

PATHWAY CTM

The Power of 1-1 Mentoring for Underrepresented Groups





MEET THE TEAM



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Alumni Stories



Megan H.



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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



**Building
Strong School
Relationships**

1



**Peer to Peer
Mentoring**

2



Build Trust

3



**Collaborative
Delivery**

4

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

53%

of AWE offers made for 24/25 are PCTM candidates

30%

of students mentored by Pathway CTM received an offer

33%

Females

65%

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

40%

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.**

A group of people are gathered in a meeting room, some standing and some seated at tables. The image is overlaid with a semi-transparent yellow filter. In the foreground, a woman with blonde hair tied back is seen from the side, wearing a dark t-shirt with "PATHWAY" and "Career Training & Placement" printed on it. Other people are visible in the background, some looking towards the camera and others looking away. There are posters on the wall and a door in the background.

Questions?

Thank You!

Get in Touch

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