

NSAFD MENTORING PROGRAMME

Build confident mentors. Support future talent.

Great mentoring helps people settle in, grow in confidence and get more from their time in the workplace. The NSAFD Mentoring Programme helps employers give mentors the confidence, structure and practical tools they need to support apprentices, graduates, T Level students, new starters and other early-career talent.

Why mentoring matters

Many businesses want to support future talent well, but workplace mentors are often asked to do the role without much guidance. This programme makes mentoring feel simple, purposeful and manageable.

Through practical training and easy-to-use resources, mentors learn how to build trust, set expectations, have useful conversations and support learners to take ownership of their development.



What employers gain

- More confident mentors with a clear understanding of their role
- Better support for apprentices, graduates, T Level students, new starters and placement learners
- Stronger workplace conversations around confidence, progress and next steps
- A more consistent approach to mentoring across teams or sites
- Practical tools for first meetings, contracting, check-ins, feedback, action planning and progress reviews
- Support for workforce development, retention and future talent pipelines
- Greater consistency in how mentors role model workplace behaviours, expectations and organisational values

What the programme covers

The programme focuses on the core skills and behaviours that make mentoring effective in real workplaces. It covers the purpose of mentoring, the mentor's role, building trust, setting boundaries, structuring conversations, listening and questioning, giving feedback, supporting workplace learning and knowing when to signpost or escalate.

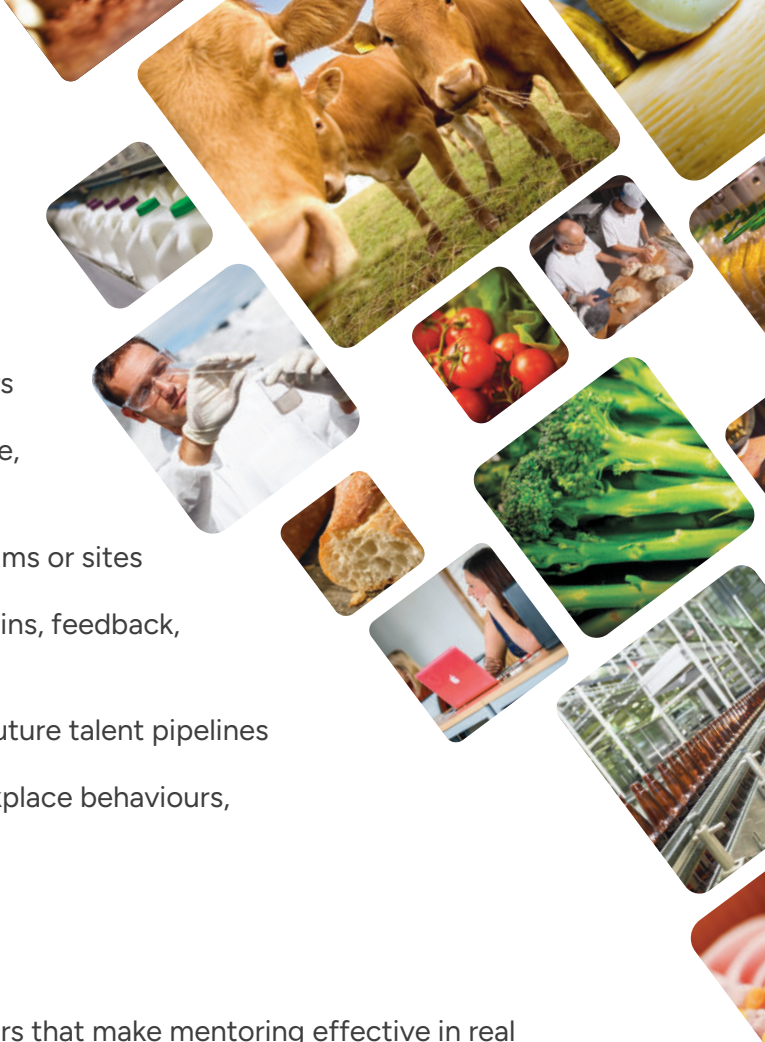
- Practical full-day workshop as the minimum delivery model
- Simple mentor handbook and conversation prompts
- Templates for first meetings, check-ins, reviews and action planning
- Scenario-based activities linked to real workplace challenges
- Optional bespoke delivery for larger groups or specific business needs

It also explores how mentors role model workplace behaviours and help learners understand what good looks like in practice.

By the end of the workshop, mentors will understand their role, know how to structure mentoring conversations and feel more confident supporting, signposting or escalating when needed.

Flexible delivery

- Adaptable for apprentices, graduates, T Level students, new starters, managers and mixed cohorts
- Tailored examples and activities for your sector, teams and business priorities
- Delivery shaped around attendee numbers, company context and apprenticeship or placement models
- Available virtually or in person for individual employers, employer groups or wider network cohorts



Who is it for?

The programme is ideal for employers who want to strengthen how they support early talent, improve the quality of work-based learning and help staff feel more confident in mentoring roles.

Ideal for

- Businesses supporting apprentices, graduates, T Level students or placement learners
- Line managers, supervisors, workplace mentors and team leaders
- HR, learning and development, apprenticeship and early careers teams
- Organisations looking to build a stronger future talent pipeline

Ready to build better mentoring?

Contact us via info@nsafd.co.uk or speak to your main NSAFD contact to explore how the Mentoring Programme can support your organisation and be shaped around your people, priorities and delivery model.



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