Thrive in employment

Thrive is our new social accelerator helping ambitious social ventures to scale their business and their impact. This programme – funded by UBS, the disability charity Scope and a private family foundation – combines six months of intensive personalised support with the opportunity to access up to £50,000 of investment and powerful sector connections. This means us working with winning teams to build a compelling growth story, find investors, make strategic connections and support the entrepreneurs along the 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.

Thrive in Employment focuses on improving employment opportunities for those distant from the labour market. 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 is being co-funded by three expert partners, who 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 three partners:

- **UBS** is supporting three ventures, and a total of 12 over the three years of the programme, to improve access to employment in east London.
- **Scope** is funding seven ventures (24 over the programme) to improve employment opportunities for disabled people.
- **A private family foundation** is funding eight ventures (24 over the programme) to build access to employment.

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.
Thrive in 2018

We are proud to present the 18 ventures that are the Thrive in Employment participants for 2018. 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.
Cracked It is London’s smartphone repair service, staffed by young ex-offenders and youth at risk.

Our mission is to harness the phone repair market to support youth away from crime, and towards employment.

We train and employ vulnerable youth to staff our programme of pop-up repair clinics that we run in large workplaces – including Deutsche Bank and the Ministry of Justice – before supporting them to transition into work in the wider economy.

The Evening Standard named Cracked It one of ‘London’s best iPhone fixers’.

The Centre for Social Justice named Cracked It ‘Social Enterprise of the Year’ in 2018.
Artisan Baking Community is our trading arm, which has developed a unique community bakery programme operating in the north east over a period of 5 years.

Our bakery business model integrates training and development to support access to work and health impacts with retail and wholesale strands to achieve sustainability and impact for our target groups.

Our belief is that you can ‘change the world one loaf at a time’.

**Earth Doctors Ltd**

Earth Doctors is a social enterprise developing sustainable food initiatives in communities at a scale which has social and environmental impact.

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We match Exceptional Dyslexic, Autistic, ADHD and Dyspraxic Individuals with inclusive employers who have been trained by us.

We are on a mission to give employers access to a hidden untapped pool of neurodiverse talent.

Our vision: To build and enable a community of Neurodiverse people that will have a positive contribution to society through the work they do.
Fat Macy’s is a social enterprise that gets young Londoners out of homelessness and into their own homes.

We do this through food; we are a catering company committed to providing opportunities in catering and hospitality to unemployed homeless Londoners.

We run supper clubs and catering events that provide a framework for trainees to overcome the financial barriers preventing them from moving into rented accommodation.

For every hour volunteered, Fat Macy’s saves money on behalf of our trainees to build housing deposits, whilst providing valuable work experience, and giving participants the confidence to challenge the perception of homelessness.
Innovating Minds is an award winning social enterprise that is passionate about providing accessible psychological support for people in education, training and employment to foster emotional wellbeing and resiliency.

We are a team of qualified psychologists who enable people to access specialist psychological support sooner rather than later. Our ‘Shooting Stars’ programme focuses on employability skills, offering a range of workshops that develop self-awareness, problem solving skills and interpersonal interactions for young people at risk of becoming disengaged from the labour market.

Through our proven model, we create sustainable mentally healthy environments, so everyone’s mental health is supported.
We are a peer-led organisation, responding to employer needs yet candidate driven.

On one hand, we support businesses to recruit and mentor those with criminal convictions. On the other hand, we prepare job seekers with training, a disclosure letter and relevant job opportunities.

Our theory of change: employers struggle to recruit, whilst people with convictions struggle to secure employment. Employment is proven to significantly reduce reoffending.

We just bring it all together, mentoring both employers and candidates through the process.

Offploy is on a mission to place 250 people with criminal convictions into meaningful, mentored and sustainable employment by July 2019.

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We open doors to employment and employability insights for those aged 16-18.

Operating in 10 regions around the UK, Pathway’s peer to peer mentoring programme, our insight days and unique student portal inspires and supports students like no other.

We also work with employers to help them find and attract the best school leavers for their needs.

Pathway CTM is inspiring Sixth-Form students across the country and directly helping thousands with their next steps from secondary school.
Our goal is to reduce long-term unemployment and poverty in Nottingham by offering opportunities to those who otherwise struggle to find work.

Our team have various backgrounds; some have suffered with addiction, worked in the sex industry, experienced homelessness or prison. They all have a strong work ethic and a commitment to a new way of life.

We pay the real living wage, holiday pay and pension contributions. Our team is growing, and all our profits are reinvested in social good.
Launched in April 2017, Redemption Roasters is a specialty coffee roasting and barista academy at HM Young Offenders Institute Aylesbury.

There we teach young offenders professional roasting and competition-level barista skills. Together, we roast specialty coffee for our wholesale and retail customers and run a café for the prison community and visitors.

As ex-offenders are 50% less likely to reoffend if they have a job on release, we also help our ex-offenders find work with our wholesale customers or in one of our shops.

Just as we ethically source coffee, we’re showing the whole roasting process can be socially responsible.
We support vulnerable people to creatively develop their ideas and potential by working with them via our Disabled Entrepreneurs Business Start Up Service (DEBSS).

The DEBSS project offers personalised mentoring to help people overcome barriers to work, develop their confidence and learn new skills to either re-enter the workplace or start their own business.
Our inclusive careers education targets young people who face a diverse range of societal, educational, and social barriers to employment.

Spiral’s innovative programmes showcase high need sectors (such as construction, media and sports), and are designed to develop the skills, attitudes and aspirations essential for young people to achieve fulfilling employment.

We bring careers to life through a variety of inspirational role models and immersive, real world challenges then connect young people to opportunities which match their skills and interests.

At Spiral Skills, we believe in every young person and work to ensure they are excited about their future, equipped with the skills to achieve their potential, and motivated to strive for a fulfilling career.
We support young people who are not in employment, education or training and face significant barriers to employment (e.g. learning difficulties, on the autistic spectrum, mental health challenges, young carers) to smash those barriers and become more confident, resilient, skilled and better equipped to face the future.

We provide volunteering, work experience and training opportunities at either our Community Garden or in our Landscape Gardening arm.

Our goal is for every young person to leave us with a rich experience to talk about to potential employers and a qualification.
The Grace Network creates life changing opportunities through the medium of business.

We are a social enterprise that conceives, launches and grows social businesses that can create work for the most vulnerable in society.

Once we grow a business we allow the newly trained staff to take ownership and develop the operation as directors.

We do this from our base in Brimscombe, where we operate a hub (providing space, facilities and support) that allows social businesses to grow and develop.
We specialise in building skills, fostering confidence and increasing emotional and economic well-being.

Our USP is achieving these outcomes through six social enterprises that offer live work, skills training and where appropriate paid work.

Our theory of change lies in the concept that being active and giving things a try leads to improved competence, communication confidence, citizenship and happiness.

The Hub helps people with learning disability and autism reach their full potential, lead active meaningful lives and to be happy.
The LAB Project supports hard to reach individuals suffering from mental health difficulties, long term unemployment, poverty and deprivation.

We deliver an intensive programme of innovative therapy based work combined with art and theatre based activities.

The programme is a unique course, designed to improve confidence and employability skills and deliver lasting change.

Our overall mission is to help the most difficult to reach across the UK to live a more fulfilled and happier life.
Transform Lives Company is a social enterprise working across the UK to raise employment levels and to transform the lives of those furthest from the labour market.

We give people the chance to get real work experience through volunteering in prestigious organisations, gain employability skills and build their employer networks with our flagship GiveGetGo programme.

Our approach offers people choices with personalised coaching and support.

We believe that by developing confidence, resilience and motivation, we’re giving people the skills they need for life. We want to share our approach with other organisations and drive up the standards of our sector.

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Turning Tide is a professional valeting centre dedicated to the employment & empowerment of individuals with autism.

We allow our employees to become confident, make friends, gain financial independence, feel included within our society & strengthen our local communities.

Turning Tide products are all bio degradable & we only employ people from the immediate area, 80% of whom are autistic.

Our aim is to challenge the fact that 85% of people on the Autism Spectrum are unemployed & Autism costs the UK economy £32,000,000 per annum.
Discover U provides training and employment opportunities to adults with learning disabilities or others similarly disadvantaged because of physical disability.

We have opened a tearoom which is open to the public in Wollaston near Stourbridge, to provide professional qualifications in catering and paid employment to local people with LDD (Learning Disorder Disability).

The Tea Room also acts as a community hub for healthy eating/cooking programmes and holds monthly meetings of the Disability Awareness Group.

**Tea Room at the Old Bakery provides paid employment and training for adults with learning disabilities.**

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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.
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#UnLtdThrive