnipFMC I chaired a project. I'm now on the TechnipFMC apprenticeship scheme while studying Manufacturing Engineering." **Shannon Todd, Fife**



2019

"The support of my mentor, Helen, from Bon Accord Care was life-changing. She encouraged me to always do my best and aim high. I'm now studying Media at college. I have made friendships I will carry through life." **Abbie Welsh, Aberdeenshire**



Our next steps

Continued growth

In Scotland, the Career Ready programme fills a recognised niche within the wider careers and social mobility landscape. With our reach into Scotland's secondary schools increasing year-on-year and our employer support expanding, we have become embedded in business and civic life and enjoy strong local and central government relationships. Our three-year strategy aims to see operations extend to new areas bordering Glasgow in the

west, commencing in 2020 with schools from Inverclyde, Renfrewshire, South Lanarkshire and West Dunbartonshire, increasing our reach to nearly 50% of secondary schools in Scotland. This growth strategy is targeted at where need and demand lies. The quality and impact of our partnerships and our programme remain our USP. The programme will be further enhanced by aligning it to a number of SQA awards. Continuing to innovate and develop is important and across the UK we are planning the development of digitally accessible content that further supports mentoring and student relationships and experiences.



James Smith,
Bannockburn High,
Stirling, with the
Ceteris team

“

Through working with Career Ready in Forth Valley, Ceteris and its staff have gained so much from being involved both personally and as a company. We have all seen and felt a sense of achievement as we contribute to making a real difference to a young person's life.

Gary Wilson, Managing Director, Ceteris (Scotland) Ltd and Forth Valley LAB member

“

In Dundee - with funding from DC Thomson, DYW Dundee & Angus, St Andrews Links Trust, The Gannochy Trust, and Thorntons Law - it has been fantastic to see the students flourish so quickly, supported by such a wide range, and ever-growing number of employers.

Shirley Phillips, Director of People, Thorntons Law and Dundee LAB Chair



Ashley Donaldson and Jay Grant, St. Paul's RC Academy, Dundee, with their mentors from Thorntons Law

“It's a real privilege to take on the role of Chair of the Scotland Advisory Board as we continue to grow. The brilliant support mentors provide and the rich and invaluable experiences of work, is a real 'win-win' for employers and young people. Providing experiences that help students confidently decide their own path benefits them, us and society as a whole.”



John Stewart
HR Director SSE plc.

Company number: 04428178. Registered charity number in Scotland: SC043678.
Registered charity number: 1092891.



📱 Point your iPhone camera at me!

Check out our new promotional film featuring former student, Shannon Paterson.

Get involved

Transform young lives and your organisation

If you would like to know more about being part of Career Ready, please contact: scotland.enquiries@careerready.org.uk or visit our website: www.careerready.org.uk and select 📍 Scotland