



Connecting mentors with mentees
to share advice and expertise



Welcome

Welcome to Steer Up!

Steer Up is an online platform connecting mentors to mentees. Our goal is to help people significantly improve their employability skills by utilising a professional support network.

Inside this brochure you'll find the following:

- About Us
- Mentees
- Mentors
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- Impact





OUR FOUNDER



Hi! My name is Melisha and I'm the Founder of Steer Up CIC. As someone who didn't grow up showered with support and encouragement, it's not something I understood the impact of until I had a mentor at work via an internal employee mentorship program. In the space of a year, I levelled up to a job position that would have typically taken me 2-3 years to achieve. I realised that having someone share their experiences, give advice and become an accountability partner had such a huge impact on my development. Following the program I went on a search for a mentor outside of the workplace, however a good mentor was difficult to come across. I formed Steer Up with a mission to combat the difficulty people like myself face when looking for someone to inspire, motivate and point them in the right direction.

WHAT WE DO

We help to empower people by connecting them with mentors who can offer guidance, motivation and inspiration. We encourage people to explore their career paths, set goals and help them identify resources to help them develop both professional and personally.

We also offer a CPD certified Coaching and Mentoring course to help expand and align our pool of available quality mentors.

WHY WE DO IT

Our purpose is to make mentoring more accessible to people who may not necessarily have a support network. We want to give people the opportunity to connect with relatable role models that can have a significant impact on their lives and future careers.

With many people's education/career negatively impacted in the past few years, support from a mentor can prove to be an essential element in navigating our new working world.

OUR VISION

Our vision is to be the go-to platform offering talented and ambitious people the chance to connect with mentors based on their individual needs.

We include people from diverse backgrounds who are at significant transition points in their lives, such as those entering / re-entering the workforce, changing careers or simply climbing the career ladder. We promote a new generation who are willing, determined, motivated and ready to steer in the right direction.

OUR MENTORS

Our mentors come from a variety of cultural and professional backgrounds to best suit the needs of our mentees.

They range from recent university graduates who can offer guidance on navigating through education, to industry experts with over 20 years of professional experience.

92% of our mentors are flexible with their session rates, as we have a mutual desire to help people succeed.

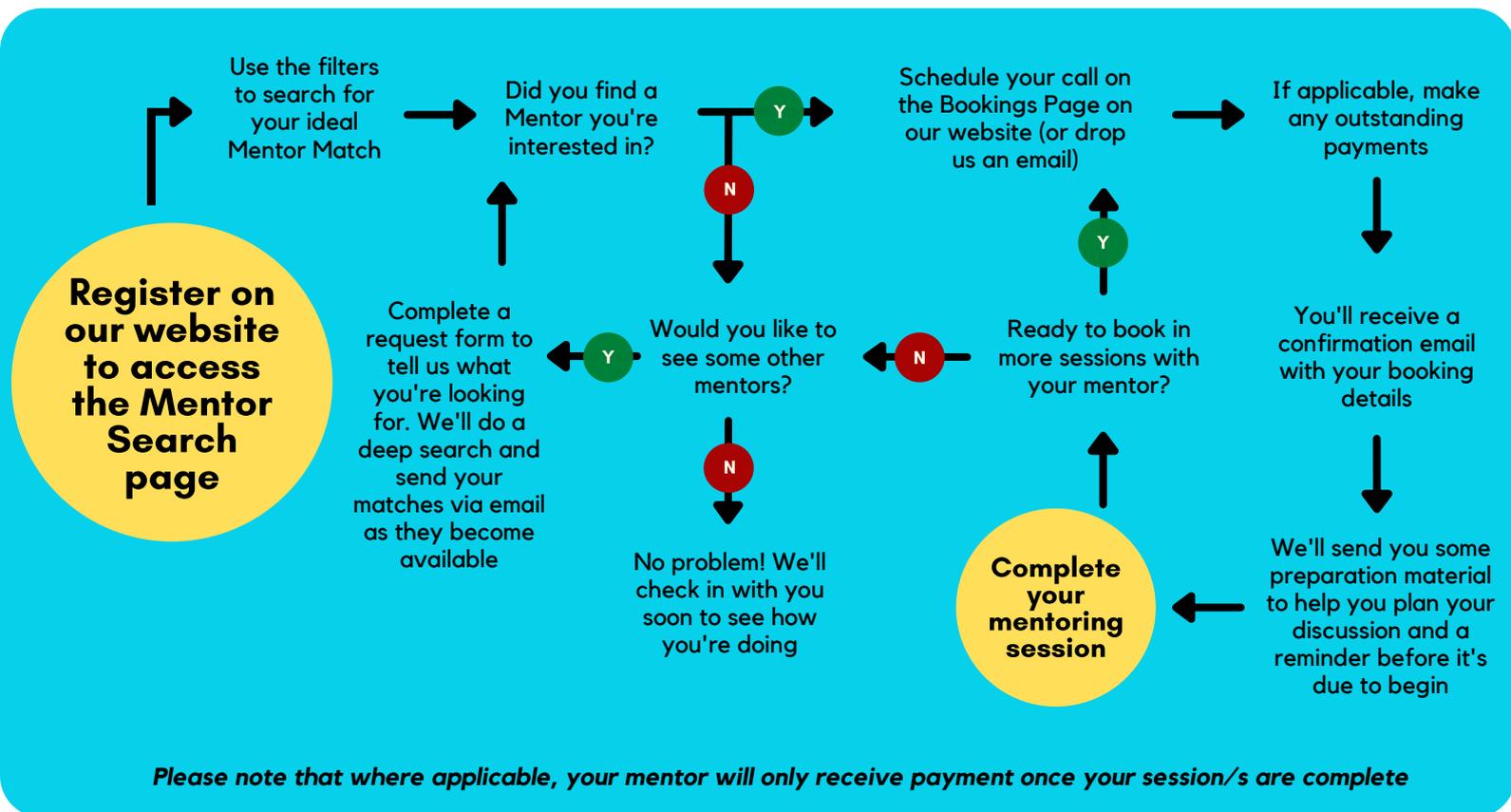


MENTEES

Whilst the main focus is typically professional experience when looking for a mentor, we believe that representation and personal experience is equally as important, as there are a lot of lessons that we can learn from a mentor who may have experienced similar challenges whilst climbing their career ladder. That's why we've recruited a diverse network of mentors, to enable our mentees to connect with a mentor that suits their individual needs based on their own circumstance.

Although mentoring has become extremely popular, there's no simple way to find a mentor - or for mentors to let you know that they're available to assist. Knowing how much to spend, what a mentoring session should look like or finding reviews on a mentor takes a great deal of research, and for many can be a tricky process. That's where we come in!

Here's how our simple process works:



Your Mentor will provide support, guidance, motivation and inspiration. They will empower you to explore your career path, set goals and identify resources to help you develop.

WHAT'S INCLUDED

- A dedicated mentor
- Session preparation material
- Personal and professional development tools
- Check-ins and reminders so you're always on track
- Support from the Steer Up team
- The opportunity to grow and expand your network





MENTORS

Mentoring with Steer Up is an exciting opportunity that enables you to make an impact on the all round growth and development of individuals from a range of different groups, whilst also developing yourself on both a personal and professional level. Mentors are required to have a positive, patient, non judgemental approach and exhibit a range of interpersonal skills in order to join the Steer Up network.

We are especially keen on candidates with formal experience in coaching or mentoring however, it's not essential and we welcome volunteers!

We offer three mentor membership types based on training and experience:

VOLUNTEER

No formal experience required

No certificate or qualification required

£0

BASIC

Some formal experience required

Basic certificate or Steer Up course completion required

£10-49 per hr

ELITE

Professional experience required

Professional coaching or mentoring qualification required

£50+ per hr

You can set your own hourly session rate within your membership band price range, and regardless of what band you're in, you're welcome to volunteer your time to those who may not be able to afford sessions. You decide!

RESPONSIBILITIES

The role of a Mentor is to listen, share information about your own experiences, provide support, guidance, motivation and inspiration. You'll empower individuals to explore their career paths, set goals and identify resources to help them develop. The key aim is to help your mentee to overcome any complex barriers that they may or may not have identified.



WHAT'S IN IT FOR YOU

- An opportunity to give back to the next generation of leaders
- A profile listing on our website
- Full ownership of your calendar and bookings
- Session preparation material
- Support from Steer Up
- The opportunity to grow and expand your network
- A discounted voucher to complete our CPD Coaching and Mentoring course



ORGANISATIONS

As with many organisations, we have similar goals when it comes to supporting people to develop their knowledge and skills to increase their future employment prospects. Providing individuals with the opportunity to connect with a mentor from their desired industry will enable them to explore their passions, take action and empower them to achieve their personal/professional goals.

Our main outcomes are to:

- Give access to support, advice and information to help people make informed career choices
- Combat the long-term negative impact that unemployment and lack of support has had on young and predominantly BAME individuals
- Enable people to build their social and professional networks

PARTNER WITH US

Why partner with us:

- **Development** - Work with us to create impactful development programmes in line with your organisational priorities and values that support young people and those in need of support
- **Employee engagement** - Partnering with Steer Up offers the opportunity for your employees to share their expertise and develop their skills by becoming mentors
- **Impact**- You'll gain a unique insight into our youth-focused development approach and see the impact of your support as it transforms people's lives



WHAT'S INCLUDED

- A unique referral link so that we can track your referrals
- Monthly updates on how your referrals are progressing
- Advertising opportunities with our mailing list and wider network
- Your logo included in our promotional materials including:
 1. Website
 2. Social media
 3. Brochures
 4. Presentation slides

If you're interested in helping to shape the talent of individuals, providing tools and guidance to enable them to grow into the next generation of future leaders - get in touch today!



IMPACT

Did you know that mentee's are

5x

more likely to be promoted?

87%

of mentors and mentees admit their relationship makes them fully empowered; and

97% of individuals with a mentor feel they are valuable..

But despite all this, only

37%

of professionals currently have a mentor

"It's reassuring to get insight and advice from someone who has experienced similar me. I feel like I've got a great head start to my career"

"I can't thank Steer up enough. Mentoring has given me the support I never knew I needed and the journey to reaching my goals has never seemed so clear"





Join our network!

www.steerup.co.uk