

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
<p>VOLUNTEER ROLE</p> <p>Spark! will facilitate the workshop and there is no need for volunteers to prepare anything in advance. Volunteers should however be ready to answer questions and to speak for approximately 3 to 5 minutes about their career journey, their employer and their job, speaking naturally and honestly.</p> <p>You will be asked to support group work activities and in-class discussions, focussed on career options and employability skills.</p>			
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
<p>VOLUNTEER ROLE</p> <p>Spark! will work with you to design and structure the visit, and to co-host on the day. Welcome a small group of young people to your place of work. Provide a dedicated space for them to be based and to meet with colleagues. Give a tour of your offices, and introduce them to key personnel who can tell them a bit about their work. Arrange for 3 or 4 colleagues to join the group in a meeting room, to explore in more depth about their roles, the opportunities and the challenges. Support a short business challenge for the young people to provide a taste of typical projects.</p>			
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
<p>VOLUNTEER ROLE</p> <p>Volunteers will be matched with a young person, and will be introduced to them at a 'Meet Your Mentor' event. You will schedule your one-to-ones with your mentee, and arrange when and where to meet (at least one or two should be at your place of work, with the rest taking place online). You will be supported with training, guidance and resources throughout, and provided with a structure to aid your discussions. There will be a celebration event at the end for the mentoring programme.</p>			

Programme timeline

Date	Activity
Jan 22	Launch programme
Jan – Feb 22	School and student recruitment and scheduling
Jan - Feb 22	Volunteer recruitment drive, among SEGRO employees and early-adopter SEGRO suppliers, contractors and clients
Mar – April 22	In-school workshops delivered
April – May 22	Industry insight visits delivered
May – June 22	Mentoring programme delivered
July 2022	Graduation event
July 2022	Programme review and report



spark!
KICK
STARTING
CAREERS

www.sparkcharity.org.uk

info@sparkcharity.org.uk

Charity number: 1138697