

The Pathfinder Programme



Breaking down social barriers

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 their first 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.



Promoting cultural capital

Giving students knowledge, skills & experiences to help them navigate society, access opportunities, and succeed in life.

Simplifying talent acquisition

Employers discover future talent that fit their working culture



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



Cultural Capital

Cultural capital is the knowledge, skills, education, and experiences that individuals acquire, which help them navigate society, access opportunities, and succeed. Cultural capital can be split into three categories:

We measure the social mobility impact of our programmes by gauging the cultural capital of students before and after



Embodied cultural capital

Knowledge, behaviours, and skills - i.e. ability to speak in a professional setting generally or about a subject



Objectified cultural capital

Access to and awareness of physical resources, media and tools that enhance learned understanding



Institutionalised cultural capital

Academic curriculums, qualifications, professional certifications or recognition by institutional bodies



Social capital = access to people - connections, networks and mentors.

Cultural Capital indicators on a Wiseup programme



On a scale of 1-10, how much do you know about what it's like to work in an office or professional job?

5.1/10



On a scale of 1-10, how confident do you feel talking to professionals?

5.6/10

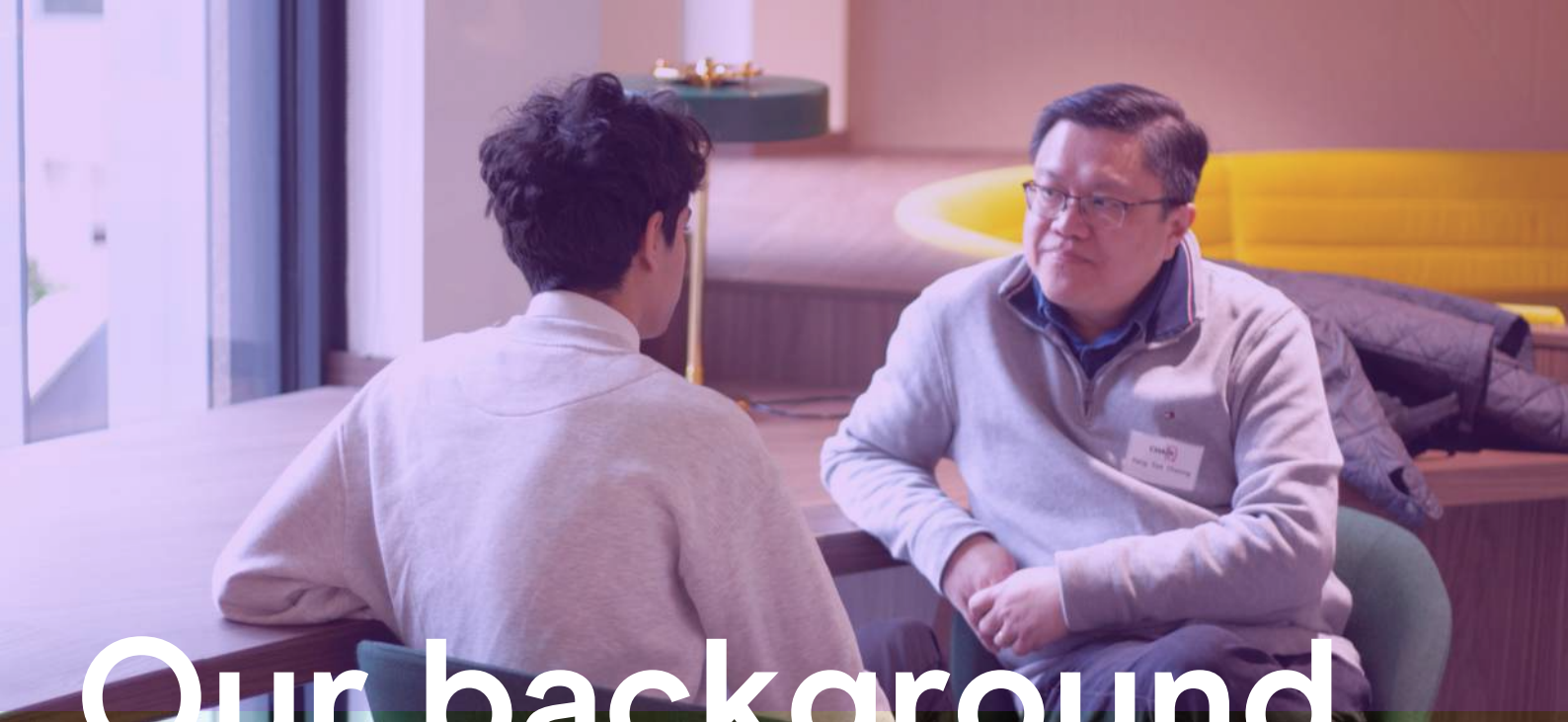


On a scale of 1-10, how aware are you of the different types of jobs that you could get at an office-based company?

5/10

73% of students' parents do not work in an office environment





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 programmes

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 work with

Business
partners
from a
range of
sectors



Students from
multiple
education
partners



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

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

3



4



Session 1 & 2

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

Work experience

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

5



6



Session 4

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



Pathfinder Programmes to date

Total number
of hours
mentored

854

Total number
of mentees

198

Number of
days within
an office
environment

60

Total number of
hours mentoring
training

30

Number of
mentors trained

198

New professional
connections

2900

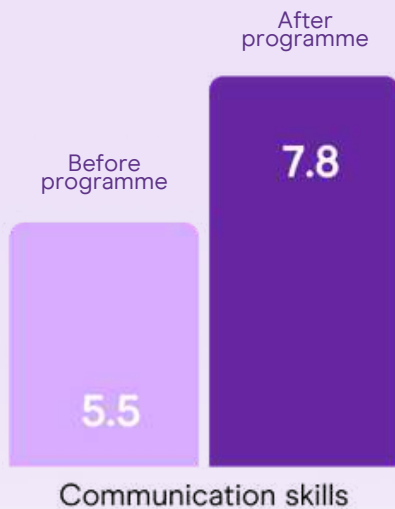
Impressions on
student posts

1600





Value for students



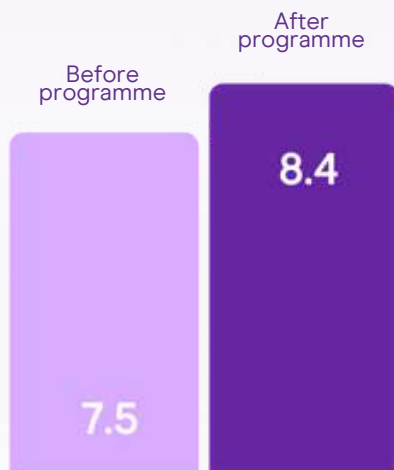
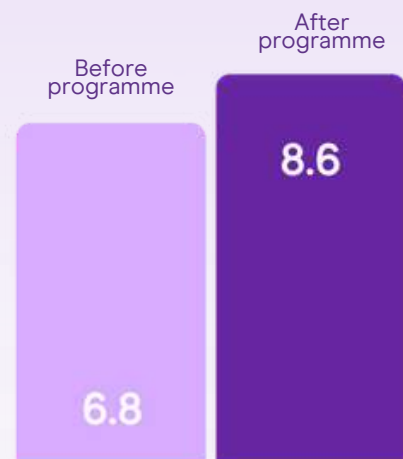
89%

Increase in confidence



94%

Increase in understanding career options



89%

Of students would work at their placement company



Mentee quotes

“ —

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

Efficio shows 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.

“ —

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.

“ —

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.

“ —

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

“ —

It really helped be able to actually visualise the plan for what comes after 6th form as well as the steps I'd take to ensure a better chance at success in the career and future that I want.



Value for companies

“ —

I am thrilled to share the incredible journey of five students from Westminster Academy who recently completed an intensive and dynamic work experience program at Generali UK Branch.

Last week, these students have navigated a busy and challenging schedule, engaging with various teams and expanding their horizons beyond the classroom.

Generali

“ —

The experience provided pupils the chance to explore potential career avenues & inspired them to learn more about future opportunities.

Throughout the week the students heard from various employees across IBM Technology & IBM Consulting, culminating in a pitch on how AI can be leveraged as a means of enhancing existing business products.

IBM

“ —

Another inspiring year of watching students grow & develop. I have every confidence that this years cohort will go on to achieve brilliant things.

Kantar



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



Graham Wood

Co-Founder

We're a family-run company that has carved a niche in the mentoring world thanks to 4+ years of running a coaching/mentoring platform. Having this deep understanding of mentoring has been integral for running our programmes.



Joe Wood

Co-Founder

I am of the firm belief that undergoing real-world experiences in the workplace is a crucial step in a student's early career. The fact that many students are denied opportunities because of limited networks was one of the drivers for launching our Pathfinder Programme.



Tom Lewis

Programme Lead

Our programmes are all about giving businesses the opportunity to shape a young person's life. Having developed relationships with lots of colleges, we have a fantastic array of talented students at our fingertips ready to discover the workplace.



Maddie McArdle

Marketing & Partnerships Manager

Wiseup is committed to creating a measurable social impact and it's rewarding to be a part of a company that offers life-changing opportunities for people who feel they may not have otherwise had the connections.



A photograph of three men in a meeting. The man on the left is gesturing with his hand near his face. The man in the center is smiling and gesturing with his arms outstretched. The man on the right is also gesturing. They are standing around a table with papers and water bottles. The image has a purple overlay.

wiseup

NETWORKS

