



# wiseup

NETWORKS

BREAKING DOWN SOCIAL  
BARRIERS TO THE WORKPLACE



# The Pathfinder Programme

MENTORING AND WORK EXPERIENCE  
OPPORTUNITIES FOR THE NEXT GENERATION



# 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 feel disconnected from the world of work, while inspiring their future choices.

1

## ENGAGING COMMUNITIES

Connect partner companies with a group of students in the local community

2

## MENTOR SELECTION

Identify great mentors within partner organisations

3

## MENTOR TRAINING

Upskill mentors with best practices for effective mentoring

4

## MENTORING

1-2-1 mentoring programme with matched students

5

## WORK EXPERIENCE

Partner companies host work experience opportunities for students on the programme

6

## FUTURE TALENT

Mentees join the Wiseup network and stay connected with partner company opportunities

# Programme impact



## Alumni-style network for students

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

## Upskilling employees as mentors

Bolstering core personal development skills vital for leadership & management development

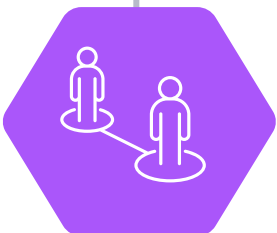


## Simplifying talent acquisition

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



## Closing the generational gap

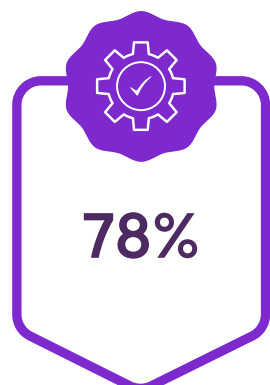
Improving communication and empathy across generations in the workplace

## Long-lasting mentoring relationships

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



# Why it's important



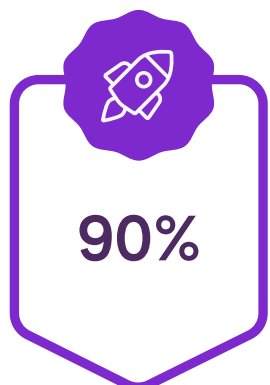
**78% of employers believe graduates who had completed a work placement were more skilled than those who had not**

Institute of Student Employers 2021



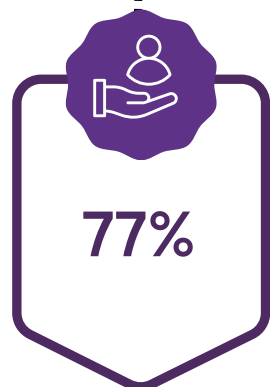
**Despite this, work placement opportunities have declined by 25% since 2020**

Institute of Student Employers 2021



**90% of students believe that work placements are important or very important in deciding their career**

Raptor Student Employability Data Study 2022



**Meanwhile, over three quarters of employers are having problems finding and keeping employees**

Willis Towers Watson 2021

# About us



## What we do

Wiseup Networks connects the workplace with the community through offering mentoring and work experience to young people of all backgrounds.



## Our approach

We upskill employees of partner companies to become effective mentors for the next generation. We then facilitate mentoring programmes for students, including work experience opportunities within our partner companies.





## Our vision

"It's not what you know, it's who you know" is a principle of networking that leaves people behind. Our vision is to help young people from all walks of life gain insight into the world of work, regardless of their personal networks or circumstances.



## Our background

We have been running our own professional mentoring platform since 2019, and built a community of 150+ Wiseup Mentors. Along the way, we have learnt what truly impactful mentoring looks like. We have delivered many mentoring programmes for young people, being a mentoring provider for The Kickstart Scheme and now supporting our education provider partners such as The Harris Federation, The Manchester College and The Trafford College Group.



# Who we partner with

Our programmes are for any organisation interested in offering their staff the opportunity to shape a young person's life, whilst developing crucial mentoring skills required for effective leadership in their roles.

We enhance a company's ESG agenda by working with those who are committed to creating a significant social impact in their community.

We partner with companies of all sizes and industries.

## What's involved?

Wiseup works with partner organisations to identify and upskill a mentor community amongst their teams, bringing them up to date with the latest best practices of impactful mentorship.

Regular mentoring sessions then take place between selected mentors and matched students, before the organisation hosts all students on the programme for a work experience placement.





# Who we support



## The next generation

Our programmes are designed to demystify the world of work and equip young people with their very first professional network.

We partner with schools, colleges and universities to identify students that feel they do not have the personal connections to gain an advantage in their early career, but are curious and determined to explore their potential.

## Student outcomes

- ✓ A mentor's story and experience inspires a student's first steps into their career.
- ✓ Students are instilled with a sense of confidence and equipped with new skills learnt in the workplace itself.
- ✓ Social barriers are combatted through unprecedented access to the workplace, giving them an advantage and informing their real-life options.
- ✓ Student perceptions of organisations and different industries are improved by understanding that these workplaces are for everyone.
- ✓ Students understand the power of mentoring at an early age and actively seek out mentors in their life.



# Programme stages

## Student engagement

- We work with our education partners and partner companies to identify and engage a group of students to embark on the programme.

1

## Mentor selection

- Employees of the partner companies opt in to become mentors.
- Wiseup gathers key information on the mentor's experience and industry specialisms.
- Wiseup selects pool of mentors to deliver the programme.

2

## Mentor training

- Wiseup shares the latest best practices of effective mentoring for young people, gathered over 3 years of running a professional mentoring platform and supporting our education partners.
- Wiseup provides further guidance material to arm mentors with key principles, techniques and activities to deliver great mentoring.

3

## Matching

- Our education partners provide information on the goals and aspirations of student participants.
- Wiseup matches each student with a suitable mentor based on their ambitions and personality traits.

4

## Mentoring & Work Experience

- Wiseup facilitates the delivery of an agreed number of 1-2-1 mentoring sessions.
- Wiseup supports the organisation of impactful work experience opportunities at partner company.
- Wiseup facilitates further mentoring sessions following work experience to solidify learnings and inform next steps.

5

## Post-support

- Wiseup maintains and manages the relationship between the students and partner companies, by keeping track of their progress and communicating real opportunities for those beginning their careers in the years to come.

6



# Company outcomes

## For the mentors

- ✓ Gain new mentoring capabilities by harnessing core personal development skills such as communication, active listening, giving feedback and relationship-building.
- ✓ Closing of the generational communications gap. Mentors develop rapport with the next generation and empathise with the challenges they now face in the new world of work.
- ✓ Mentors have the opportunity to experience and actively contribute to their company's ESG initiatives first-hand.
- ✓ Inspiration to deliver more mentoring in the future, both independently and through future company initiatives.

## For organisations

- ✓ Actively contribute to improving the social mobility of young people in the local community.
- ✓ Simplified talent acquisition. Companies see future talent first-hand and keep in touch with those that fit their culture.
- ✓ Reduced recruitment costs. A cost-effective alternative to traditional recruitment processes.
- ✓ Unlock the power of mentoring amongst the workforce, and actively contribute to resolving the disconnect between many young people and the workplace.
- ✓ Ensure that early-career recruitment strategy is committed to unlocking the potential of young people from all backgrounds.

# How to get involved

## Become a partner company

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.

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



# Become an education partner

We collaborate with schools, colleges and universities to identify student participants for The Pathfinder Programme.

Let's talk and connect your students to mentoring and work experience opportunities with employers.





# Our team

A FAMILY ENTERPRISE DEDICATED TO BREAKING  
DOWN SOCIAL BARRIERS TO THE WORKPLACE



**Graham Wood**

Co-Founder

**+44 (0)7824 625998**

[graham.wood@wiseupnetworks.com](mailto:graham.wood@wiseupnetworks.com)



**Joe Wood**

Co-Founder

**+44 (0)7530 208692**

[joe.wood@wiseupnetworks.com](mailto:joe.wood@wiseupnetworks.com)



**Tom Lewis**

Programme Lead

**+44 (0)7884 007625**

[tom.lewis@wiseupnetworks.com](mailto:tom.lewis@wiseupnetworks.com)





# Let's talk

info@wiseupnetworks.com  
0333 3601968





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