

LondonEnergy

Programme impact





Introduction

The Pathfinder Programme, delivered in partnership with LondonEnergy since 2023, provides North London students with a unique combination of pre-placement mentoring and immersive work experience across departments such as engineering, finance, HR, and project management.

Starting with just 5 students in its pilot year, the programme has increased annually—supporting 10 students in 2024 and 20 in 2024/2025. Designed to build confidence, boost employability, and break down barriers to the workplace, the initiative continues to grow in impact.

Programme breakdown

The programme combined mentoring and work experience to offer a rich employability experience for the students:



Mentor selection

Wiseup selected a pool of mentors to deliver the programme. Wiseup gathered key information on the mentor's experience and industry specialisms

Mentor training

Mentors attended a training workshop on how to effectively mentor young people - including tools, tips and techniques for the sessions



Matching

Wiseup matched each student with a suitable mentor based on their ambitions and career preferences

First mentoring session

Initial introductory session held to build rapport. Mentee learnt about the industry & sets personal goals for sessions

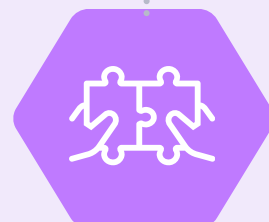


Work experience & further mentoring

The students visited the office on a curated work experience week - with workshops, activities and further sessions with their mentor

Final mentoring sessions

A final mentoring session set to be held in the next academic year to reflect upon the experience and look to the future



The stats since 2023

→ 35 students

- Aged 15-17
 - From Harris Academy Tottenham & Leytonstone School
-

→ 140 hours of mentoring

- 20 days spent in office at LondonEnergy's North London EcoPark site
 - Over 900 new professional connections for student participants
-

→ 10 hours mentor training

- Over 35 volunteers from LondonEnergy
- Mentors from a range of departments, including IT, HR, Waste Management & Marketing.



2024-25 Programmes

Pre-Programme

100%

Of student's parents did not work in an office environment

90%

Said "confidence" or "connections" as the key barrier to their success

The following were selected as the 3 most prevalent worries about the programme:

- Not knowing what to say to professionals
- Not feeling confident enough to ask questions
- Learning new skills I'm not used to

We asked the students to score themselves out of 10 on how they felt in a number of areas:

1

Understanding what it's like to work in an office or professional job

Average score = 4.9

2

Confidence talking to professionals

Average score = 5.8

3

Understanding of workplace etiquette

Average score = 5.9

4

Awareness of different job roles

Average score = 4.9

5

Feeling comfortable asking a professional for help

Average score = 6.5

6

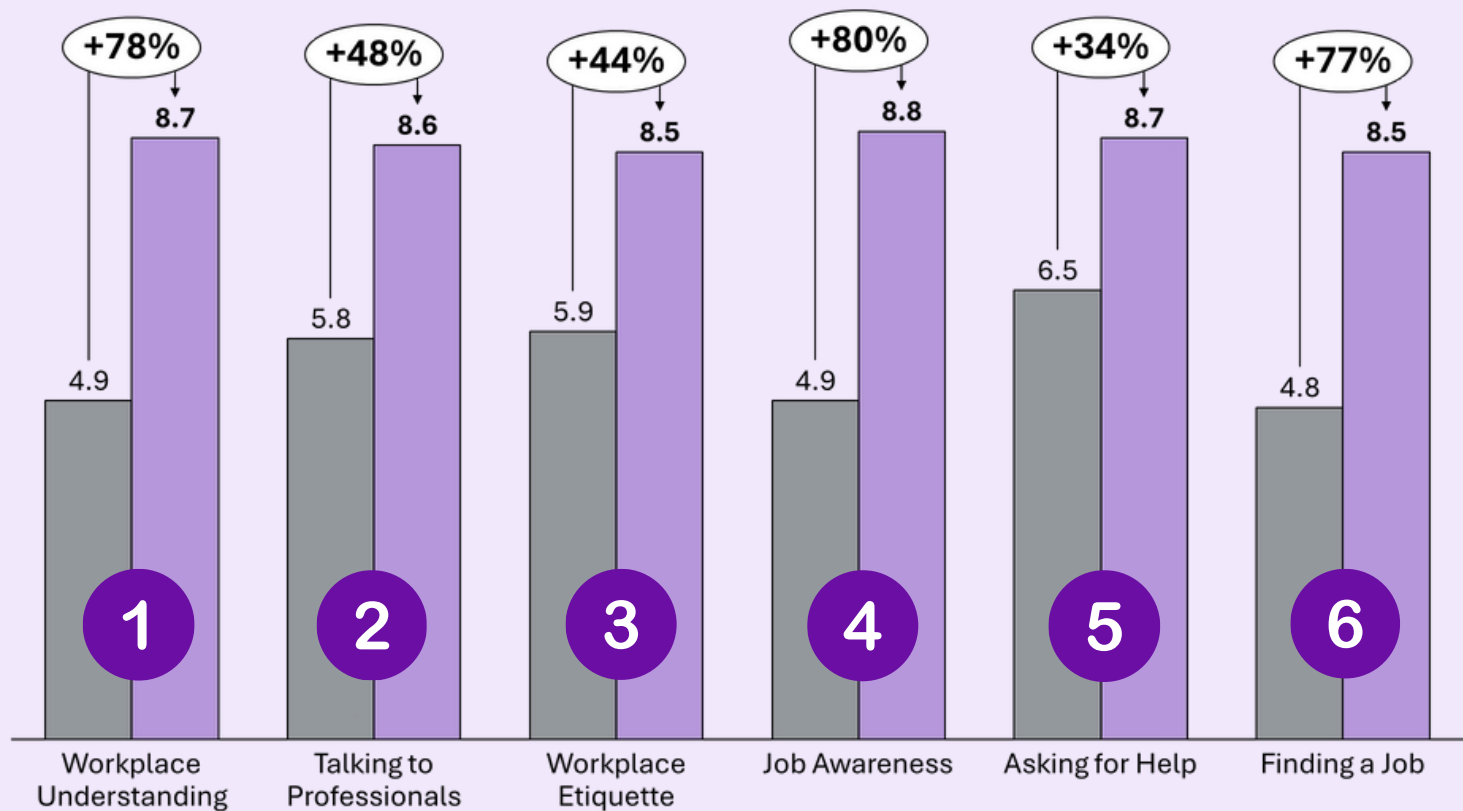
Feeling confident in ability to find a job in London

Average score = 4.8



2025 Programme Impact

Students rated themselves again in the same six key areas after the programme, with the following improvements:



We saw an average improvement across the key areas of over 50%



The highest improvement was seen in workplace understanding and awareness of different jobs



Students showed a significant increase in their confidence for finding a career and their understanding of what it is like to work in a professional workplace



Students scored their awareness of different job roles very high, with a score of 8.8/10



100% of students reported key skills improvements

The students reported improvements in the following skills:



Communication



Presenting



Networking



Decision making



Setting goals



Personal brand

Mentor impact

We asked the students how their mentor helped them, with the following as the most common words used:



Mentee feedback



“

My mentor has been amazing, she is the best mentor I had, she helped me with so much gave me so much time and I learnt so much from her. I wish to work with her in the future and learn more from her.

MUBASSHIRUL

“

He has certainly been a wise mentor, emphasising the importance of education, sacrifice and working hard towards achieving my goals. Our talks have contributed to my motivation to develop my organisation and focus on earning the best qualifications while I am still in education.

NADIA

“

They helped give me a better understanding of other opportunities available to me and increased my confidence and communication skills.

TAHIYA

“

My mentor has given me lots of insightful advise, especially when it comes to the fact that I have a broad horizon of different job sectors available to me.

LEON

“

They made me more comfortable and helped me open up my perspective and got me to think outside the box.

PAUL

Mentee feedback



“ —

My mentor has helped me in exploring different career options which are more suited to my passions.

TAIJAH

“ —

My mentor helped me to better understand the variety within companies and the different jobs roles there are.

DANTE

“ —

Emma was an incredible mentor. She was dedicated and approachable, working hard to maintain my comfort whilst also pushing me to challenge my boundaries. She provided me with brilliant resources to bolster my future.

YARRAH

“ —

My mentor helped me to come out of my comfort zone and has helped me focus in on my goals and make plans towards my future.

STEPHANIE

“ —

My mentor provided great advice, the most helpful was about teamwork.

DAVID

LinkedIn networking



Day 2 at London Energy: Decoding IT Infrastructure & Strategic Decision-Making!

What an action-packed second day at [LondonEnergy](#) with [David Onyejekwe](#), [Yarrah Kiné Arouni](#) and [Nadia Anek](#)—where I swapped sustainability blueprints for server racks and high-stakes business strategy! Here's how the day unfolded:

Morning Deep-Dive: IT Infrastructure

Kicked off with the brilliant IT team, who pulled back the curtain on:

- Server architecture powering London Energy's operations
- User management systems (got hands-on creating secure logins!)
- Cybersecurity protocols safeguarding critical data

Key takeaway: Tech isn't just about code—it's the invisible backbone enabling every green initiative we discussed yesterday!

Afternoon Challenge: Stakeholder Analysis Under Pressure

Asset Management Team threw us into a real-world simulation:

"Which shuttle bus supplier should London Energy's Legal Procurement Commercial Governance (LPCG) Team choose?"

My team evaluated three providers (Zeelo, RFQ, Passenger Plus) across:

- ✓ Sustainability (emissions, EV transition plans)
- ✓ Cost Efficiency (TCO over 5 years)
- ✓ Risk Management (safety records, contingency protocols)
- ✓ Operational Fit (route flexibility, maintenance support)

As lead presenter, I structured our recommendation around:

- 1 Data-Driven Scoring: Weighted criteria matrix (see attached whiteboard!)
- 2 Future-Proofing: Emphasized Zeelo's carbon-neutral pledge despite 12% higher upfront cost
- 3 Risk Mitigation: RFQ's AI-powered maintenance alerts as a game-changer

The highlight? Hearing senior managers debate our findings—exactly how real procurement decisions unfold!

Connecting the Dots

Today reinforced that energy transition isn't just about renewables—it requires:

- Tech resilience (those servers support smart grids!)
- Strategic procurement (every contract either enables or hinders sustainability)

LondonEnergy mentees were encouraged to share their experience & forge new networks



Yarrah Kiné Arouni • 2nd

A resilient Year 12 student, open to new opportunities to, not o...
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And so, the [LondonEnergy](#) experience comes to a close.

The week long work experience allowed us to navigate a whole host of firsts, among which was my first time creating a PowerPoint presentation. I will surely miss the team and environment cultivated by LondonEnergy, as I'm sure we all will; the end remains bittersweet since the experience has nurtured us all, providing fuel for growth that is hard to find elsewhere.

Across the days, we've come across everything from Asset Management to humble pirates in HSQE clothing. We practiced engineering, crafted initiatives, played games and built connections.

I loved my LondonEnergy experience and the problem solving, time managing, confidence inducing environment it promotes.

And to all it's employees, especially my incredible mentor [Emma Hiney](#), thank you all for the experience!

Keep an eye out for next time you see me roam your halls 😊.

Thank you for the opportunity [Wiseup Networks!](#)

~ Sincerely signed,
Yarrah Arouni

#LondonEnergy #Innovation #Workexperience



3 comments • 1 repost

Day 4 at [LondonEnergy](#) : From Spaghetti Towers to Sustainable Energy – A Day of Hands-On Learning!

What an unforgettable fourth day at [LondonEnergy](#)

—where I swapped spreadsheets for spaghetti bridges and hard hats for a behind-the-scenes tour of one of London's most advanced waste-to-energy facilities! Here's how the day unfolded:

Mini Engineering Challenges: Lessons in Creativity & Collaboration

Kicked off the day with two team challenges that tested our problem-solving skills:

1 The Spaghetti Balance Challenge

- Task: Build a structure using only 10 pieces of spaghetti, tape, string, and a biscuit to balance weight.
- Key Takeaway: Simplicity wins. Our tallest design collapsed, but a wider, triangulated base succeeded. Real-world parallel? Just like in energy infrastructure, stability often trumps height!

2 The Straw & Cup Challenge

- Materials: 10 straws, tape, string, and a cup.
- Lesson Learned: Redundancy matters. The teams that reinforced load-bearing points avoided catastrophic failure—mirroring how London Energy designs backup systems for critical operations.

Why this mattered: These exercises weren't just fun—they mirrored real engineering principles like load distribution, material limits, and iterative testing.

Poster Project: The Lifecycle of Waste

Next, we created a visual roadmap of waste's journey at London Energy:

- From Bin to Energy: Traced how everyday waste is transformed into electricity.
- Sustainability Metrics: Highlighted that 1 tonne of waste powers a home for a week.
- The Circular Economy: Emphasized how recovery of metals and ash closes the loop.

Insight: This exercise made me realize waste isn't an endpoint—it's fuel for the future.

Some final words from Yarra



“

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YARRAH

Thank you to everyone at LondonEnergy!

