



BIG ALLIANCE

Programme history and overview

Established in 1996, the Mentoring Works programme matches Year 10 and Sixth Form students to business mentors working in corporate firms as well as small and medium size companies. Students are encouraged to develop the knowledge and skills needed for their future education, training or careers.

Mentoring Works is currently delivered by a team at East London Business Alliance (ELBA) and at The BIG Alliance. Across the Year 10 and Sixth Form programmes we work with around 350-450 young people each year, predominantly within the London Boroughs of Hackney and Islington, but we have also worked in Haringey, Newham, Camden and further afield in Colchester, Essex. Historically our geographic focus has been on those areas that are positioned higher up on the *Indices of Deprivation*, acknowledging that students from these areas may benefit from being connected to opportunities and contacts that they might not otherwise access, in order to aid social mobility. Many of the young people on the programme have noted that they'd never been to the City of London, before joining the mentoring programme, despite its close proximity, and many tend not to venture out of their local area.

The programme is open to all students at our partner schools; it is a voluntary programme undertaken in their own time. Students are matched to mentors and travel to the mentor's place of work each fortnight, for 1-1.5 hour sessions over the course of an academic year (ten months). The Mentoring Works team recruit, DBS check and train mentors, as well as support both mentees and mentors and throughout the year. We work closely with companies, schools, mentors, and mentees, monitoring relationships to ensure that they are working effectively.

Students are encouraged to set their own individual objectives with their mentor, but are given guidance to work within the strategic aims of the programme and structure sessions around the competency framework that we use to evaluate the programme. Mentors and students have access to comprehensive resources and are provided with ideas for sessions throughout the programme year.

Mentoring provides broad support with increasing aspiration, employability skills and knowledge of career options and future pathways. Matching a student to an adult who takes an interest in their progress gives considerable motivation to those who may lack personalised adult support at home or school. Mentors are encouraged to become a professional adult friend and guide their student in making their own discoveries and decisions.

Mentoring Works has been assessed and accredited with the Approved Provider Standard (APS) by the Mentoring & Befriending Foundation. The APS is the national quality standard, designed specifically for all types of mentoring and befriending projects.



Programme information

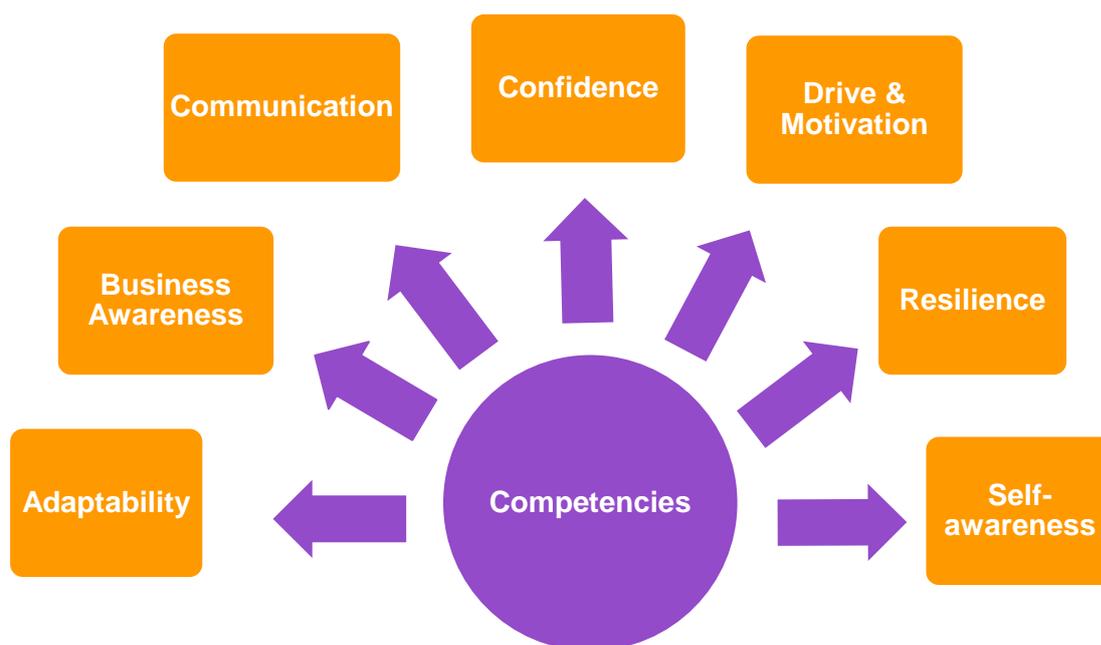
Strategic aims

The aims of the Mentoring Works programme are to:

- Introduce young people to the world of work
- Raise aspiration
- Enable students to identify career goals
- Increase employability through the development of seven key competencies

The 7 competencies

The Mentoring Works programme is underpinned by a framework of seven core employability competencies. The framework is the result of extensive secondary research into competencies sought by employers along with qualitative feedback from previous mentoring participants on the impact that mentoring had on them. The framework has been quality assured by ELBA's Education Works steering group, comprising senior representatives from education and business. At the start of the programme, students are asked to identify competencies that they would like develop and mentors are provided with comprehensive resources and activities to address each competency through mentor training and the mentor resource pack.



Mentoring Works programme supports the schools in delivering a wide and beneficial Careers, Education, Information, Advice and Guidance (CEIAG) programme in line with DfE Statutory Guidance and schools priorities. It supports [Gatsby Benchmarks](#) including:

- Benchmark 3 (addressing the needs of each pupil)
- Benchmark 5 (encounters with employers and employees)
- Benchmark 6 (experiences of workplaces)

MORE INFORMATION:



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