



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

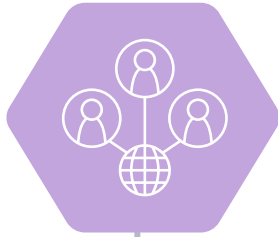
Partner companies host work experience opportunities for students on the programme

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

Closing the generational gap

Improving communication and empathy across generations in the workplace



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

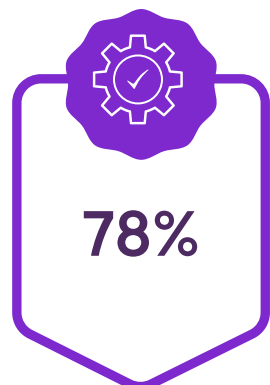
Employers nurture future talent first-hand and save time and money on recruitment strategies

Long-lasting mentoring relationships

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



Why it's important



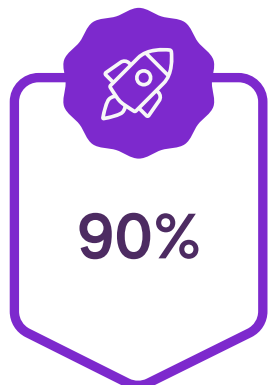
78% of employers believe graduates who had completed a work placement were more skilled than those who had not

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 exclusive 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 mentoring programmes for young people, supporting such partners as The Manchester College and The Kickstart Scheme.



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 work to 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 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

- ✓ Closing 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.
- ✓ Participants gain new mentoring capabilities by harnessing core personal development skills such as communication, active listening, giving feedback and relationship-building.
- ✓ Mentors actively contribute to improving social mobility in the community, enriching their purpose in society.
- ✓ Mentors have the opportunity to experience and contribute to their company's ESG initiatives first-hand.
- ✓ Mentors are inspired to deliver more mentoring in the future and expand their impact.

For organisations

- ✓ Partner companies actively contribute to improving the social mobility of young people in their community.
- ✓ De-risk 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.
- ✓ Partner companies unlock the power of mentoring amongst their people, and actively contribute to resolving the disconnect between many young people and the workplace.
- ✓ Partner companies ensure that their early-career recruitment strategy is committed to unlocking the potential of young people from all backgrounds.

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



Joe Wood

Co-Founder

+44 (0)7530 208692

joe.wood@wiseupnetworks.com



Tom Lewis

Programme Lead

+44 (0)7884 007625

tom.lewis@wiseupnetworks.com

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.

info@wiseupnetworks.com
0333 3601968