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Step Up Mentoring

Help care-experienced young Londoners
improve their life skills and career
prospects

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Executive Summary



The City of London Corporation has pledged to help care-experienced young Londoners connect with organisations based in the Square Mile through a programme of professional mentoring. We invite your organisation to join the transformative Step Up Mentoring programme, connecting experienced professionals from your business with care experienced young people aged 16–30 who are keen to enter the workforce. This partnership offers a unique opportunity to support the next generation whilst delivering measurable benefits to your organisation.

The Challenge: Young people today face unprecedented barriers to employment, especially those with experience of the care sector who often do not have the personal support available to others. With many struggling to secure meaningful work within 12 months of leaving education. Skill gaps persist across industries, whilst many talented individuals lack the networks and guidance needed to unlock their potential.

Our Solution: A structured mentoring programme that pairs your employees with motivated young people, providing an opportunity for personal development, career guidance, and industry insight over a 12-month period. This programme is specifically designed to fill a gap in service provision for care experienced young people who are often excluded, or feel excluded from mainstream mentoring programmes.

Who are OMG?

OMG Training and Development CIC is a grassroots provider of education, training and mentorship, delivering innovative learning programmes to some of inner-London's most disaffected and vulnerable young people. We focus on engaging a community from London boroughs who face multiple barriers to progression, whether in education or in employment.

OMG offers a range of accredited and flexible courses that are tailored to suit the individual. Our bespoke programmes are designed to support young people at risk of further disadvantage in acquiring skills, knowledge and self-belief to aid them in getting a job where they can thrive.

WHY YOUR BUSINESS SHOULD PARTNER WITH US

Talent Pipeline Development:

- Early Access to Talent: Identify and nurture potential future employees before your competitors
- Reduced Recruitment Costs: Mentored candidates show 65% higher retention rates when hired
- Skills Alignment: Shape candidates' development to match your industry's specific needs
- Diversity Enhancement: Access untapped talent pools and strengthen your diversity initiatives

EMPLOYEE DEVELOPMENT AND ENGAGEMENT

- Leadership Skills: Mentoring develops coaching and leadership capabilities in your staff
- Increased Engagement: Employees participating in mentoring have higher job satisfaction and are more likely to stay with the company they received mentoring from
- Personal Fulfilment: Staff gain meaningful purpose through making a tangible difference
- Knowledge Transfer: Employees share expertise whilst gaining fresh perspectives



Corporate Social Responsibility Impact



Community Investment:

Demonstrate genuine commitment to local community development

Brand Enhancement:

Associate your organisation with positive social change

ESG Compliance

Strengthen your Environmental, Social and Governance credentials

Care-experienced Young people

Being part of a programme targeted at young people who will really benefit from a mentor. Care-experienced young people don't have the possibility of a parent to turn to for guidance, support or contacts to start their careers. This is a programme where you and your staff will really make a difference, with the opportunity of seeing that happen right in front of your eyes.

Stakeholder Value

Meet growing expectations for corporate social responsibility

Business Returns

- Innovation Boost: Young mentees bring fresh ideas and digital-native perspectives
- Market Insights: Gain understanding of emerging consumer demographics
- Network Expansion: Build connections within the local community and education sector
- Reputation Building: Position your company as an employer and partner that cares and supports its community
- Relationship building: Develop and enhance your relationship as a business with The City of London Corporation and other leading organisations in the Square Mile.



Programme Structure and Commitment Requirements

- Time Investment: 1-2 hours per month per mentor (flexible scheduling available)
- Duration: 12-month mentoring relationships with option to extend
- Training Provided: Comprehensive mentor training and ongoing support from OMG's dedicated Mentoring Manager
- Matching Process: Careful pairing based on industry, skills, and personality fit



Support Framework

- Programme Coordination: Dedicated programme manager handling logistics and support. We want you and your staff to focus on the young people whilst OMG deliver the organisation of the programme
- Training Materials: Industry-leading mentoring resources and toolkits
- Regular Check-ins: Monthly progress reviews and troubleshooting support
- Full Training: Delivered by OMG mentoring manager
- Recognition Programme: Annual event hosted by OMG for Mentors, young people and City Corporation representatives



Investment and Returns

Whilst we need the unique skills and support of your people, there is no charge to your business for the comprehensive training of your staff, organisation of the programme or ongoing support of the Mentoring Manager for this programme. The programme has been established and funded by the City of London Corporation and will be fully delivered by OMG Training and Development.

Your Role in Transformation

By joining The OMG Youth Mentoring Programme, your organisation becomes part of a movement that's reshaping how care-experienced young people will transition into meaningful careers. You're not just filling future roles – you're actively creating the skilled, motivated workforce your industry needs and helping change young people's lives.

The young people in our programme are:

- Motivated individuals seeking guidance and opportunity
- Diverse candidates bringing unique perspectives and experiences
- Digitally savvy with fresh approaches to workplace challenges
- Future leaders ready to contribute to your organisation's success

Next Steps

Ready to make a difference to young people across London whilst strengthening your business? We'd welcome the opportunity to discuss how this partnership can deliver value for your organisation and your people.

Contact us today to:

- Schedule a presentation for your team
- Arrange a meeting with current programme partners
- Receive detailed programme materials

Reach out to us at: jamal.miah@omgeducation.co.uk



Reach Us Out



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