

# 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



## 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





# Our background

We have been running our own professional mentoring platform since 2019, building a community of 200+ 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

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## 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



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## 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



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## Session 1 & 2

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



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## Work experience

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



6

## Session 4

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



# Our Pathfinder Programmes so far

Total number  
of hours  
mentoring

340

Total number  
of mentees

85

Number of  
days students  
spent on work  
experience

425

Total number of  
hours on  
mentoring  
training

212

Number of  
mentors trained

85

New professional  
connections for  
students on  
LinkedIn

2600

LinkedIn  
impressions on  
student's own  
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%

Reported an increase in their confidence about starting their career.

## 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



## 94%

Reported an increase in their understanding of career options.



## 89%

Reported that they would love to work at the company they visited in the future.



# 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**



# 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.

[info@wiseupnetworks.com](mailto:info@wiseupnetworks.com)



# 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 in the center, with curly hair and a blue blazer, is smiling and gesturing with his hands. The man on the left is also gesturing. The man on the right is partially visible, also gesturing. They are standing in front of a table with papers and water bottles. The background is a wall with vertical blinds. The entire image has a purple overlay.

# wiseup

NETWORKS

