



EMPLOYER PARTNERSHIP GUIDE

Build Talent. Reduce Hiring Risk. Shape the Workforce of Tomorrow.

STENZION

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WHAT IS CAREERGUIDE?

CareerGuide is a structured programme that connects employers with the next generation of talent, giving businesses a clear pathway to identify, engage, and develop work-ready young people. We work with businesses looking to build a skilled, motivated, and job-ready talent pipeline.

Through CareerGuide, employers can contribute to shaping the skills, confidence, and employability of students, ensuring they enter the workforce with the practical knowledge and behaviours your organisation values. Our employer-informed programme provides meaningful opportunities for students to understand real-world work environments, while giving your business early insight into future talent.

CareerGuide resources and sessions are designed to deliver value to multiple parts of your organisation. Senior leaders may be interested in how partnering with us strengthens your talent strategy and workforce planning, while HR, recruitment, and line managers will see tangible benefits such as access to pre-assessed, motivated candidates, reduced hiring risk, and the ability to influence the development of sector-relevant skills.

This guide outlines CareerGuide's purpose, delivery model, programme options, and the benefits of partnership. By engaging with young talent through CareerGuide, your business can turn early career engagement into a strategic advantage—developing future employees who are confident, capable, and aligned with your organisational needs.

MESSAGE FROM OUR CEO

Our mission is simple: to ensure every young person, regardless of background, enters the workforce confident, capable, and equipped with the skills and knowledge that businesses need to thrive.

Through structured, employer-informed sessions and meaningful work experiences, we bridge the gap between education and real-world careers, giving your organisation the opportunity to shape the workforce of tomorrow.

We partner with employers, schools, and colleges to embed employability learning in a practical, impactful way. Every session, workshop, and placement is designed not just to build confidence and skills for students, but to deliver tangible value to our partners—providing access to motivated, work-ready candidates and helping reduce recruitment risk.

We believe that early career engagement benefits everyone. By working with CareerGuide, your organisation can influence skills development, connect with potential future employees, and strengthen your talent pipeline—all while making a meaningful difference in the lives of young people. Together, we can ensure the next generation enters the workforce confident, capable, and ready to contribute from day one.



“
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WHY WE EXIST

Every year, thousands of young people enter the workforce without the practical skills, confidence, or understanding of workplace expectations that employers value. At the same time, businesses continue to report challenges finding candidates who are truly “work-ready” — lacking communication, reliability, and practical problem-solving skills.

01

BRIDGE THE GAP BETWEEN EDUCATION AND WORK

Many young people leave school or college unsure how to navigate the transition into work, apprenticeships, or training. CareerGuide provides structured, employer-informed programmes that connect learning to real-world careers, giving businesses access to candidates who understand workplace expectations and are ready to contribute from day one.

02

DEVELOP WORK-READY SKILLS

Employers need candidates who bring more than academic knowledge. CareerGuide focuses on building confidence, teamwork, communication, and other essential employability skills, ensuring young people are equipped to succeed in apprenticeships, traineeships, or entry-level roles.

03

INFLUENCE AND ACCESS FUTURE TALENT

CareerGuide helps students explore career opportunities and make informed decisions, while giving employers the chance to shape skills development, identify motivated talent early, and build a pipeline of candidates who are aligned with their business needs.

HOW IT WORKS

Every step is practical, structured, and designed to deliver value to your organisation.

1. CONSULTATION

We start by meeting with your team to understand:

- Your business operations and areas suitable for student placements
- Which students or cohorts would benefit most
- Timings, placement capacity, and desired learning outcomes

This ensures each placement is tailored to your organisation and provides a positive, structured experience for students.

3. WORK EXPERIENCE INTEGRATION

Students participate in structured experiences, such as:

- One-day taster visits
- Short-term shadowing
- Longer placements where available

Each placement is supervised, safe, and designed to give students an authentic insight into your industry and day-to-day operations.

2. DELIVERY

We carefully match students to your workplace based on their interests and skills. All placements are structured to provide practical, hands-on experience that reflects real workplace environments.

4. FEEDBACK & REPORTING

After each placement, we provide:

- A summary of student engagement and participation
- Insights on skills development and workplace learning
- Recommendations for improving future placements

We manage all logistics, preparation, and evaluation, allowing your team to focus on mentoring and giving students meaningful exposure to your business.

PROGRAMME OPTIONS

Each programme is practical, employer-informed, and designed to build confidence and employability skills.

PROGRAMME	IDEAL FOR	DESCRIPTION
One-day Taster	Students exploring career options	A short, immersive visit giving students a snapshot of your workplace, introducing them to daily operations and workplace expectations.
Short Term Shadowing	Students interested in a specific role or department	Students observe and support staff over a few days, gaining hands-on experience and understanding the skills and behaviours needed in your industry.
Longer Placement	Students seeking deeper exposure	Extended placements provide practical experience, project involvement, and a comprehensive view of workplace routines, teamwork, and professional skills.

PROGRAMME OPTIONS

(continued)

WHY CHOOSE WORK EXPERIENCE?

- **Tailored to Your Organisation:** Placements are matched to your business areas and student interests.
- **Flexible Delivery:** One-day, short-term, or longer placements depending on your capacity and schedule.
- **Practical and Employer-Informed:** Students gain exposure to real workplace tasks and environments.
- **Structured and Safe:** Every placement is planned, supervised, and linked to clear learning outcomes.

Work Experience provides a meaningful opportunity for your organisation to give young people insight into your industry, build their confidence, and support the development of practical skills that matter in the workplace.

SPONSORSHIP & PARTNERSHIP OPPORTUNITIES

CareerGuide offers employers a variety of ways to engage with young talent and support early career development, beyond direct work experience. By partnering with us, your organisation can showcase expertise, inspire students, and contribute to building a skilled and confident future workforce.

OPPORTUNITIES TO GET INVOLVED

- **CareerLab Sponsorship:** Support interactive, employer-informed sessions that help students explore different industries, build workplace skills, and gain insight into professional environments.
- **Programme Collaboration:** Partner with us to co-create workshops, talks, or projects tailored to your sector, highlighting career pathways and skills development.
- **Mentorship Support:** Provide mentors who can guide students through structured programmes, offering advice, insight, and encouragement.
- **Event Participation:** Engage with students during insight days, career fairs, or panel discussions, sharing knowledge and raising awareness of your industry.

HOW CAREERGUIDE SUPPORTS SPONSORS

- **Brand Visibility:** Your organisation is highlighted as a committed supporter of early careers and skills development.
- **Structured Engagement:** Opportunities are designed to be meaningful, practical, and aligned with programme objectives.
- **Impact Measurement:** We provide feedback on participation and outcomes, so you can see the difference your support makes.

Partnering with CareerGuide allows your business to inspire students, demonstrate sector expertise, and play an active role in shaping the next generation of talent—while supporting your wider corporate responsibility and skills development goals.

BENEFITS FOR EMPLOYERS

Partnering with CareerGuide offers organisations a structured way to engage with young talent, support early career development, and showcase your expertise—all while contributing to the wider workforce ecosystem.

WHY PARTNER WITH CAREERGUIDE

- **Shape Future Talent:** Influence the development of employability skills, workplace confidence, and sector awareness in young people.
- **Engage Meaningfully:** Participate in structured programmes, workshops, and mentorship opportunities that provide real impact for students.
- **Demonstrate Social Impact:** Show your organisation's commitment to skills development, education, and social mobility.
- **Flexible Involvement:** Opportunities can be tailored to your organisation's capacity, including taster visits, mentoring, sponsorship, or collaborative projects.
- **Build Brand Awareness:** Strengthen your profile among schools, colleges, and the next generation of potential employees.
- **Fully Supported:** CareerGuide handles planning, coordination, and reporting, making engagement seamless and time-efficient for your team.

BENEFITS FOR EMPLOYERS

(continued)

FOR STUDENTS (YOUR IMPACT)

- **Develop Core Skills:** Communication, teamwork, problem-solving, and professional behaviours.
- **Gain Confidence:** Learn to engage with professionals, present themselves positively, and navigate workplace expectations.
- **Increase Awareness:** Explore different industries and roles to make informed career decisions.
- **Experience the Workplace:** Gain practical insight into real-world operations, standards, and culture.
- **Access Mentorship:** Receive guidance, encouragement, and advice from professionals like you.

By partnering with CareerGuide, your organisation helps build a more capable, confident, and career-ready generation—while contributing to meaningful social impact and strengthening your connections with the local talent ecosystem.

THE BUSINESS CASE: WHY CAREERGUIDE MATTERS

Investing in early career engagement isn't just about supporting young people—it's about creating opportunity, developing skills, and contributing to the future workforce. Employers play a crucial role in shaping talent, and CareerGuide provides a practical, structured way to do so.

STRATEGIC VALUE FOR EMPLOYERS

Partnering with CareerGuide allows your organisation to:

- **Influence Skills Development:** Help students gain the practical, work-ready skills your industry values.
- **Support Social Impact Goals:** Contribute to widening participation, social mobility, and meaningful education outcomes.
- **Enhance Employer Brand:** Position your organisation as a committed, responsible, and forward-thinking industry leader.
- **Engage with Young Talent:** Connect with students in a structured way, providing insight, mentorship, and exposure to your sector.
- **Strengthen Community Partnerships:** Build lasting relationships with local schools, colleges, and other businesses supporting early careers.

CREATING VALUE BEYOND THE WORKPLACE

CareerGuide doesn't just give students skills—it creates a wider ecosystem of benefit:

- **For Students:** Builds confidence, self-awareness, and employability through structured placements, mentoring, and exposure to your business.
- **For Employers:** Provides meaningful ways to engage with future talent, share sector insight, and support early career development.
- **For the Community:** Strengthens connections between education and industry, making the world of work more accessible and tangible for young people.

GETTING STARTED WITH CAREERGUIDE

We understand that every organisation is different — with unique priorities, capacities, and ways of engaging with young talent. That's why we've designed our process to be flexible, supportive, and easy to integrate into your existing corporate responsibility, early careers, or skills development initiatives.

HOW TO GET STARTED

Book an Introductory Call

We'll discuss your organisation's goals, areas of interest, and capacity for engagement. Together, we'll identify the most impactful ways you can partner with CareerGuide.

Select Your Engagement

Choose the opportunities that best suit your organisation, from sponsoring programmes like CareerLab, providing mentorship, supporting workshops, or participating in insight sessions.

Plan and Deliver

We manage all logistics, coordination, and student preparation. Your team can focus on engaging with students, sharing industry insight, and delivering meaningful experiences.

Measure the Impact

Receive a post-engagement summary highlighting student participation, skills development, and the tangible outcomes of your involvement.

CareerGuide makes it easy for employers to inspire, guide, and support young talent—delivering meaningful impact while contributing to the development of a confident, capable, and work-ready generation.

GET IN TOUCH

Interested in partnering with CareerGuide?

We'd love to discuss how your organisation can get involved—whether through sponsorship, mentoring, workshops, or insight sessions—and tailor opportunities to fit your capacity and goals.

Email: contact@careerguidementoring.co.uk

Website: www.careerguidementoring.co.uk