PATHWAY CTM

The Power of 1-1 Mentoring for Underrepresented Groups





MEET THE TEAM



Chris McNamara

Founder & CEO



Izzy Miller

Head of Employer Partnerships



Ashton Massey

Delivery Manager



Alumni Stories



Megan H.



Tom Culley



Mahmood Ally



Diya Patel



Fariha Mahnoor











PATHWAY CTM 1 in 6 candidates receive an offer 62% of females receive an offer 78% BAME candidates receive an offer 27% FSM candidates receive an offer



Model for Success



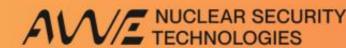




Female Student Timeline







Female Student Feedback

Ashton really helped me in applying for the apprenticeship as in these processes I often have many questions to ask, and she talked me through every single one.

Really made the entire application far less intimidating.

Found the mentoring so useful, couldn't have landed the role without it!

I would refer anyone applying for an apprenticeship to Pathway CTM, could not fault them!

I applied for the role because I was really intrigued by AWE and their mission, I wanted to learn more about it, so I emailed Ashton for some help. She was great and inspired me to apply!





AWE Case Study

52 Offers

33%

Females

53%

30%

65%

40%

of AWE offers made for 24/25 are PCTM candidates

of students mentored by Pathway CTM received an offer

of AWE's Hard to Fill demand was filled by students supported by Pathway CTM

conversion rate from AC to offer for students supported by Pathway CTM. On average students scored over 70%.



AWE Case Study







"What's one thing you or your team could do this year to make a candidate feel seen, supported and confident?"

- Working with Pathway CTM to support
- Volunteering hours
- Sharing the application process and what you are looking for with the wider business





Key Takeaways

- Mentoring changes outcomes—measurably.
- > You don't need huge resources to offer meaningful support.
- Diverse candidates often lack inside knowledge—not capability.
- Partnering with organisations like Pathway CTM fills critical gaps and boosts ROI.







Thank You!

Get in Touch

Izzy Miller
Head of Employer Partnerships
izzy@pathwayctm.com

