Thriving at work

Thrive is our social accelerator helping ambitious social ventures to scale their business and their impact. Now in its second year, the programme combines six months of intensive, personalised support with the ability to join a powerful network of people and organisations creating access to employment and an opportunity to access up to £50,000 of investment. Working with funders UBS, Thirty Percy, City & Guilds Group and the disability charity Scope, we are together building a compelling growth story, finding investors, making strategic connections and supporting entrepreneurs along their journey.

The story so far

Thrive builds on the learning from our Big Venture Challenge work, which supported 120 social ventures to collectively improve the lives of 1.24 million people in the UK and raise over £13m of investment to grow their businesses. Our first year of Thrive supported 18 fantastic ventures, 5 of whom went on to get investment from our Thrive Fund.

The steady drop in unemployment is a good news story for the UK – for our economy and peoples’ income, health and happiness. Yet, not everyone with the desire to work is able to gain appropriate, meaningful employment. Social ventures have innovative solutions for improving access to employment and we want to help them Thrive.

Thrive in Employment focuses on improving employment opportunities for those distant from the labour market.

Thrive in Employment is being co-funded by four expert partners which all share UnLtd’s belief, that social ventures can offer effective solutions to improving employment opportunities for those with complex lives or additional support needs.

UnLtd is grateful for the support from our four partners:

- **UBS** is supporting 4 ventures this year, and a total of 12 over the three years of the programme, to improve access to employment in east London.
- **Scope** is funding 6 ventures (24 over the programme) to improve employment opportunities for disabled people.
- **Thirty Percy** is funding 8 ventures (24 over the programme) to build access to employment.
- **City & Guilds Group** are providing support across the programme to build access to employment.
Meet 18 amazing social ventures

We are proud to present the 18 ventures that are the Thrive in Employment participants for 2019. Inside this booklet, you’ll find short summaries of these incredible organisations. All of them have the potential and aspiration to go to scale and fundamentally change society for the better.

Thrive is run over six months, meaning we have less than 182 days to help these ventures raise investment and rapidly accelerate their growth. We hope you are inspired by what you read in this booklet and we encourage you to follow the ventures on their journey and support the programme with any skills, contacts and investment you have to offer.

How can you get involved?

**Champion:** Help us spread the word about these fantastic ventures & try them out for yourself!

**Connect:** Bring the power of your network to bear.

**Advise:** Share your experience to help these entrepreneurs as they scale up.

**Collaborate:** Explore opportunities for working together or offering investment & funding.
In response to a rapidly evolving landscape of work, AALFY delivers learning experiences for young people and adults to become enterprising, resilient, adaptable and agile individuals.

We do this through the power of Lasers! Learn Create Sell supports participants develop beautiful and unique laser cut products which are sold online and different shops.

This platform has helped to create different employment opportunities for our leaners ranging from product designers to laser cutting technicians. We’ve also supported our participants progress to further education and employment.
A Fairer Chance makes the business case for recruiting people with convictions. We work with employers to identify skills and labour shortages.

We fill these gaps with people engaged through our prison employment events and those we meet in the community.

AFC influences the skills training delivered to our beneficiaries, and tailor it to match market demands.

Our model in the women’s estate has seen over 80 women secure paid work on licence that they can keep “through the gates”.

AFC have helped more than 1200 people find worthwhile employment since 2011 and can track 70% still in employment at 6 months.
Presently, of all marginalised communities in the UK, the autism community is least likely to be employed.

We work with top employers to ensure that barriers to entry (and career advancement) are removed for autistic employees.

As a result, one client is re-considering their entire recruitment policy because they were so impressed by the way Aspierations adapted the recruitment programme for their apprenticeship programme.

Through awareness events, management training and office environmental audits, Aspierations is improving the chance of autistic talent achieving a fulfilling career.

Aspierations aims to help people with Asperger Syndrome or high-functioning autism achieve an aspirational career.
Baked: cake with a cause CIC

Senior Team
Lauren Roffey

Baked CIC provide flexible employment and skills development opportunities for 16 to 24-year olds via work experience placements in their café and talks delivered in schools.

Baked is a cake shop in the West End of Worthing, specialising in beautiful bespoke celebration cakes and brownies. In the shop they provide innovative, bottom-up training opportunities to help local young people develop skills to successfully transition to, and access, employment. Additionally, Lauren works with schools to help them build entrepreneurial skills.

Baked have provided 10 placements to date and helped some young people into further training, such as a food tech college degree.
Built By Us is a social enterprise on a mission to transform the UK construction sector by supporting people chronically underrepresented in the industry workforce.

This includes women, disabled people, people from black and minority ethnic backgrounds, LGBT+ and those experiencing disadvantage.

We do this by giving diverse people the opportunities to learn, gain work experience, progress their careers and start businesses.

Our goals are to ensure that industry is connected to diverse talent, that individuals are able to enjoy well paid sustainable careers and to enable diverse voices to contribute to a more inclusive built environment.

Built By Us

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Working as a charity across Hackney, Lewisham and Tower Hamlets, we run a successful ‘Back Your Future’ programme.

The streetwear store operates as a social enterprise and serves as a training ground for young people. The profit made is then reinvested back into the charity.

So far, we have helped over 400 young people into work.

Working within partnerships, Circle Collective help disadvantaged young people aged 16 to 30 into permanent, life changing work.

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Evenbreak supports disabled people into employment by showing them roles with inclusive employers who will value their skills.

Disabled people ourselves, we understand the barriers that disabled candidates face when looking for employment. We work with employers to reduce those barriers and become more accessible and inclusive.

Evenbreak offers the most accessible specialist online job board in the UK, and an online best practice portal to help employers gain competence and confidence in disability inclusion.

We have won many awards, and work with organisations including Unilever, Channel 4, John Lewis, Lloyds Bank and many others.
Generation Medics support young people from hard-to-reach or non-traditional backgrounds to consider, strive and succeed in healthcare or scientific careers.

We deliver structured programmes online and in-person that empower individuals by raising their aspirations, developing transferable skills and creating action plans for their futures.

Generation Medics is supported by the NHS and last year spent over 13,000 hours impacting the lives of over 3,500 young people.

We were selected for the 2019 Deutsche Bank Women in Social Tech Accelerator. Our founder was included in the WISE100 list of leading women in social enterprise.
We do this by offering training and work in our warehouse, which processes the reuse and sale of carpet tiles that would otherwise go to landfill.

Greenstream deliver environmental impact - by selling new and reused tiles online and through a circular office service - as well as social impact by providing carpet in social housing.

In 2018, we employed 8 people, diverted 77,660m² from landfill and gave away 19,000m² of carpet tiles to the community.
incredABLE is a voluntary organisation and social enterprise creating incredible opportunities for people with a learning/intellectual disability and/or autism.

Through our blended range of service provision and social enterprise activity, we offer a range of ways in which individuals can journey with us and achieve structured meaningful daytime activity in their lives. Some opt for training and skills development; others opt for supported employment and work experience; and others, paid employment on our payroll.

We currently engage 42 individuals. A further 44 individuals have graduated from our programmes, 32 of which have moved into paid employment in the private sector.
We support young people to get into employment with miFuture app, which connects the next generation with opportunities in the world of work by raising awareness and reducing barriers to applying.

Our foundation works with those furthest from the labour market and living in generational poverty to bring real time earning, learning, training and volunteering positions and putting the young person in a position of power to move towards the labour market.

We are working with the Prince’s Trust, YMCA, Council initiatives and school groups and have proved concept locally with over 700 app users.
We run cookery classes led by migrant chefs struggling to integrate and access employment due to legal and linguistic barriers. The cookery classes provide ideal conditions, not just for learning English and building confidence, but also for promoting contact and cultural exchange with the wider community.

To date, Migrateful have worked with over 40 chefs, 4 of whom have transitioned into employment elsewhere or established their own ventures.
We offer employment focused creative workshops in house, across Greater Manchester and throughout the North West, to improve skill sets and raise aspirations. We offer pastoral support for all young people who access our services.

Over the past 6 years we have worked with over 700 young adults on a variety of different programmes. 80% of young people we have worked with on our outreach programmes have been supported into positive pathways.

Reform Radio uses its online station to provide an exciting and alternative method of working with young Mancunians looking for employment.
Step and Stone offer unique support for young adults with a learning disability to get into work by learning baking and employability skills.

Our bakers make award winning goods and then transition to long term employment with our partners. One of our first young bakers now has a job at Gregg’s bakery and another found employment at the Environment Agency.

We also work to combat loneliness by fostering friendships through our monthly social outings.

Overall, we aim to change attitudes about the capability of people with a learning disability, showcasing what they CAN do.

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Mailout is a mailing and fulfilment social enterprise providing training & employment support for adults with a learning disability and/or autism.

Our mission is to showcase talent and create opportunity.

Mail Out offers training in administration, warehouse and fulfilment skills through non accredited and accredited qualifications to Level 2 NVQ.

We have capacity for 35 training places per week and 2 apprentices every year. To date we’ve helped 7 apprentices, with 100% of them moving into work upon completion. Our employment team supported 63 people last year into work, and engaged with 104 employers.
The Feed exist to prevent poverty, hunger and homelessness. We support people who face barriers to employment to find work within the food & hospitality industries.

We do this by providing training courses in the immersive environment of our community café and catering business, thus building relevant skills, providing practical work experience and giving a sense of pride, motivation and confidence. We also support our trainees with additional needs such as housing, emotional wellbeing & benefits.

So far in 2019, we have trained 30 people - the majority of which are now either in employment, volunteering or job seeking.
Our Dare2Care food-store project, now providing over 75 families per month with food parcels, is where it all began.

Now, through our social enterprise retail & coffee shops and our education centre, we train individuals from disadvantaged backgrounds and young adults with additional needs to enable them to gain employment.

We’ve had great success – with many who were labelled “previously unemployable” going on into employment.

Via Wings charity started in 2009 to change the lives of those in need. Through our many projects, we work to help break the cycle of poverty.
We believe a job is a catalyst for a better life, better relationships, and better community contact.

Last year we worked with 120 individuals and supported 50% into work (compared with 9.5% in mainstream welfare to work schemes). We also aim to reduce stigma and discrimination and decrease the number of people who lose their jobs as a result of poor mental health.

Working for Health specialise in vocational rehabilitation and recovery for people with lived experience of mental illness by bringing them closer to the world of work and tackling social exclusion.
Thank you

We would like to take this opportunity to say a big thank you to everybody who has been involved with our Thrive work to date. In particular, our ambitious entrepreneurs, forward thinking funders and investors, fantastic partners and the UnLtd team. We couldn't do this without you and we are looking forward to continuing our support for game changing social ventures in the future.
Undiscovered strengths. UnLtd potential.
Thrive is our social accelerator helping ambitious social ventures to scale their business and their impact. This programme - funded by UBS, the Thirty Percy Foundation, the disability charity Scope and City & Guilds Group - combines six months of intensive personalised support with the opportunity to access up to £50,000 of investment and powerful sector connections.

#UnLtdThrive