

London Intern 26

Programme Impact





Introduction

KANTAR

efficio

kyndryl

CHAIN SIMPLY SMART

HAYS

***blackbullion**

London Intern 26 delivered another impactful work experience for its fourth successful year. The programme brought together 6 businesses and 45 students, generating 1,575 hours of real workplace experience.

Students gained hands-on exposure to professional environments, building confidence, developing key employability skills, and broadening their career awareness.

This year's success highlights the continued value of meaningful work experience, made possible by the commitment of partner businesses and mentors.

Programme breakdown

This programme saw students experience the following steps at their preferred partner company of the 6 organisations taking part, and all students and companies came together as one at various points:



Mentor selection

A pool of mentors were selected at each of the partner companies to deliver the programme and support the mentees.

Mentor training

All 55 mentors were trained with the best practices for mentoring young people safely and effectively - sharing lots of tools and tips.



Matching

Each student was matched with a suitable mentor based on their ambitions and personality traits, at the company they preferred.

Launch day and session 1

All 45 students and their mentors met, learned more about their mentors' companies, and had their first mentoring sessions.

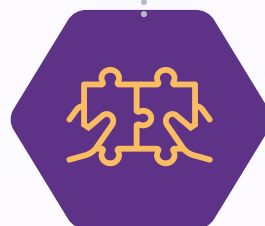


Work experience

The students visited their company for a work experience week, filled with workshops, talks, shadowing & mentoring.

Mentoring sessions 2 & 3

The students had their 2nd and 3rd mentoring sessions, to support confidence and inspiration as they look towards their future careers.



Mentor training workshop

The mentor training workshop equipped the team with the mindset, tools, and structure to deliver high-impact mentoring to young people at a critical stage in their development.

Blending coaching and mentoring techniques, it focused on helping mentees build self-awareness, explore career pathways, and make informed decisions, rather than simply being given answers.



The launch day

London Intern 26 launched with the gathering of 45 students and their mentors, across a morning and an afternoon at Kantar's offices.

Following on from the mentor training workshop to prepare the volunteers for their experience, the pairs came together for their first 1-2-1 mentoring sessions with energy and enthusiasm.



The stats since 2022

→ 170 students

- Aged 16-17
- From Sedgehill Academy, South Bank University Academy, St John's Baptist School & Harris Academy Westminster
- Across 4 years



→ 600+ hours of mentoring

- Over 150 volunteers from across the participating organisations
- Mentors from a range of sectors + experience levels, from interns through to c-suite

→ 850 days of work experience

- 5 days of work experience delivered for each student participant
- Over 5000 total hours spent in the office



Pre-programme snapshot

2026

45

Students

6

Employers

4

Schools

13%

of student's parents
work in an office
environment

50%

of the students felt there
were multiple barriers to
their success

The following were selected as the
3 most prevalent worries about the
programme:

- Knowing what to say in conversations
- Not liking the work the company does
- Feeling like I don't fit in

We asked the students to score themselves out of 10 in 6 key areas:

1

Understanding what it is like to work in an office
Average score = 5.1

2

Confidence talking to professionals
Average score = 5.8

3

Understanding of workplace etiquette
Average score = 7.1

4

Awareness of different job roles
Average score = 5.2

5

Feeling comfortable asking a professional for help
Average score = 6.0

130+

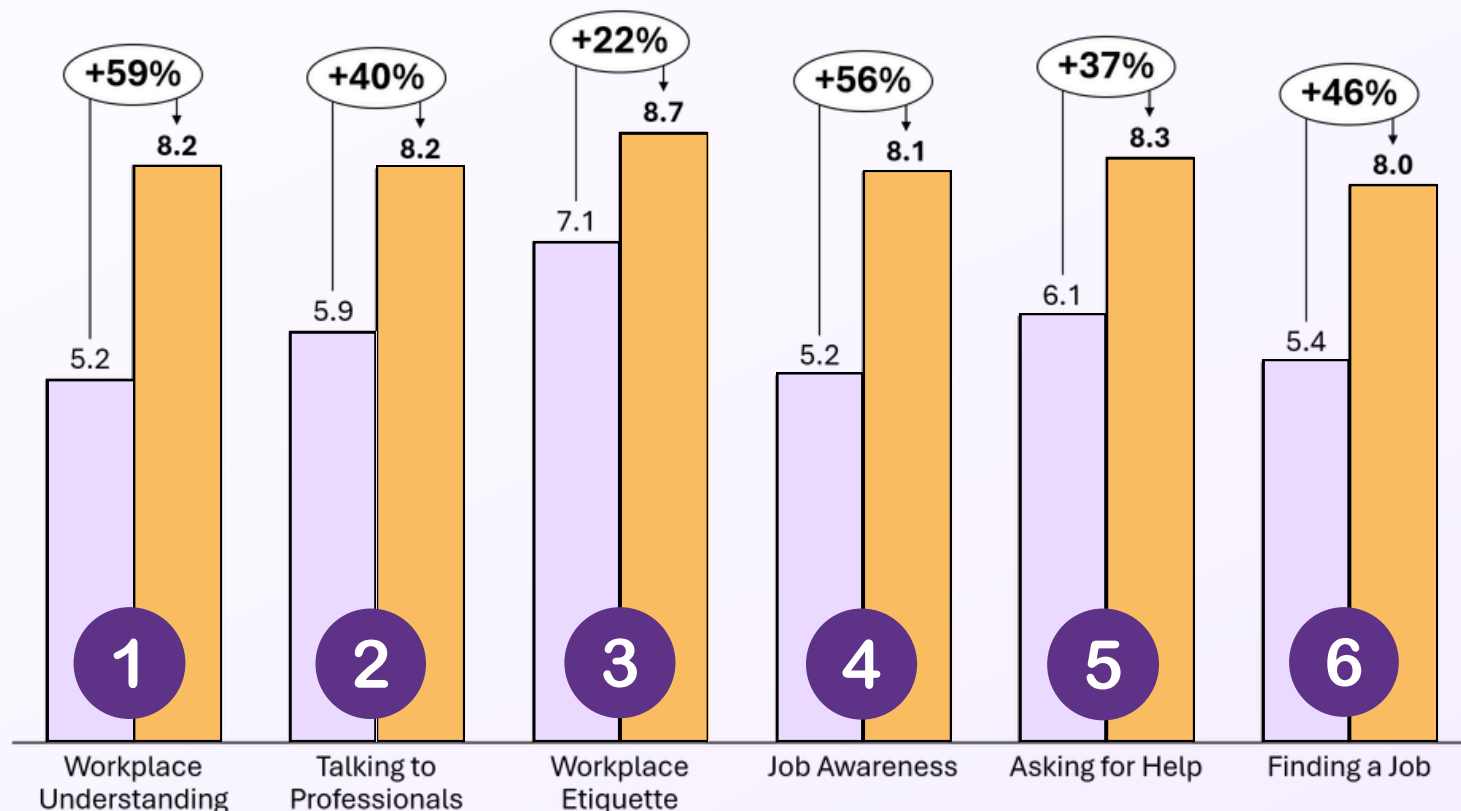
Hours of mentoring

225

Total office days

Programme Impact

Students rated themselves again in the same six key areas after the programme, with the following improvements:



Out of the areas tracked, the students improved their scores by an average of 43%



The highest improvement was seen in understanding how an office works



There was a significant improvement to awareness of different job roles



Understanding of workplace etiquette rose to a very high 8.7/10 across the board



Most common areas of improvement

The following percentages show how many of the students reported an improvement by key area, showing which areas required improvement the most:

Understanding the office environment



89%

Awareness of different job roles



86%

Confidence securing first career



82%

Confidence talking to professionals



77%

Confidence in asking for help & advice



73%

Understanding of workplace etiquette



71%

Most students began the programme with limited understanding of the workplace environment and awareness of job roles.

For the majority, it was their first real exposure to how an office functions and the variety of roles that exist within one. The programme is critical in bridging the gap between education and the workplace.

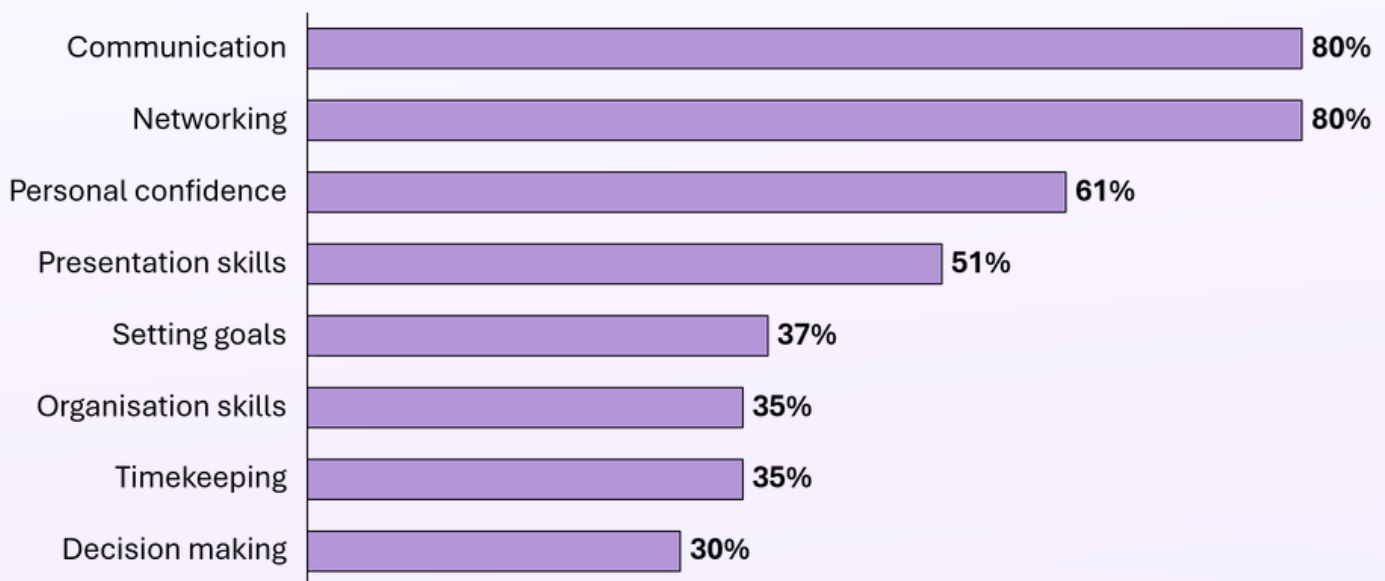


These areas had higher pre-programme scores and saw a smaller spread of improvement.

Even though the baselines were strong, structured opportunities for mentoring helped take students' confidence and understanding even further.

All students reported key skills improvements

The most popular skills and attributes that students mentioned when asked what they improved upon:



The most popular areas of improvement mentioned were around communication and networking; a testament to the engagement of mentors and all colleagues at employer partners



Personal confidence and presentation skills were regularly mentioned, as we saw with the fantastic presentations confidently delivered by the students at the end of the week



More specific workplace skills like setting goals, organisation, time keeping and decision making were also mentioned by the students

A woman with long braids and a man in a cap are seated at a table, engaged in conversation. The woman is wearing a red lanyard with a badge. In the background, there are yellow armchairs and a staircase.

[illegible]

Mentor impact

We asked the students how their mentor helped them most:



My mentor has been incredibly helpful in guiding me through my chosen field. She has also vastly improved my confidence and has been exceptionally supportive and kind.

Akresina



Helped with my CV writing, using ai that can also help and being my reference. Which was really kind of her. Not to mention just being an overall help in answering all of my questions.

Dalanda



A lot, in exploring different careers within my interest, to be open minded & know I'm not trapped anywhere

Gloria



Set up calls with a C1 Consultant and a senior manager, reviewed my CV and gave me brilliant advice on email etiquette

Ahmed



My mentor has helped significantly as he as arranged me to meet professional helping build my insight in different sectors of finance. Jason was great with explaining and responding to me questions deepening my knowledge In very thankful for him and all he's done for me

Abdjabbaar



She has helped me with planning my personal statement, helping me link all aspects of my life like my strength, weakness and much more to help me connect them together to help make informed choices about the future

Feyisayo



They've helped me so much with developing my confidence and connecting me with other professionals who specialise in the departments I'm considering going into. They've shown so much support with other stuff going on in my life and have gone above and beyond

Kenny

Mentor Feedback:

Quanisha Virginie

Kantar



“

How did you find working with your mentee initially, compared to now?

Chinaza was always very confident, and when we first started speaking, she told me about the interest that she had in fashion.

I'd mentioned that that's a career path she could have taken, and I felt that she felt like it was slightly unattainable, and she'd kind of laugh, shake her head, and didn't think that that was an opportunity that she could potentially have.

However, since introducing her to people within the industry and speaking about various different creative industries and various different paths that she could take, I've now seen a sense of ambition, and I've seen her attitude towards creative jobs being more of a dream rather than an actual career path has completely changed.

It's nice to see that there's another option that she didn't realise was there, and I think, yes, her confidence definitely grew, and it was nice to see her shine finding out about different careers.

“

What advice would you give other professionals considering taking part?

I would definitely say, as a mentor, you need to let your mentee guide the conversations; they may come into the programme thinking they know exactly what they want to do from advice that they've gotten from their school, parents or other people around them.

However, when you take a moment to really listen to their interests, you might see that there are other things in their life that they haven't thought about, that they might want to pursue. I think a lot of young people don't realise how vast careers are out there. For example, even within marketing, there's so many different aspects that someone could go down, so I'd definitely say let them guide the conversation.

I'd also say that encouragement and just listening and being there can completely change an experience. Someone might feel that they're not quite good at something, whereas their actions and their evidence will show the opposite, so always encourage and build that confidence.

Mentee Feedback: Promise

Southbank University Academy



“ —

How helpful was knowing your mentor ahead of the office visit?

It was really helpful knowing my mentor before coming to this, because she gave me kind of like a small snippet of what to expect during the week, and she gave me a couple activities to do before I arrived here, which made everything run a bit smoother.

“ —

What did you like best about the work experience?

My favourite part of the work experience week has been listening to professionals who've done a lot in their careers, and you've chopped and changed many times before.

It's kind of just helpful to know that even if I make a mistake by picking the wrong career now, it doesn't ruin my life forever. I'm still able to come back and make a difference.

“ —

What was the most important thing learnt on your placement?

The most important thing that I've learned this week is that I don't need to have all the answers at this age.

I had a misconception that at this age I'm supposed to determine and decide where I want to go for the rest of my life, what career I want to pursue.

But I found out that I don't need to know all of that right now. Even 10 years down the line, I'm still able to change it if I feel like it's not right.

Mentee Feedback:

Ciaran

St John The Baptist School



“—

What has been the most important thing you learnt?

I've learned all about what it is to how important it is to connect with people through whether it's through LinkedIn and networking abilities. That's been amazing for me.

I've also been able to broaden my horizons when it comes to other things other than just university and going down the traditional route, I think it's been really, really insightful. Everyone coming in, what their journeys have been, it's told me that there's so much more out there than just what I knew when I came into it. And I'm really grateful for the experience.

“—

How helpful was knowing your mentor ahead of the office visit?

For me, knowing my mentor beforehand, when I came in, I felt a lot more comfortable. I felt like I already had a place of belonging. Someone I can go to, and that was really important for me, because I tend to be someone who could be a bit reserved when I'm first introduced, but having my mentor there, it felt like I had a person there already, and that was really lovely for me.

He also enabled me to be able to be myself, he brought out a better side of me, so I can really make the most out of this experience, so I'm thankful for him.

“—

What has been your favourite part of the programme?

For me, just knowing about Kantar specifically, getting to learn what it does, what the business is, but also the good morals behind it.

I've learned just how great of a community it is, and that there's so much more out there in a workplace, other than just being behind a desk. Having that sense of belonging for me means I can work more efficiently and I've learned that here at Kantar, they value that heavily, especially because of their good morals when it comes to who they work with and what they do. I think it's all positive.

And another thing I'd actually want to highlight, is just how amazing and how welcoming everybody is, in terms of how opening they are to for new students to connect with them and be available to just help them in anything that they do in their future careers, as well as setting us up with the soft skills and the mindset to be able to go and achieve those great things.

Thank you to all involved!

