Career Mentoring Programme

Teacher Guide

A picture containing person, person, computer

Description automatically generated

**Mentors**

Professionals currently working on the A9 Dualling programme across a variety of STEM disciplines in the Engineering, Infrastructure and Environmental Science related industries

**Mentees**

Senior Phase Pupils

Contents

**Introduction Page 3**

**Career Mentoring Overview Page 4**

**Curricular links Page 7**

**Event Organisation Page 8**

**After the event Page 9**

# **Introduction**

Transport Scotland has recognised the educational benefits to be derived from the A9 Dualling programme.  This has resulted in the educational initiative known as “Academy9”.

Academy9 is a collaborative and evolving initiative spanning from pre-school to tertiary education and into community engagement.  Acknowledging the power of partnerships between industry and education, Academy9 promotes skills and learning, STEM education and employment opportunities for future generations,

The initiative combines the technical expertise of industry professionals, the talents and knowledge of experienced educational professionals, together with the wide and diverse competence and experience of teachers and education establishments to create truly unique experiences for people of all ages and abilities.

# 

# **Career Mentoring Programme Overview**

The Career Mentoring programme is placed at the centre of ‘A Curriculum for Excellence’ and ‘Developing Scotland’s Young Workforce’ initiatives, aimed at Fourth Level (S4-S6). The intention of the programme is to inspire and inform pupils making decisions about future learning and career choices, by connecting them with an industry professional best suited to support them.

Our industry professionals currently work on the A9 Dualling across a variety of STEM disciplines. All professionals have STEM Ambassador status, including enhanced DBS/PVG certificates and have previous experience working with young people or mentoring. Each professional has created a detailed profile to enable pupils to make an informed choice when selecting a preferred mentor.

To maximise the impact of the programme we recommend that the pupils themselves volunteer to participate. A constructive partnership between mentor and mentee is easily established when pupils recognize that a professional’s commitment to listen, share their knowledge and offer advice is of value to them.

The programme comprises four Teams sessions that involve the pupil, an industry professional and an Education Liaison Officer, for safeguarding and monitoring purposes. Sessions can accommodate individual pupils’ timetables and are often scheduled flexibly within study periods. See potential session options below:

Sessions are based entirely on individual pupils’ aspirations and requirements; these are established in Session 1. Pupils can take ownership of the session content or can be guided by their mentor. To support this, there are many models that can be followed across the programme to ensure pupil’s experiences are relevant and engaging. Below is a model for a pupil with a preferred career choice that can be explored in more depth:

An additional benefit for pupils joining the programme is the opportunity to practise and evidence transferrable skills. With extensive workplace knowledge, professionals highlight to pupils after each session their demonstrated skills or those that are being developed, for example familiarisation with the digital platform Teams, punctuality and reliability, communication, and organisational skills. The Career Mentoring programme can be used to contextualise personal skills on future employment or further education applications.

*\*Recording of sessions is not permitted by any participants*

To date, 100% of pupils involved in the Career Mentoring programme would recommend the opportunity to their peers:

*“It was very enjoyable.  I found myself learning something new every day, it was inspiring”*

*“I had a very good time with the programme, and it has definitely helped me when coming to next year when I leave”*

*“It was great, I enjoyed every minute of it, and I would definitely recommend this to other people aspiring for more educated jobs”*

*“I really enjoyed learning more about what civil engineers do on a day-to-day basis and found out a lot about different ways that you could become a civil engineer such as an apprenticeship or university routes”*

**Curricular Links**

|  |  |  |
| --- | --- | --- |
| **Curricular Areas** | **Experiences and Outcomes** | **Career Benchmarks** |
| Health and Wellbeing | HWB 4-19a  HWB 4-20a | Experience a curriculum through which they learn about the world of work and job possibilities and which makes clear the strengths and skills needed to take advantage of these opportunities. |

**How to get involved**

Your Academy9 Education Liaison Officer will organise the Career Mentoring programme and will be in touch with individual schools to gather relevant information. All you need to do is:

* Market the Career Mentoring Programme to pupils
* **Share the Session Outline for Pupils\***
* Compile a list of pupils (max. 10) who would like to volunteerinto the programme and send us their school email addresses
* Share the **professional profiles** and **Pupil Tip Sheet** with pupils\*
* Ask individual pupils to provide a synopsis of why they feel the programme would be of benefit to them and to choose an industry professional they would like to be partnered with
* Identify timetable availability for each pupil for mentoring sessions
* Identify a quiet space, with reliable Wi-Fi in school for mentoring sessions

\**All relevant documents will be shared with schools prior to marketing the programme.*

# Once the above information is shared with your Education Liaison Officer, they will be able to organise the mentoring sessions on Teams. Session dates will be scheduled to accommodate the professionals and pupils’ availability. A member of school staff will be copied into all correspondences with pupils taking part in the programme.

# **After the Event**

Academy9 continually aim to improve the experiences offered to schools to ensure events are relevant and engaging. This is achieved by asking participants to take a few minutes to complete an event evaluation form. After each mentoring block concludes, your Education Liaison Officer will request that pupils complete [this](https://survey123.arcgis.com/share/d2801796f663429582e8ed52fc946fe6?portalUrl=https://emeageo.jacobs.com/portal) digital form for the Career Mentoring programme.

|  |
| --- |
|  |