

2024 Programme Findings



Breaking down social barriers



The Pathfinder Programme

We upskill the employees of partner companies to become effective mentors for young people, preparing them to deliver 1-2-1 mentoring sessions for local students, in the lead up to life-changing work experience opportunities at the partner companies themselves.

Our programme creates lasting professional networks for students who don't feel that they have the personal and family connections to gain an advantage in their career.



Our mission



Equipping students with networks

Connecting young people to their first professional network and giving them access to the latest career opportunities

Closing the generational gap

Improving communication and empathy across generations in the workplace & improving the UK's social mobility.



Simplifying talent acquisition

Employers discover future talent that fit their working culture

Reducing recruitment cost

Employers nurture future talent first-hand and save time and money on recruitment practices



Upskilling employees as mentors

Bolstering core personal development skills vital for leadership & management development

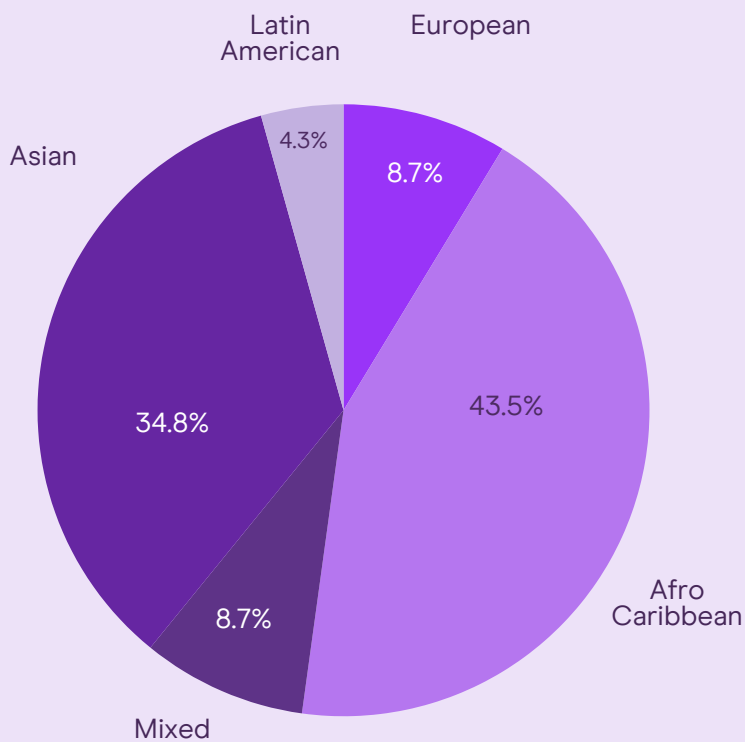
Long-lasting mentoring relationships

The development of life-changing mentor-mentee relationships that shape a young person's professional journey



Mentoring & work experience opportunities for everyone

Student background



We work with students from a wide range of backgrounds & circumstances.

We aim to work with schools where more than a third of students are on free school meals.



Over 340
hours of
mentoring



Who we work with

Business
partners
from a
range of
sectors



Students from
multiple
education
partners



The Pathfinder Programme snapshot

Total number
of hours
mentored

340

Total number
of mentees

85

Number of
days within
an office
environment

425

Total number of
hours mentoring
training

212

Number of
mentors trained

85

New professional
connections

2600

Impressions on
student posts

1170



Value for students

This year's students were asked ahead of the programme how they felt about a number of key areas.

We followed up post programme with the same questionnaire, allowing us to reflect on their progress.



89%

Increase in confidence



94%

Increase in understanding career options

Impact case study

One of our 2022/ 2023 programme Alumni - Isaiah - recently set up his own clothing company after being inspired by his mentor & is now receiving free startup mentoring from Wiseup



89%

Of students would work at their placement company



Mentee quotes

“ —

The programme has changed the perception that businesses within Central London is only for 'affluent' people.

It showed that people that work in the big companies are like a 'family' and that everyone (wherever they're from) can work together as a team.

Ahmed

“ —

The experience was sooo informative! I loved each day I intended as all staff were so lovely and welcoming and taught us so much and more than school would.

Indiana

“ —

My time on the programme was very expansive. I'm a lot more confident with entering the workplace and my perception of careers has definitely broadened.

Bhavish

“ —

The tips I learnt about maximising networking, structuring personal branding and dedication, along side the life skills were priceless.

Seven

“ —

It was a really nice opportunity to get an inside into the world of work. I was able to gain a lot of hands on experience and learnt many life lessons that will remain with me for the rest of my life.

Oluseyi



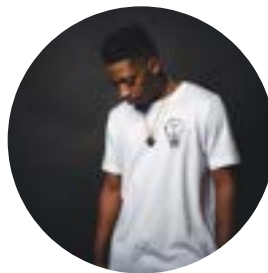
Alumni stories

Through their relationships with their mentors, many of the student participants have achieved fantastic outcomes.



Footballer

One mentor secured the chance for his mentee to play for the Nigerian embassy in a football match.



Entrepreneur

A student from one of our 22/23 programmes recently set up his own clothing company & is now receiving free business mentoring.



Dentistry

One of the mentees expressed an interest in dentistry, leading to their mentor making an introduction in this area.



Mentee interview

Adam S

How did your confidence improve?

The whole experience not only built my confidence but also enhanced my public speaking skills. Each accomplishment gave me a sense of achievement and motivated me to push further. Additionally, the consistent support and feedback from my mentor played a crucial role in improving overall confidence levels. Their constructive criticism helped me find my strengths and areas for improvement.

How do you think this confidence will benefit you moving forward?

I expect that my newfound confidence will help me in several ways. For example, I will be more willing to take on challenging projects and leadership roles, knowing that I now have experience doing so and feel more confident engaging in those sorts of tasks. I also believe that this new level of confidence will aid in my networking skills, as it will make it easier for me to connect with industry professionals and expand my professional network. Additionally, I will be more comfortable speaking in front of groups, which is essential for presentations and team meetings.



How did your mentor supported you during this process?

They scheduled regular meetings to discuss my progress, challenges, and goals, providing honest, constructive feedback that helped me improve my skills and confidence. For example, we did a presentation session which they had recommended, where I was set the task of creating a presentation on a topic of my choice and presented it to them. This provided me with a practical environment but also, presenting it to my mentor handed me a safe space to practice confidence in speaking. Finally, they served as a role model, demonstrating the qualities and behaviours I aimed to develop.

How will you use this experience to your advantage?

New skills like effective communication, problem-solving and project management, will be directly applicable in my future roles, enhancing my productivity/ performance & hopefully making me a more competitive candidate for promotions and new job opportunities.



Mentee interview

Seven H

What was the driver behind your communication skill improvement?

Sitting down with real people and learning what they do, because when they are passionate about it, it inspires me to delve deeper and discuss why the employees do such good things. For example, before the placement I struggled to communicate my ideas and questions about diversity, but being given the opportunity to talk to Berman (who works with FAIRER) gave me the space I needed to discuss important lessons that I may not have been able to at other firms.

How do you think your new communication skills will benefit you moving forward?

My newfound communication skills will benefit me in a way that allows me to approach all jobs with collaborative mindset, but most of all the skills will help me teach others within the workplace how to communicate effectively.



Can you describe how your mentor supported you during this process?

My mentor, Josie, supported me in copious ways, from making sure I understood any consultant/firm lingo, pushing me to get all my extracurricular and academic achievements on my CV and boosting my confidence through all her advice!

How will you use this experience to your advantage?

I have used my communication skills and the advice given me since I have negotiated events for my school. For example, I have learnt that you must communicate promptly and directly but also understand that people can be tricky – so you must be resilient in order to achieve your goals!



Mentor interview

Elena - IBM

How would you describe the relationship you developed with your mentee?

I'm thrilled to say that my mentee and I formed a strong bond from the get-go. Our relationship was built on mutual respect and trust, and I'd describe it as a true equal partnership. Despite our differing professional and educational backgrounds, I was able to tap into my mentee's interests, hopes, and fears, and connect them with relevant contacts from my own network. By the end of the program, I'm confident that my mentee felt empowered, more in control of their future, and better equipped to achieve their goals.

How has the experience changed your perceptions of mentoring/work experience?

Participating in this mentorship program has reignited my passion for the power of support and guidance. I believe that work experience, particularly during the formative years of 16-18, is instrumental in shaping personal and professional growth. In fact, I'd argue that it's twice as valuable as a university degree. The program reminded me that while societal goals like education and career advancement are important, they shouldn't be imposed rigidly. Instead, we should foster an environment that encourages growth, exploration, and self-discovery.

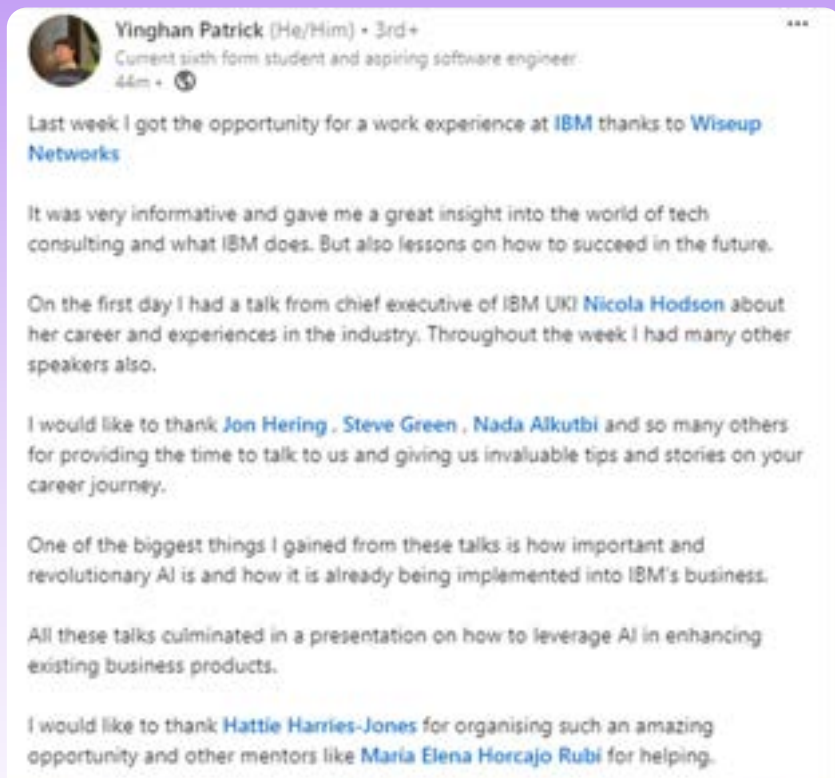


Mentors also learn and grow through their mentoring relationship, what do you feel you've taken away from your mentoring experience?

My biggest takeaway from this experience is the profound impact of building a strong network and fostering genuine connections. Since participating in the program, I've been fortunate to form radiant partnerships and contribute to community upliftment. I've learned that the power of friendship and support can have a lasting, positive impact on individuals and society as a whole. Thank you for including me in this remarkable program!

What advice would you offer to a mentor participating in their own program?

Congratulations on taking the first step! My top tip for mentors is to listen actively and humbly. It's easy to fall into the trap of thinking you have all the answers, but that's not what mentoring is about. By listening carefully, you'll pick up on subtle cues, understand your mentee's needs, and provide more effective guidance.



Of the students who created linkedin profiles, their reach was as follows:

1065 CONNECTIONS

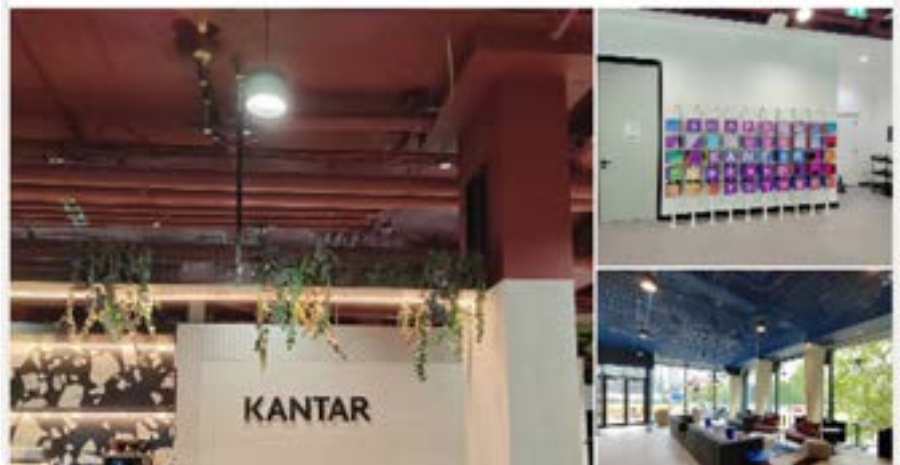
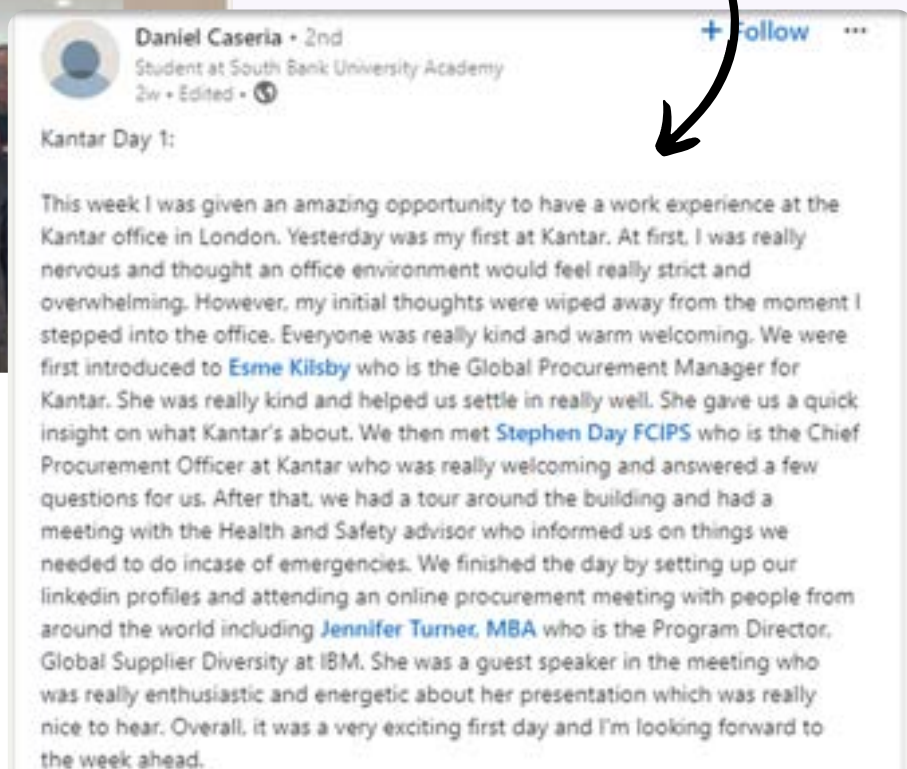
787 IMPRESSIONS



LinkedIn

A key part of the programme was getting students to create LinkedIn profiles

The students have already started using LinkedIn to their advantage



How to support us



SPONSOR A PROGRAMME

Break down social barriers to the workplace while unlocking the mentoring power of your organisation.

Sponsor a cohort of young people on your own Pathfinder Programme.

Contact us to learn how a bespoke programme can work for your organisation.

info@wiseupnetworks.com



A photograph of three men in a meeting. The man in the center, with curly hair and a blue blazer, is gesturing with his arms outstretched. The man on the left is also gesturing. The man on the right is partially visible, also gesturing. They are standing around a table with papers, water bottles, and other items. The background is a window with vertical blinds.

wiseup

NETWORKS

