

**Duration:**  
12 months

**Delivery:**  
Online and self-study



# Momentum

## What is Momentum?



A newly designed pilot career mentoring programme launched today created by the Security Skills Board to develop and retain talent currently working in the private security industry.

An opportunity for private security employers to invest in their people and commit to the Skills Pledge and to give back to industry.

The programme will train 30 Career Mentors from around the UK who will promote the benefits of working in the industry to schools, colleges and at career fairs attracting new entrants whilst working towards a Level 3 CMI certificate in coaching and mentoring.



Learners will start the 12-month programme with a welcome event on 27th March 2025 and will benefit from a series of skills workshops, master classes and supervision wrapped around their formal qualification.

An inclusive development opportunity with 25 paid places from top employers giving back with up to 5 sponsored spots for Micro/SME's who will all go through the same recruitment application process to ensure fairness and transparency.

A collaborative initiative between Private Security employers, SIA, Security Skills Board, JSaRC, Hawk Training & Mercury Training to give learners a wide range of networking opportunities and career development pathways.

## Level 3 CMI Certificate in Coaching and Mentoring

The CMI Level 3 Certificate in Coaching and Mentoring is a focused two-unit qualification ideal for both established and aspiring first line managers, supervisors and team leaders. Perfect for those seeking more than the introductory Award yet not ready for the extensive Diploma, it offers a balanced dive into coaching principles and processes. Catering to roles such as supervisors and team leaders, this course blends in-depth insights with manageable content.

### Qualification content

To achieve this qualification learners are required to achieve the following 2 units:

- **Principles, Skills and Impact of Coaching and Mentoring**
- **Coaching and Mentoring Processes**
- **Coaching and Mentoring Relationships**

This qualification suits various roles, including:

- **Supervisors:** To enhance team performance, daily operations, and problem-solving.
- **Team Leaders:** For fostering cohesion, boosting individual performance, and achieving team goals.
- **Shift Managers:** To optimise team operations, address challenges, and meet shift objectives.



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### Training Plan

All sessions will take place remotely via Teams. Participants will be assigned to either Group A or Group B for all Hawk training workshops

Workshop	Host	Details
Delivering presentations & public speaking	Amanda Ling	27th March 25 @ welcome event
Unit 3011- Workshop Group A	Claire Dowers (Hawk Training)	Tuesday 1st April 10am – 4pm
Unit 3011- Workshop Group B	Dave Barnes (Hawk Training)	Monday 14th April 10am – 4pm
Building connections & networking	Lisa Baskott	Tuesday 20th May 10am - 11:30am
Drop-in session Group A	Claire Dowers (Hawk Training)	Tuesday 3rd June 10 – 11am
Drop-in session Group B	Dave Barnes (Hawk Training)	Monday 16th June 2-3pm
Career pathways into private security	Paul Lawton- Jones	Thursday 26th June 1:30pm - 3pm
Customer service	Rosa Osman	Tuesday 8th July 10am - 11:30am
Unit 3014- Workshop Group A	Claire Dowers (Hawk Training)	Tuesday 5th August 10am – 4pm
Unit 3014- Workshop Group B	Dave Barnes (Hawk Training)	Monday 18th Aug 2025 10am – 4pm
Asking for feedback & personal reflection	Stacey Sanderson	Thursday 18th Sep 10am - 11:30am
Drop-in session Group A	Claire Dowers (Hawk Training)	Tuesday 7th Oct 10-11am
Drop-in session Group B	Dave Barnes (Hawk Training)	Monday 20th Oct 2-3pm
Unit 3013- Workshop Group A	Claire Dowers (Hawk Training)	Tuesday 2nd December 10am – 4pm
Unit 3013- Workshop Group B	Dave Barnes (Hawk Training)	Monday 8th December 10am – 4pm
Drop-in session Group A	Claire Dowers (Hawk Training)	Tuesday 3rd February 2026 10-11am
Drop-in session Group B	Dave Barnes (Hawk Training)	Monday 16th February 2026 2-3pm

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### Master Classes

The below master classes are pre-recorded and will be shared via email to learners over the last 6 months of the course.



Master classes (30 mins recorded)	Host
Empowering others for success	Rosa Osman
Get Licensed & legislation	Tony Holyland (SIA)
Employment law what you need to know	Gemma Quirke
Championing equality, diversity & belonging	Satia Rai
Apprenticeships & post licensed linked training	Paul Lawton -Jones
Champion of industry	Karol Doherty

**For more information and how to apply for your place today, scan this QR code:**



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