


POWER UP!



A Worcestershire-based **MENTOR/MENTEE** programme.

SUPPORTING WORCESTERSHIRE'S YOUNG PEOPLE
TO INCREASE SELF-BELIEF, POSITIVITY, DREAMS
AND RESILIENCE.

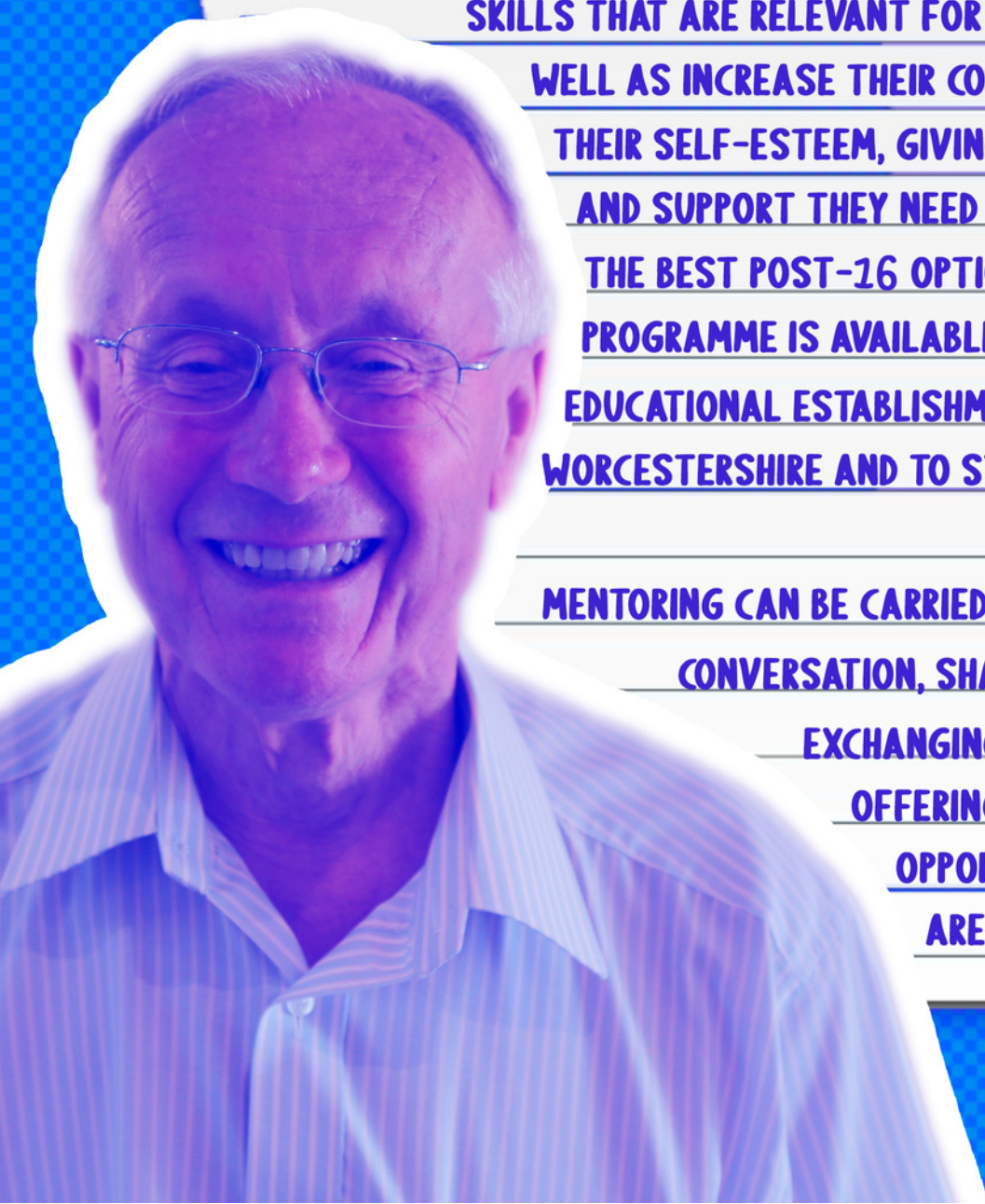
ABOUT US



THE POWER UP PROGRAMME IS A MENTORING SCHEME THAT SUPPORTS YOUNG PEOPLE IN SCHOOLS AND COLLEGES ACROSS WORCESTERSHIRE BY ASSIGNING THEM A MENTOR FROM A LOCAL BUSINESS. THE PROGRAMME AIMS TO INCREASE INDIVIDUALS AMBITIONS, ASPIRATIONS, AND WHERE NECESSARY GUIDE THEM WITH THEIR POST - 16 PATHWAYS.

THE SUPPORT CAN HELP TO SHOW STUDENTS THE REQUIRED SKILLS THAT ARE RELEVANT FOR THE WORLD OF WORK, AS WELL AS INCREASE THEIR CONFIDENCE AND RAISE THEIR SELF-ESTEEM, GIVING THEM ALL OF THE TOOLS AND SUPPORT THEY NEED TO SUCCESSFULLY DECIDE THE BEST POST-16 OPTION FOR THEMSELVES. THE PROGRAMME IS AVAILABLE TO ALL EDUCATIONAL ESTABLISHMENTS ACROSS WORCESTERSHIRE AND TO STUDENTS OF ALL AGES.

MENTORING CAN BE CARRIED OUT THROUGH CONVERSATION, SHARING EXPERIENCES, EXCHANGING INFORMATION, AND OFFERING RELEVANT OPPORTUNITIES IN THE LOCAL AREA.



WHO ARE WE?

Darren Houlcroft



CONTRIBUTOR AND TRUSTEE.
PARTICIPATED IN A CAREER
CHANGE PROGRAMME.

Julie Dyer



CONTRIBUTOR AND TRUSTEE.
BRINGS STRONG ETHICS AND VALUES TO
THE PROGRAMME WHILST BEING
A PASSIONATE AND DRIVEN TRAINER.

Louise Laxton



CONTRIBUTOR, TRUSTEE AND
FOUNDER OF THE POWER-UP
PROGRAMME.

BELIEVES THIS PROGRAMME IS
ANOTHER STRAND OF SUPPORT
THAT HELPS PUPILS AND THEIR
SUCCESS.

A TEACHER OF 35 YEARS OF VARIOUS ROLES AND
SUBJECTS. THIS LEAD HER TO BECOME THE CAREES
LEAD, ADVICE AND GUIDANCE COUNSELLOR AT
TRINITY HIGH SCHOOL AND SIXTHFORM CENTRE
IN 2014.



Mark Ridings

CONTRIBUTOR AND TRUSTEE.
WAS MENTORED HIMSELF.

Simon G. Hyde

ESTABLISHED AND RUNNING THE MENTOR SCHEME AND NOW
LOOKING TO EXPAND INTO OTHER AREAS OF THE COUNTRY.

THE CEO OF FAUN-ZOELLER, A SALES AND SERVICE ORG. IN
THE ENVIRONMENTAL SECTOR.

PART OF THE TOWN IMPROVEMENTS BOARD AND THE ESB OF
WORCESTERSHIRE LEP.

CHAIRMAN OF SKILLS AND
EMPLOYMENT BOARD FOR
NORTH WORC.



Dr Rob Milford

AUTHOR OF THIS TOOLKIT AND
TRAINER FOR THE PROGRAMME.



HELPED ENSURE THE PROGRAMME
BECOME SUPPORTED AND INSTITUTE
APPROVED.

MANAGING DIRECTOR OF MILFORD RESEARCH AND
CONSULTANCY LTD.

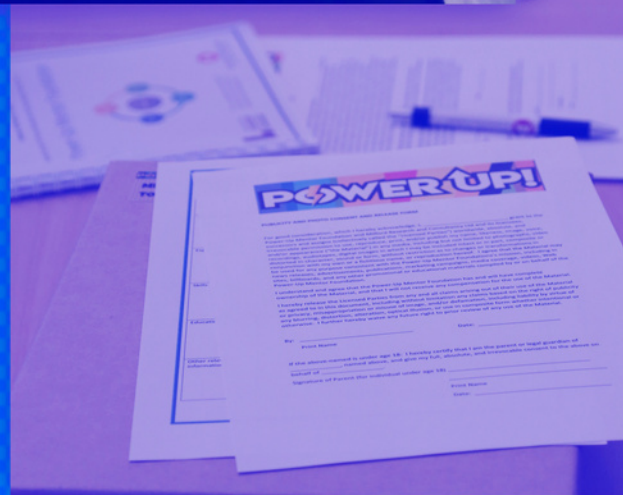
OTHER CONTRIBUTORS:
**Sandra Howells
& Alice Cook**

MENTORS

ROLE

THE AIM OF THE POWER UP PROGRAMME IS TO SUPPORT WORCESTERSHIRE'S YOUNG PEOPLE WITH THEIR FUTURE CAREER ASPIRATIONS AND ENSURE THAT ALL YOUNG PEOPLE ARE IN A DESTINATION MOST SUITED TO THEIR NEEDS AND DREAMS WHEN THEY LEAVE SCHOOL. THIS IS ACHIEVED THROUGH CONVERSATION INSPIRING AND ENCOURAGING THEM TO REALISE THEIR POTENTIAL. CONVERSATIONS CAN INCLUDE, SHARING OF EXPERIENCES, DISCUSSION, EXCHANGING INFORMATION, SIGNPOSTING, AND WHERE APPROPRIATE OFFERING RELEVANT OPPORTUNITIES.

THE SUPPORT PROVIDED BY THE MENTOR CAN SHOW STUDENTS THE REQUIRED SKILLS THAT ARE RELEVANT FOR THE WORKPLACE AS WELL AS BOOSTING THEIR CONFIDENCE AND RAISING THEIR SELF-ESTEEM.



"MY FUTURE MENTOR, MR LINDSAY PORTER, GRABBED HOLD OF ME AND PUT ME IN THE RIGHT DIRECTION. IN A MATTER OF 12 MONTHS MY GRADES WENT FROM AN AVERAGE C/D TO AS AND BS AND HE MOST DEFINITELY SET ME ON MY WAY TO HIGH SCHOOL".

"MENTORING IS NOW A GOOD PART OF MY ACTIVITIES AND I TRULY BELIEVE IT WILL HELP OTHERS LIKE IT HELPED ME." - SIMON G. HYDE



MENTOR FEEDBACK

& THEIR ROLE

TRAINING



THIS TOOLKIT IS SET OUT IN EASY-TO-USE BOOKS THAT COMPLETE THE RANGE OF TOOLS AND TECHNIQUES THAT HELP THE INDIVIDUAL MENTORS AND MENTEES TACKLE THE 5 KEY ASPECTS OF MENTORING:

- . TRUST – BUILDING THIS BETWEEN MENTOR AND MENTEE
- . LISTENING – ENSURING THE MENTOR AND MENTEE FOCUS TO THE MENTEE NEEDS
- . FEEDBACK – CHECKING THAT THE MENTOR AND MENTEE ARE ALIGNED
- . DEVELOPING – WORKING OUT SOLUTIONS TARGETED TO THE INDIVIDUAL MENTEE
- . COLLABORATING – ACHIEVING TOGETHER WHAT CANNOT BE ACHIEVED ALONE

THIS TOOLKIT CONTAINS THREE BOOKS THAT COMPLETE THE PROGRAMME FOR PROFESSIONAL AWARDS (THE INSTITUE PROFESSIONAL MEMBERSHIP).

- . BOOK 1-TOOLS SPECIFICALLY FOR THE MENTOR TO USE
- . BOOK 2 – TOOLS FOR BOTH MENTOR AND MENTEE TO USE
- . BOOK 3 – MORE ADVANCED TOOLS FOR MENTOR AND MENTEE TO USE

GRADING SYSTEM

COMMUNITY: DEFAULT GRADE FOR ALL MENTEES UPON APPLICATION OF MULTIPLE TOOLS AND TECHNIQUES OVER THE COURSE OF 10-12 SESSIONS.

ASSOCIATE: INDIVIDUAL ADJUSTMENT FOR MENTEES TO ASSOCIATE CONSIDERED UPON REQUEST IF COUPLED WITH OTHER BUSINESS EXPERIENCE / QUALIFICATION OR AN ADDITIONAL 10-12 SESSIONS.

MEMBER: DEFAULT GRADE FOR ALL MENTORS UPON COMPLETION OF ONE INTERVIEW WITH THE POWER-UP PANEL, ONE DAY TUITION, 10-12 DAYS PRACTICAL, ONE DAY ASSESSMENT.

FELLOW: INDIVIDUAL ADJUSTMENT FOR MENTORS IN SENIOR LEADERSHIP ROLES TO FELLOW CONSIDERED UPON REQUEST.



MENTEES

DEVELOP CONFIDENCE AND BECOME PROACTIVE!

GET A TASTE OF AN AUTHENTIC
WORKING ENVIRONMENT.

LEARN TRANSFERABLE SKILLS LIKE:

- COMMUNICATION
- TIME MANAGEMENT
- INNOVATION

THE BENEFITS

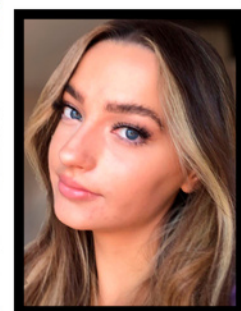
GET A CLEAR IDEA OF POSSIBLE
CAREERS AND OPPOTUNITIES.

STAND OUT -
ADVANCE YOUR CV.

OFFICIAL 'INSTITUTE OF LEADERSHIP AND
MANAGEMENT' APPROVED CERTIFICATION,
AWARD AND RESOURCE MEMBERSHIP FOR
COMPLETING THE COURSE.

WWW.INSTITUTELM.COM

THIS EXPERIENCE HAS OFFERED ME MANY OPPORTUNITIES RANGING FROM CREATING AN OPEN AND COLLABORATIVE RELATIONSHIP BETWEEN MY MENTOR AND I WHILST TAKING ON NEW RESPONSIBILITIES TO PUSH MY SKILLS FURTHER. **LIBBY MCCANN**
EMAIL: LIBBYLOUISEMCCANN@OUTLOOK.COM (CREATIVE MEDIA, ART AND DESIGNER)



SCHOOLS

THE POWER-UP MENTORING SCHEME IS VERY BENEFICIAL TO STUDENTS IN MANY WAYS. IT LINKS THE WORLD OF BUSINESS ON MANY LEVELS TO SCHOOL AND EDUCATION. THE STUDENTS GET AN INSIGHT INTO THE WORLD OF WORK AND CAREER PATHWAYS BEYOND SCHOOL. THE SCHEME BUILDS RELATIONSHIPS BETWEEN LOCAL BUSINESSES THAT OFTEN HAVE LINKS TO OTHER COUNTRIES AND SITES IN THE UK TO STUDENTS ABOUT TO EMBARK UPON THE NEXT STAGE OF THEIR EDUCATION OR CAREER PATHWAY. THE MENTORING SCHEME OFFERS ANOTHER STRAND OF SUPPORT, KNOWLEDGE, AND SKILLS FROM THE BUSINESS WORLD.

TRINITY HIGH SCHOOL AND SIXTH FORM CENTRE, REDDITCH:

"HERE AT TRINITY THE MENTORING SCHEME HAS REALLY BLOSSOMED FROM FIVE YEARS AGO AND IS NOW THE FULLY OPERATIONAL POWER-UP MENTORING SCHEME. THE SUCCESS OF THE SCHEME HAS ENABLED OUR SELECTED STUDENTS TO GAIN MORE CONFIDENCE, HAVE PREPARATION FOR INTERVIEWS, WRITE BETTER APPLICATIONS, HAVE KNOWLEDGE OF THE WORLD OF WORK AS WELL AS HAVE CAREER OPPORTUNITIES SUCH AS APPRENTICESHIPS. THE SCHEME CAN ALSO OFFER ADVICE, CLARIFICATION OF SITUATIONS AND EMOTIONAL SUPPORT THAT WORKS ALONGSIDE EVERYTHING TRINITY DOES FOR THE STUDENTS."

-LOUISE LAXTON (HEAD OF CAREERS)

