

SUPPORTED BY
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Hammersmith & Fulham's
Career Mentoring Programme



About the delivery partners



Spark! are a charity with 40 years experience working in partnership with schools, colleges, communities and alongside a large and diverse range of local and national employers. They **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 and secure employment.

They provide high **quality work experience** placements, inspiring **career mentoring**, meaningful **employer engagement**, an online **careers platform** and supported **employment transitions**.



2-3 Degrees is an award-winning social enterprise that inspires and **equips young people with the personal development skills** they need to become the best versions of themselves.

They deliver **fun, engaging and dynamic workshops** and programmes. This is alongside a tailored consultancy service that provides training to other youth, education, voluntary sector or corporate organisations.

We have trained volunteer mentors, from a diverse range of sectors and employers, ready and waiting to be meet your students.



We are always adding new employer partners and mentors, so check in with Spark! for an up-to-date list.

About the programme

Who is eligible?

1. **16 to 21 years old** (we can register 15 year olds onto the programme, but they can't start until they turn 16)
2. **Live or study in Hammersmith & Fulham**
3. **Experiencing barriers to employment and education transitions**
(e.g. Pupil Premium, Free School Meals, SEND, low attainment, low attendance, family history of unemployment)

What are the objectives?

Develop vital **employability skills** and work readiness

Be **inspired by role models** in leadership positions

Explore ambitions and **create plans for the future**

Build vital **social capital** and career connections

Develop a **professional profile**

What's included?

Young people are matched with **trained local employer mentors**

6 one-to-one career mentoring sessions (online and in the mentor's workplace)

3 personal development workshops, a peer-network and ongoing pastoral support

12 months access to Spark!'s **online careers and employability platform**



Meets Gatsby Benchmarks 2, 3, 5 and 6

Why career mentoring works



*"I have had few people who I can call "mentor" and I am proud to say that for me **Ben was much more than a mentor, but rather an inspiration, almost like a father to a son."***

Leandro about his mentor Ben

*"Christopher helped me to find a structure to my life and also my future. I owe my current success to Christopher and **I will owe my future to Christopher"***

Mikolaj about his mentor Chris

*"It was such a great opportunity for me, we just clicked and got close really quickly. We had so many things in common and **she was so helpful for me gaining knowledge about my career path and how to be more confident about myself."***

Tuta about her mentor Emily

After career mentoring **96%** of young people said they **know how to achieve what they want to do in their future**

After career mentoring **100%** of young people felt **more equipped to achieve their career goals**

After career mentoring **97%** of mentees said they had an **understanding of career opportunities** available to them

93% of the young people plan on **staying in contact with their mentor**

"Students at Ark Burlington are benefitting from the career mentoring and I would highly recommend it as it has given them the confidence to explore a variety of career pathways and supported them in making decisions about their next steps."

Alice Vasey, Careers Lead - Ark Burlington Danes, Hammersmith & Fulham

Frequently Asked Questions

1. How much does it cost?

Ready, Steady CONNECT! is fully funded by the [Mayor of London's 'A New Deal for Young People'](#), so there is no cost to the young person or to the school.

2. How long is the programme?

Mentors and mentees agree between them when to meet, so there is flexibility built into the programme. However, engagement averages 9 to 12 weeks, and includes a minimum of 6 one-to-one career mentoring sessions, visits to the mentor's workplace, 3 group workshops, and a graduation event.

3. When does it start?

We have rolling recruitment, so young people can start whenever they like. As soon as they have signed up and provided their details we will match them with a mentor and introduce them to each other during an online 'meet-your-mentor' session. We will also schedule for them to attend the next group workshop as soon as possible.

4. How are mentors and mentees matched

Where possible we will match based on mentee's career interests and mentor's industry, but also take into consideration hobbies and interests, ethnic background and gender. Whoever young people are matched with we can assure them a caring, reliable and passionate mentor who will support them to identify strengths and set aspirational career goals.

5. How many young people can I refer?

We have space for 200 young people in Hammersmith & Fulham over the next 2 years. So typically we expect 10 - 20 young people from each school or college, but we are happy to take more referrals if you have eligible students.

6. What training are the mentors given?

All mentors must complete Spark!'s very well established mentor training course, and they are also provided with a bank of resources and tools to support and progress their conversations. Mentor's also have access to drop-in support sessions and ad-hoc guidance as required.

7. What safeguarding is in place?

All mentors must complete Spark!'s safeguarding training, are given an Enhanced DBS Check, and agree to our Code of Conduct. We check in regularly with mentors and mentees to see how it's going and if they have any concerns. Any safeguarding concerns are immediately passed to our Designated Safeguarding Officer, who will respond accordingly.

Next steps

Option 1: Discuss it in more depth

Get in touch with Ronika and Jasmine by e-mailing info@readysteadyconnect.org.uk to arrange a time to discuss the programme in more detail.

Option 2: Refer young people

If you have young people in mind already who would benefit from one-to-one career mentoring sessions you can refer them very simply by directing them to this [sign up form](#). We will then be in touch in a few days.

Option 3: Host a taster session

We would be very happy to come to your school/college to present to your colleagues, hold an assembly, or run a short taster session with a group of students. [Get in touch](#) to discuss this further and to arrange a date.

Option 4: Host a Personal Development workshop

If you have a group of 5 or more young people referred onto the programme, we can run their first group work session on site at your school/college, and will even bring along mentors for them to meet to find out more.



 **READY
STEADY
CONNECT!**

info@readysteadyconnect.org.uk