

spark!
KICK
STARTING
CAREERS

SEGR



About SPARK!



Spark! is a charity with 40 years experience working in partnership with schools, communities and alongside a large and diverse range of local and national employers.

We support young people's employability skills, knowledge development, and experience, **so that they are better prepared for and able to effectively transition into the workplace,** finding and keeping a job.

We provide:

- **high quality work experience placements and internships**
- **inspiring careers mentoring relationships**
- **a diverse range of employability skills development opportunities**
- **an online careers platform**
- **Supported transitions into employment**

We believe it's possible for every young person to be ready, equipped, motivated and able, to enter the world of work, and with youth unemployment rapidly rising, there's never been a more important time for our services.

About the SEGRO / Spark! Partnership



SEGRO are Europe's leading owner, manager and developer of industrial property. They are a large employer operating across much of west London.

Spark! and SEGRO have common objectives in west London, (especially in Hounslow, Hillingdon, Ealing and Brent), to increase young people's prospects of securing and sustaining employment, and increasing employer's engagement in their local communities and schools. We have designed this programme of support with 5 key objectives:

1. To increase the employability and work readiness of young people, in SEGRO regions of operation
2. To raise the confidence and career aspirations of young people, in SEGRO regions of operation
3. To raise awareness of the property and logistics sector as an employer and community partner
4. To develop diverse talent pipelines for SEGRO and the property/logistics sector more broadly
5. Provide community engagement and volunteering opportunities for SEGRO and partner employers

A 3-step progression approach

Stage 1: School based-workshops (facilitated by Spark! staff, with employer volunteers supporting)

- **Career workshops, 90 to 120 minutes** (to include exploration of career options, local labour market information, and opportunities in the logistics and industrial property sector)
- **9 schools** (in Hounslow, Hillingdon, Ealing and Brent)
- **Up to 30 x Year 12 students in each workshop** (total up to 270 students)
- **2 to 4 employer volunteers present at each workshop**

Stage 2: Industry insight visits (facilitated by host employers, with Spark! staff supporting)

- An opportunity to **experience a real workplace** and meet with diverse employees
- **Average of 10 students from each school** progress onto insight visits (total of up to 90 students)
- **2 to 3 hours each visit**
- **2 to 3 employer volunteers** to support on site visit

Step 3: Career mentoring (coordinated by Spark! Staff)

- **6 sessions of one-to-one career mentoring** (at least 2 sessions to be in-person, remaining can be virtual)
- Each session will be **approximately 60 to 90 minutes**, typically run **over 2 months**
- **Average of 5 students from each school** progress onto mentoring (total of 45 students)
- **45 employer volunteers in total** to become mentors

Volunteering opportunities

For SEGRO employees, and employees of SEGRO customers, suppliers and partners.

Activity	Time commitment	Support and training	Number of opportunities
In-school workshop	Approximately 2 and half hours each	A short briefing call prior to workshop	Up to 36 opportunities , spread across 9 events
Hosting / participation in workplace visits and tours	Approximately 3 hours each	Scheduling and planning meetings prior to visit.	Up to 15 opportunities , spread across up to 5 events
One-to-one mentoring	6 hours for mentoring 2 hours for meet your mentor event 2 hours for graduation event	2 hour safeguarding and mentoring training (virtual) Access to online mentoring toolkit DBS check required	45 opportunities
			96 opportunities in total (volunteers can participate in multiple opportunities)

Timeline Overview

Date	Activity
Oct 2021	Launch programme
Oct – Nov 21	School and student recruitment
Nov - Dec 21	Finalise programme design and delivery framework (including stakeholder engagement)
Nov 21 – Jan 22	Scheduling of programme activities with schools
Nov 21 - Jan 22	Volunteer recruitment drive, among SEGRO employees and early-adopter SEGRO suppliers, contractors and clients
Jan - Mar 22	In-school workshops delivered
Mar – April 22	Industry insight visits delivered
April - May 22	Mentor and mentee recruitment
May 2022	Mentoring programme delivered
July 2022	Graduation event
July 2022	Programme review and report



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