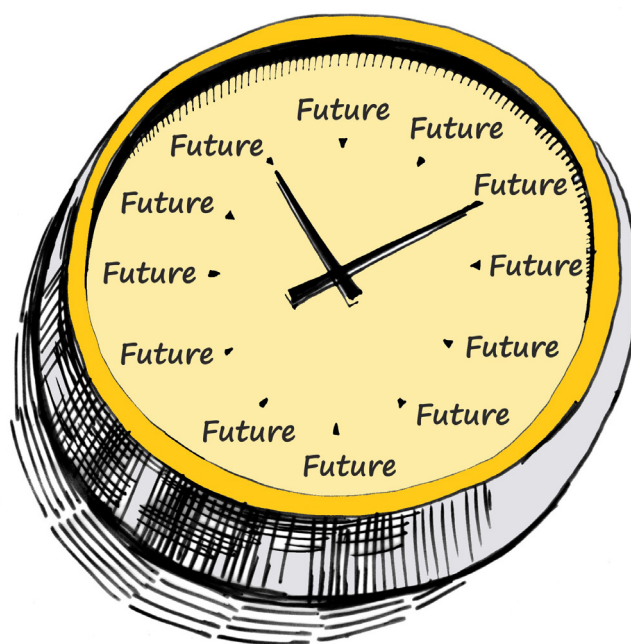


Sessions tailored for various different cohorts to address a myriad of different needs



“The specialists in attitude change”

Structured Mentoring gives us the opportunity to provide **TAILORED** and **BESPOKE** support and to meet individual needs. Structured Mentoring offers a truly person centred approach to support and enables more in-depth dialogue and deeper impact.



Delivery Models:

Mentoring Sessions take place using Zoom and are on a 1:1 basis.

The sessions last for up to 1 hour and are guided by the learner. Mentors will give support where the learner feels they have skill gaps, as well as being an ear to listen, bounce ideas off, and gain an alternative perspective.

Mentors support learners to carry out a SWOT analysis to identify skills gaps, and personal barriers to be addressed. All of our mentors are skilled in developing critical thinking skills to change learner's thinking in positive ways to identify their ambitions and achieve their goals



Outcomes:

The mentoring sessions help to develop specific and individual skill sets which can be applied to improve all areas of life. Mentoring sessions we currently deliver can help with the following:

Planning for the future - developing critical thinking skills - developing confidence and resilience & reducing anxiety - embedding skills for a healthy lifestyle - job searching and application support - inspiring to hold higher expectations for yourself - helping focus on what you want in life

Mental Health Resilience

Mental Health Resilience sessions encourage ambition and belief in an individuals' ability to overcome their problems. We embed Resilience skills throughout the sessions, giving the knowledge and tools to tackle feelings of helplessness and instead empowering people to feel a sense of personal responsibility, take positive action to make the changes you want, and most importantly change your perception of you. What you believe about yourself really matters.

The course is designed to educate, build resilience, and help people overcome perceived barriers to better Mental Health. The sessions give people skills that they use themselves to overcome their challenges such as self-esteem, low confidence, anxiety, depression, family breakdowns, or substance use.

We don't do therapy, our approach is to empower people through education to make the changes they want. We give people the awareness, cognitive skills, and simple, rational approaches to help them better their Mental Health. We dispel myths and the endless labels that people become attached to. True happiness and a sense of well-being come from the belief that you are in control of your life and are capable of overcoming difficulties.

Mentoring sessions will help you with:

- ✓ Understanding Mental Health
- ✓ Building a Relationship
- ✓ Critical thinking
- ✓ The Thinking, beliefs and actions
- ✓ Knowing your strengths
- ✓ Positive Risk Taking
- ✓ Living a F.U.L.L life
- ✓ Understand physical, environment and psychological concepts of mental health
- ✓ Outline a structural approach to mental health
- ✓ Being able to understand how life skills can be transferred
- ✓ Using tools to change thinking, emotion and behaviour
- ✓ Identify the ambivalence of change
- ✓ Identify examples of transposing to recognise and challenge own beliefs
- ✓ Know the importance of planning change
- ✓ Know how to practice self-reflection

Mentoring into Work

We operate a large, highly flexible service delivering distanced mentoring skills, focussed on getting people unemployed back into the workplace swiftly.

Our 30 strong team of Employment Specialists are skilled at supporting people from assessment onwards, developing practical career plans, employment goals, and support with CV writing, job seeking and getting, interview skills, and researching the hidden job market.

Most notably, we train all our Employment Mentors to also be skilled in delivering critical thinking and resilience skills, meaning that the participants of our programmes start to see themselves as assets and are able to analyse their considerable life skills and present them in positive ways to prospective employers.

Mentoring sessions will help you with:

- ✓ Updating your job searching knowledge and techniques
- ✓ Creating sector-specific CV's
- ✓ Creating job-specific Covering Letters
- ✓ Completing application forms
- ✓ Transferring skills and experience to new industries
- ✓ SWOT Analysis
- ✓ Meeting Employer expectations
- ✓ How to use Job Search websites correctly
- ✓ How to research and access the hidden jobs market
- ✓ Improving localised labour market knowledge
- ✓ How to use LinkedIn and other Social Media platforms to find opportunities
- ✓ Interview Techniques
- ✓ Exploring self-employment
- ✓ Better off Calculations
- ✓ Budgeting finances
- ✓ Planning and creating an effective job search routine
- ✓ Develop confidence and resilience
- ✓ Feeling calmer about the situation and reduce anxiety
- ✓ Feeling like you are progressing and addressing challenges before they arise
- ✓ Accessing specialised local support to address specific barriers

Self Employed Business Mentoring

Being Self Employed can be worrying and daunting at the best of times, let alone when your business is impacted negatively by factors that are out of your control. Self Employed Mentoring sessions are designed to help you with business continuity planning, as well as supporting you with managing the associated stress and anxiety, increasing confidence, building resilience and addressing both your personal and business barriers.

Mentoring Sessions will help you with:

- ✓ Business Planning
- ✓ Re-evaluate, expand, or transition your business to become more resilient
- ✓ Maximising opportunities
- ✓ Digital Marketing
- ✓ Social Media
- ✓ Advertising
- ✓ Generating Sales
- ✓ Networking
- ✓ Accessing Funding
- ✓ Forecasting
- ✓ Market Research
- ✓ Understanding Trends
- ✓ Strengthening your Brand
- ✓ Exploring Alternative Operations
- ✓ Understanding Tax and Self-Assessment
- ✓ Develop Confidence and Resilience
- ✓ Feeling calmer and reduce anxiety
- ✓ Feel like you are progressing and addressing challenged before they arise
- ✓ Accessing specialised local support to address specific barriers

We operate a highly successful service delivering distanced mentoring for self-employed people, supporting to re-evaluate, expand or transition their business, becoming more resilient to the impact of the COVID-19 crisis and restrictions put in place.

Specialised Mentors are skilled to support self-employed business owners to be motivated, optimistic and practical in the re-evaluation of their business and trade, while also enabling customers to focus on adapting to recent changes in society and address their anxieties. Offering an alternative perspective and conducting a SWOT analysis as a foundation to building a Business Continuity plan.

This customer centred service enables self-employed people to focus on improving future business prospects, empowering them to unlock their potential and realising specialisms of their business/trade that are potentially relevant to alternative customer groups, other businesses and consumers.

Through the Gate Structured Mentoring

Leaving prison to resettle in the community can feel worrying and daunting, especially if you have limited or no support upon release. All of a sudden you have to meet important obligations for your Probation Officer, have expectations placed on you by the Job Centre, all the while, trying to ensure you have a place to live, able to look after your health and maybe rekindle relationships with your family.

Our Through The Gate Mentoring service is designed to support you to keep on track with meeting these obligations, lead a law-abiding life and progress to achieve your goals and ambitions.

Ideally, sessions begin shortly before release from custody to develop a rapport with your Mentor and plan for sessions through the gate post-release.

Sessions are normally up to an hour long, and take place in suitable environments where confidential conversations can remain private (such as meeting rooms in easily accessible community venues), as well as digitally (where restrictions allow) and also over the telephone. Mentors accompany you to some of your probation appointments, as well as to appointments with third-party support organisations.

Specialist Mentors use their lived experience to engage with participants and also support with overcoming the stigma associated with offences committed and disclosure of convictions. Liaising with employers you're interested in working with, to carve opportunities for potential employment.

Mentoring Sessions will help with (but not limited to):

- ✓ Meeting obligations with Probation
- ✓ Supporting to meet claimant commitment with JCP
- ✓ Supporting to register with GP
- ✓ Applying for housing and accessing housing support
- ✓ Inspiring you to hold higher expectations for yourself
- ✓ Support with meeting obligations to your Probation Officer
- ✓ Understand how to progress forward despite your restrictions and limitations
- ✓ Be personally accountable for your progress
- ✓ Develop skills that support rekindling relationships
- ✓ Develop resilience skills and increasing ability to avoid past peer groups
- ✓ Developing resourcefulness to prevent dependence on external support
- ✓ Developing job searching skills
- ✓ Writing sector-specific CV's and job-specific Cover Letters
- ✓ Understanding disclosure and overcoming stigma
- ✓ Embedding skills for a healthy lifestyle
- ✓ Learning skills for self-recovery from alcohol or substance misuse

Mentoring is integrated into the participant's resettlement plan, working closely and liaising with NPS, DWP, and NHS and focuses on supporting the participant to develop skills that support desistance and move closer to employment goals.

Young People's Structured Mentoring

Structured Mentoring is designed to address Young People's needs while developing crucial life skills that support improvements in confidence, self-esteem, resilience, personal responsibility and attitudinal behavioural change. Focussing on reducing risk, increasing engagement with mainstream education and improving mental health and well-being.

Mentoring Sessions will help you to:

- ✓ Build better relationships
- ✓ Make better decisions
- ✓ Boost your confidence
- ✓ Increase your motivation
- ✓ Help you to focus on what you want in life
- ✓ Do better at school
- ✓ Improve relationships with teachers, parents, and other adults involved in your life
- ✓ Give you skills that will help you to be successful in life

You can also achieve a qualification that is recognised by teachers, colleges, and employers, these are:

- **NOCN One Award**
- **NOCN Level 1 Award in Developing Critical Thinking Skills to Enhance Decision Making**
- **NOCN Level 1 Award in Personal Resilience Building**

We deliver structured mentoring for Young People linked to Alternative Education Authorities to support with pastoral care and addressing attitudinal behavioural factors that affect Young People's mental health, ability to engage with mainstream education or increasing risk of becoming involved in crime.

Our Mentors utilise their lived experience to engage with Young People, developing cognitive skills and educating them to be personally responsible for their health, behaviour and decisions, ultimately improving their engagement with education and steering away from risky behaviour.

We work with Young People who are categorised as SEND, Looked After, and those with PEP plans and liaise with all parties involved in the Young Person's care (including social services, schools, parents and carers) to ensure the mentoring sessions complement the overall support package and is focussed to achieve specific desired outcomes.