



Career Mentoring:



Your UPLIFT Journey (Programme Overview)



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1. Programme Introduction

Entering the world of work can be one of the most important—and often most challenging—transitions in a young person’s life. For many school leavers and university graduates, this stage is filled with uncertainty, pressure, and questions about the future.

Despite having qualifications and ambition, many young people lack the **clarity, confidence, and practical experience** needed to take that first step successfully. Without the right guidance, this can lead to delays in employment, poor career choices, or a lack of direction.

This is where our **Career Mentoring Programme (UPLIFT Framework)** makes a difference.

Designed specifically for **school leavers and university graduates**, this structured programme provides a clear and supportive pathway from **uncertainty to employment readiness**.

This programme goes beyond traditional career support. It is designed to develop the **whole individual**—helping young people build:

- Confidence and self-belief
- Clarity and direction
- Practical employability skills
- Resilience to overcome challenges



2. Expected outcomes of the programme

By the end of the programme, participants experience a clear and meaningful transformation. Many begin their journey feeling uncertain—unsure of what direction to take, how to present themselves, or where to even begin. Questions such as “*What am I good at?*”, “*What job is right for me?*”, and “*How do I get there?*” can often feel overwhelming.

Through structured mentoring, this uncertainty is gradually replaced with clarity, confidence, and purpose.

Participants move from:

“I don’t know what to do or how to do it”

to

“I have a clear plan, the confidence, and the skills to secure and succeed in my career.”

This transformation is not accidental—it is the result of a carefully designed process that develops both the **individual and their capabilities**. Participants gain a deeper understanding of themselves, including their strengths, values, and potential. They learn how to translate this self-awareness into **practical actions**, such as building a strong CV, preparing effectively for interviews, and approaching opportunities with confidence.

Equally important, they develop the mindset needed to navigate challenges. Rejection is reframed as learning, setbacks become stepping stones, and uncertainty becomes something they are equipped to manage rather than fear.

While securing a first job is an important milestone, this programme is designed to go far beyond that initial step. It focuses on building a **strong foundation for long-term career success and personal growth**. Participants leave with more than just job-ready skills—they gain:

- **Confidence** to present themselves and take initiative
- **Clarity** in their career direction and decision-making
- **Resilience** to handle challenges and setbacks
- **Discipline** to stay consistent and motivated
- **Independence** to continue progressing without constant support

These are skills and qualities that will support them not only in their first role, but throughout their entire career journey.

For parents, this provides reassurance that their child is not simply being guided into a job, but is developing into a **capable, self-aware, and resilient individual**. For participants, it means stepping into the world of work with a sense of readiness and belief in their own ability.

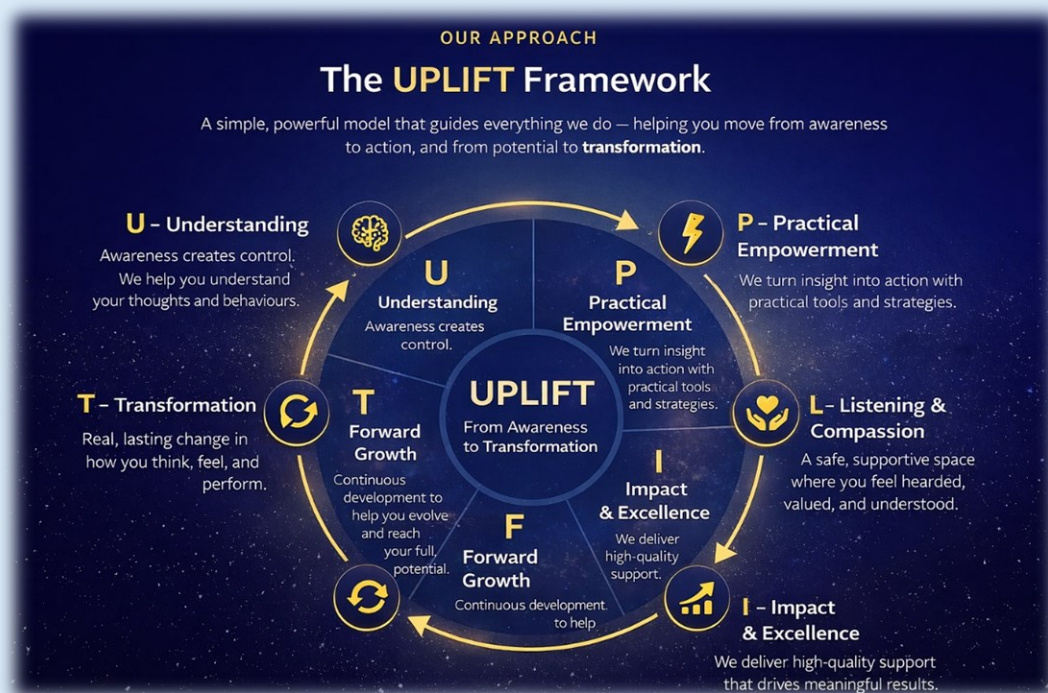
Ultimately, this programme is about unlocking potential and turning it into action—ensuring that every participant is equipped not just to start their career, but to **build a future they are proud of**.

3. Our approach

Our approach to career mentoring is built around a simple but powerful principle: **when young people understand themselves, they gain control—and when they gain control, they unlock their potential.**

At the heart of this approach is our **UPLIFT framework**—a model that underpins *all* services delivered by A&N Wellbeing Services. Whether it is **counselling, life coaching, cognitive behavioural coaching (CBC), or our wellbeing clinics**, UPLIFT remains the foundation of how we support individuals. It is not just a methodology—it is a reflection of our **core values**, shaping every interaction, every programme, and every outcome we aim to achieve.

This consistency ensures that every individual we work with receives a **holistic, structured, and results-driven experience**, regardless of the service they access.



The UPLIFT approach recognises that career success is not just about qualifications or technical skills. Many school leavers and graduates struggle not because they lack ability, but because they lack **clarity, confidence, and direction**. That is why our mentoring focuses on developing the **whole individual**, combining self-awareness, practical skills, and mindset development into one cohesive journey.

3.1 Approach – U – Understand



Every journey begins with understanding. In the early stages of the programme, participants are supported to explore who they are, what they are good at, and what motivates them. This includes identifying strengths, values, behaviours, and any limiting beliefs that may be holding them back.

For many young people, this is the first time they are encouraged to reflect deeply on themselves. This clarity becomes the foundation for everything that follows.

3.2 Approach – P -Purpose

Once individuals understand themselves, the next step is to define a clear sense of direction. Participants are guided to explore career options and begin answering important questions such as: What do I want to do? What does success look like for me?

Through structured goal-setting and vision planning, they move from uncertainty to clear, realistic career goals.



3.3 Approach -L – Leverage



With direction in place, participants learn how to leverage their strengths effectively. This includes developing a strong CV, building a personal brand, and understanding how to present themselves confidently to employers.

Even those with little or no work experience learn how to identify and communicate their transferable skills, ensuring they can stand out in a competitive job market.

3.4 Approach -I -Implement

Knowledge alone is not enough—action is key. In this stage, participants begin taking **practical steps** towards employment. They learn how to search for opportunities, complete applications, and prepare for interviews using structured techniques.

Mock interviews, real-world scenarios, and personalised feedback ensure they are fully prepared to perform with confidence.



3.5 Approach – F – Focus



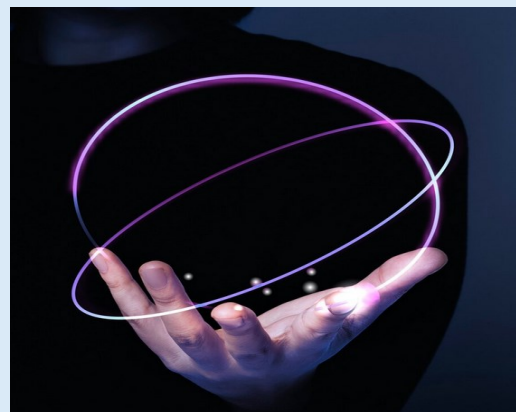
The journey into employment is rarely without challenges. Rejection, setbacks, and self-doubt are common. The Focus stage equips participants with the tools to remain **resilient, disciplined, and consistent**.

They develop habits, routines, and strategies to stay motivated—ensuring they continue progressing even when faced with obstacles.

3.6 Approach – T – Transform

The final stage brings everything together. Participants transition from uncertainty to confidence—ready to enter the workplace with clarity, capability, and purpose.

They understand professional expectations, how to succeed in their first role, and how to continue growing beyond the programme.





4. Programme overview

What makes the UPLIFT approach different is its holistic nature. It is not a rigid or one-size-fits-all process—it adapts to each individual, combining elements of coaching, practical training, and personal development.

By the end of the journey, participants are not just job-ready—they are future-ready.

Getting started doesn't have to feel overwhelming. In fact, the journey can begin with something as simple as **seeking advice**.

We offer a **free 30-minute, no-obligation consultation**, giving you the opportunity to ask questions, explore your options, and gain initial clarity on your next steps. It's a safe and supportive space to begin understanding what direction may be right for you—without any pressure or commitment.

From there, for those ready to take the next step, we provide a structured mentoring programme designed to guide you with confidence and purpose.

Delivered over **10 focused sessions**, the programme combines:

- **Self-development** – building confidence, mindset, and self-awareness
- **Practical skills** – CV writing, interview preparation, and job applications
- **Real-world insight** – understanding employer expectations and workplace behaviours

Sessions are designed to be flexible and accessible. They can be delivered **online or face-to-face**, either **one-to-one or in small groups**, ensuring each participant receives **personalised support tailored to their individual needs and goals**.

The next section provides an **overview of each module within the programme**, giving you a clear understanding of what you will learn, how you will develop, and how each stage contributes to your overall progress.



5. Programme details

Module 1 - Self-Awareness & Mindset (UNDERSTAND)

Session length	50 minutes
What we will cover	<ul style="list-style-type: none"> • Understanding personal strengths, values, and interests • Identifying behaviours and thought patterns • Recognising limiting beliefs vs growth mindset
Impact / Outcomes	<ul style="list-style-type: none"> • Increased self-awareness • Improved confidence and clarity • Stronger foundation for decision-making
Activities	<ul style="list-style-type: none"> • Self-reflection exercises • Strengths' identification • "Where am I now?" assessment

Module 2 – Understanding the World of Work (UNDERSTAND)

Session length	50 minutes
What we will cover	<ul style="list-style-type: none"> • Different career pathways (jobs, apprenticeships, further education) • What employers look for • Transferable skills and their importance
Impact / Outcomes	<ul style="list-style-type: none"> • Better understanding of career options • Increased awareness of workplace expectations • Ability to link personal skills to job roles
Activities	<ul style="list-style-type: none"> • Career exploration exercises • Skills mapping activity

Module 3 – Defining Career Direction (PURPOSE)

Session length	50 minutes
What we will cover	<ul style="list-style-type: none"> • Identifying career interests and aspirations • Understanding what a "dream job" means • Setting short-term and long-term goals
Impact / Outcomes	<ul style="list-style-type: none"> • Clear sense of direction • Defined career goals • Increased motivation and focus
Activities	<ul style="list-style-type: none"> • Vision-setting exercise • Goal-setting using SMART framework



Module 4 – Building a Career Plan (PURPOSE)

Session length	50 minutes
What we will cover	<ul style="list-style-type: none"> • Creating a step-by-step career plan • Breaking goals into achievable actions • Identifying and overcoming barriers
Impact / Outcomes	<ul style="list-style-type: none"> • Structured and realistic career plan • Increased sense of control • Clear next steps
Activities	<ul style="list-style-type: none"> • Personal career roadmap creation • Barrier identification and problem-solving

Module 5 – CV & Personal Branding (LEVERAGE)

Session length	50 minutes
What we will cover	<ul style="list-style-type: none"> • Creating a strong CV (even with no experience) • Understanding personal strengths and how to present them • Introduction to LinkedIn (for graduates)
Impact / Outcomes	<ul style="list-style-type: none"> • Professional CV • Improved self-presentation • Increased confidence in applications
Activities	<ul style="list-style-type: none"> • CV writing workshop • Personal pitch development

Module 6 – Communication & Confidence (LEVERAGE)

Session length	50 minutes
What we will cover	<ul style="list-style-type: none"> • Building confidence in communication • Body language and first impressions • Managing nerves and anxiety
Impact / Outcomes	<ul style="list-style-type: none"> • Improved communication skills • Increased confidence • Better first impressions
Activities	<ul style="list-style-type: none"> • Role-play exercises • Confidence-building techniques

Module 7 – Job Applications & Interview Skills (IMPLEMENT)

Session length	50 minutes
What we will cover	<ul style="list-style-type: none"> • How to search and apply for jobs effectively • Structuring strong application answers • Interview techniques (e.g. STAR method)
Impact / Outcomes	<ul style="list-style-type: none"> • Stronger job applications • Improved interview readiness • Increased chances of success
Activities	<ul style="list-style-type: none"> • Application practice • Interview preparation exercises



Module 8 – Mock Interviews & Feedback (IMPLEMENT)

Session length	50 minutes
What we will cover	<ul style="list-style-type: none">• Real interview scenarios• Answering common and challenging questions• Receiving and applying feedback
Impact / Outcomes	<ul style="list-style-type: none">• Increased interview confidence• Improved performance• Ability to learn and adapt
Activities	<ul style="list-style-type: none">• Mock interviews• Personalised feedback sessions

Module 9 – Resilience & Consistency (FOCUS)

Session length	50 minutes
What we will cover	<ul style="list-style-type: none">• Dealing with rejection and setbacks• Staying motivated and consistent• Building positive habits and routines
Impact / Outcomes	<ul style="list-style-type: none">• Increased interview confidence• Improved performance• Ability to learn and adapt
Activities	<ul style="list-style-type: none">• Resilience strategies• Weekly action planning

Module 10 – Transition to Employment (TRANSFORM)

Session length	50 minutes
What we will cover	<ul style="list-style-type: none">• Preparing for the first 90 days in a job• Workplace expectations and professionalism• Continuous personal and career growth
Impact / Outcomes	<ul style="list-style-type: none">• Workplace readiness• Increased confidence in starting a job• Long-term growth mindset
Activities	<ul style="list-style-type: none">• Workplace readiness checklist• Final reflection and progress review

Note

Each module builds on the last—creating a structured journey from self-awareness to employment readiness, guided by the UPLIFT framework.



6. Joining Instruction

6.1 Step 1 – Book a Free Career advice session [here](#)

6.2 Step 3 – Schedule sessions

6.3 Step 4 – Start the programme

7. Conclusion

The transition from education into the world of work is one of the most defining stages in a young person’s life. As highlighted throughout this programme overview, many school leavers and university graduates face this transition with uncertainty, pressure, and a lack of clarity about their next steps.

However, this does not have to be the case. With the right guidance, structure, and support, uncertainty can be transformed into confidence, and potential can be turned into meaningful action.

The UPLIFT Career Mentoring Programme has been carefully designed to do exactly that. Through a structured yet flexible approach, it supports individuals not only in developing practical employability skills, but also in building the confidence, mindset, and self-awareness required to succeed in today’s ever-changing world.

By following the UPLIFT journey—Understand, Purpose, Leverage, Implement, Focus, Transform—participants are guided step by step from:

- Uncertainty to clarity
- Doubt to confidence
- Inaction to purposeful progress

Each module builds on the last, ensuring that development is not rushed or superficial, but progressive, meaningful, and lasting.

If you are ready to take that step:

- A. Begin with a **free 30-minute**, no-obligation career advice session
- B. Gain clarity on your next move
- C. Start your UPLIFT journey

Because every successful career starts with a decision—to take action.

End