

Mentoring for Success—Castleford Academy

Service Contracts—Case Study

Overview

ENGIE on Service Contracts have given their commitment to support young people with a real insight into the world of work, career opportunities available and the skills that employers are looking for. We have done this by creating and delivering a bespoke mentoring programme



A key focus of mentoring is networking and peer support from role models. We facilitated this in session 2 where the students were visited by a group of ENGIE apprentices who shared their experiences to inspire the students and talk about how they have progressed and learned in their roles.

Alongside the apprentices a Contracts Manager came to discuss his pathway from leaving school to where he is now.

The students really engaged with this session as it gave them a chance to speak to positive role models, one of the apprentices is a previous Castleford Academy pupil.

Mentoring for Success is a bespoke mentoring programme created by the ENGIE Social Value Team which has brought inspiration to Castleford youngsters.

Fifteen students at Castleford Academy have reaped the benefits of taking part in the Mentoring for Success programme, which teams up ENGIE volunteers with Year 10 students to guide them through some of life's career choice challenges.

Prior to starting this bespoke package the mentors received training from Go Higher West Yorkshire, an organisation which supports young people who would not consider Higher Education as an option.

The programme is delivered over 18 months and works with students to steer them through a programme of activities, discuss career aspirations and plan together steps to reach their goals.



To support this programme a suite of resources have been created to support both the mentor, mentee and the carers of the mentees. This includes a workbook to with individual tasks to be completed by mentees prior to subsequent sessions.

The mentees will retain this resource which tracks their progress, discussions and targets and provides a useful reference document once the mentoring programme is complete.

Client: **Wakefield Council**

Location: **Castleford Academy**

Category: **Mentoring**

Date: **May 2021**

Outcomes

Mentoring in an educational setting involves pairing young people with an older peer or volunteer, who acts as a positive role model. In general, mentoring aims to build confidence, develop resilience and character, or raise aspirations, rather than to develop skills or knowledge

There are lots of benefits of taking part in a Mentoring programme:

- Gaining practical advice, encouragement and support
- Identifying goals and a sense of direction
- Understanding the broad range of careers and opportunities available
- Being encouraged and empowered to achieve your goals
- Increasing confidence
- Learning from the experiences of others
- Developing communication and personal skills



Mentors and mentees complete a 'profile' to be shared before the first session so there is a way to 'get to know them' before the initial meeting.

At the first meeting both will sign a 'Pledge' – this is there to make sure both parties know what is expected and committed to working together so that mentees get the most from the Mentoring Programme.

“It has been amazing to see the students start to come out of their shells and to see them become so positive about their futures... The students we mentor now could well be the construction professionals of the future, which is great for them and ENGIE.”

Amanda Broadhead, ENGIE Social Value Officer

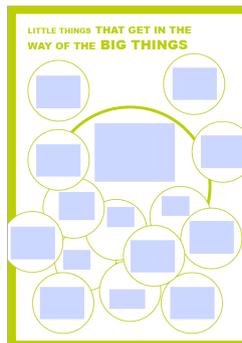
Session One:

Mentors will get to know the mentee, discuss reasons for programme and what the expectations are

Session Two:

Discuss 'Climbing the Steps to Success'

Introduce 'Little Things that get in the way of Big Thing' – an infographic that puts a goal in a large circle and small circles to show distractions that may get in the way



Session Three:

Discuss 'Little Things that get in the way of Big Thing' - discuss what could get in the way and how to not allow it to

Introduce 'My Career Choices' – steps needed to get to the career the mentee has chosen – up to 3

Session Four:

Discuss 'My Career Choices' and 'What I have got that will help this'

Session Five:

Opportunity to reflect on the mentoring journey, what has been achieved and what the mentee needs to continue to do



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“It’s been fantastic to get the programme up and running ... After just the first session it was clear to see the impact on the students involved... The partnership has really been a successful one in helping students become

inspired about their future career options”

Will Cooke, Castleford Academy, Progression Officer