

The Pathfinder Programme

BREAKING DOWN SOCIAL BARRIERS
TO THE WORKPLACE



wiseup
NETWORKS

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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.

Mentor selection

1



Mentor briefing

2



Mentor matching

3



Session 1 & 2

4



Work experience

5



Session 4 & 5

6



Programme stages

Mentor selection

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

1



2

Mentor briefing

- Mentor training workshop delivered by a professional Wiseup Mentor & Coach
- Sharing insights into how to mentor young people effectively and safely
- Take away practical tips and tricks to use in mentoring sessions



3

Mentor 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

Session 1 & 2

- 1-2-1 mentoring sessions prior to visiting on work experience
- Sessions facilitated in-person or online



5

Work experience

- And mentoring session number 3!
- The students visit your workplace to experience the wider business and make new connections



6

Session 4 & 5

- Final 1-2-1 mentoring sessions to review experience and look to the future



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

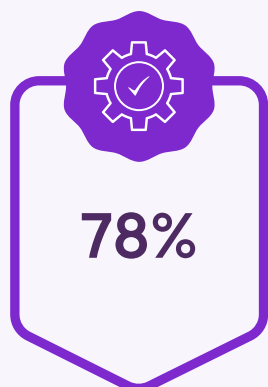
Improving communication and empathy across generations in the workplace

Long-lasting mentoring relationships

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



Why it's important



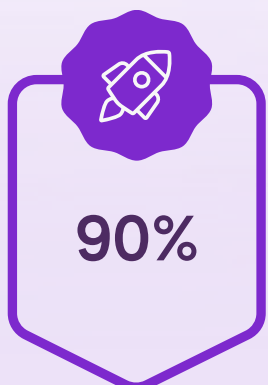
78% of employers believe graduates who had completed a work placement were more skilled than those who had not

Institute of Student Employers



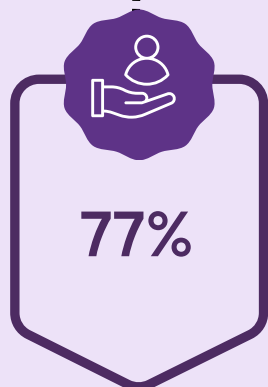
Despite this, work placement opportunities have declined by 25% since 2020

Institute of Student Employers



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

Raptor Student Employability Data Study



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

Willis Towers Watson

About us



Our background

We have been running our own professional mentoring platform since 2019, building 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 as a mentoring provider for The Kickstart Scheme. We're now supporting our education provider partners such as The Harris Federation, The Manchester College and The Trafford College Group.



Our purpose

"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.



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



Students feel inspired and filled with confidence



Students are equipped with new skills learnt in the workplace itself



Social barriers are combatted through unprecedented access to the workplace, informing their real-life options



Student perceptions of organisations and industries are improved by understanding that these workplaces are for everyone



Students understand the power of mentoring at an early age

Company outcomes

For the mentors



Gain new mentoring capabilities by developing skills such as communication, active listening, giving feedback and relationship-building



Closing of the generational communications gap - mentors develop rapport with the next generation



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

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 through a cost-effective alternative to traditional recruitment processes



Unlock the power of mentoring amongst the workforce



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.

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



Our team

A family enterprise dedicated to breaking down social barriers to the workplace



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Let's make a difference together

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