

MISSION
EMPLOYABLE

Charity number: 1181597

IMPACT REPORT



Mission EmployAble

2024+

TRANSFORMING LIVES FOR YOUNG ADULTS WITH
LEARNING DISABILITIES

TABLE OF CONTENTS



01.

KEY IMPACTS 2024

02.

OUR MISSION

03.

MESSAGE FROM OUR CHAIR
& HEAD OF CHARITY

04.

WHY DOES IT MATTER?

05.

OUR GRADUATES

06

PARENTS VOICE

07-09

HOW WE TRAIN

10-11

EMPLOYER
PARTNERSHIPS

12-13

JAKE & GRACE'S STORY

14

VALUE TO THE UK ECONOMY

15

FUTURE PLANS

KEY IMPACTS 2024

>90%

of our interns
secured a paid job over the last 3
years and are still in employment!



100%

of our Interns completed the
course and graduated over the
last 3 years.



19,780 *

hours of training and job coaching delivered & adapted to
individual needs and aspirations to develop employability, life
skills and build confidence and independence.



8

different industry
sectors offered on the
programme from
hospitality, catering, retail,
horticultural, sports
coaching, warehouse, care
homes and hotels that
allow Interns to gain a rich
variety of work experiences.



25

active employer partners
providing vital opportunities for
Interns to gain valuable work
experience.



5

star rating from our cafe
customers (4.8 google rating)
and 5 star rating from EHO
(Dec 24).



3

supportive programme partners (Restore Hope, WoodOaks,
Sunnyside Rural Trust) that help our team to deliver a rich
curriculum with clear learning objectives and quality teaching.

*based on 23 interns over 3 years

Our Vision

Mission EmployAble believes that every individual with learning disabilities should have the opportunity to fully participate in all aspects of life they choose, including local community engagement and meaningful paid employment. We are committed to empowering and supporting them in achieving their aspirations and enhancing their quality of life.

Our Mission

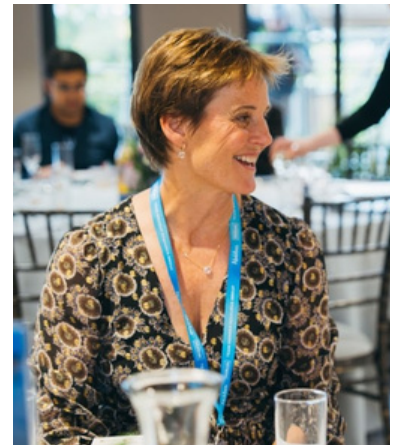
Our mission is to provide the training and support that young, learning disabled people need to gain paid employment and work with employers to help them create an inclusive workplace in which our graduates can thrive.

- 01 **To support young people with learning disabilities obtain paid employment**
Only 4.8% of people with disabilities are in employment, by equipping our interns with the skills and confidence they need to succeed. We are changing this, **over 90%** of our graduates achieve permanent paid part-time employment.
- 02 **To develop interns' work and life skills**
Our supported internship programme offers a variety of work experience opportunities with different employers across various industry sectors.
- 03 **To break down stigma and misconceptions and to advocate for individuals with disabilities**
At all levels, Local, County and National, we raise awareness, break down barriers and advocate for those with disabilities, for equal opportunities and for a more diverse workforce.
- 04 **To engage with, support and equip employers**
Without employers there would be no jobs! We work closely with our employer partners to ensure our graduates are trained to fulfil their needs and are valued employees
- 05 **To support and signpost parents**
Navigating education, health and social care with SEND is extremely challenging, frustrating and tiring. We try to support parents by signposting them to other services and advising around employment, benefits and wellbeing. Next year we will offer a new parenting course to support a smooth transition into work for our graduates and their families.
- 06 **To engage and involve communities**
We are extremely active in our local community, who in turn are wonderfully supportive. We work with councils, local schools, and colleges showing students, parents and carers a pathway to employment - together we are making a difference!



MESSAGE FROM OUR CHAIR

Mission EmployAble has come a long way since its inception seven years ago and this has only been achieved because of the hard work, dedication and trust of many people. We would not exist in our wonderful location without the shared vision of Chorleywood Cricket Club, the support of the Parish Council and the amazing local community.



Building the cafe and pavilion was a major project itself and there are too many incredibly generous funders to mention individually here but we are hugely grateful to them all. Our Trustees have given, and continue to give a huge amount of their time, wonderful advice and expertise.

Mission EmployAble exists to help young people with learning disabilities and I am most proud of our results in this area with over 90% of our graduates obtaining permanent paid employment. This is truly transformational for them and their families and reflects the success of the programme because of the thoughtfulness and dedication of all our staff. It is truly a team effort and I am delighted to be able to present this, our first, impact report on behalf of everyone involved.

“Together with our employment partners & local community, we are changing the lives of those with learning disabilities one person at a time, creating a more inclusive workforce for all”

VANESSA ROUSSEAU, HEAD OF CHARITY OPERATIONS



This academic year, we expanded our staff and volunteer team to support our growing internship programme, adding Horticultural and Catering & Hospitality modules along with enrichment activities. This enables interns to develop transferable skills, independence and confidence, giving them the best chances of long-term employment. With more job coaches, we can connect with more employers and assist interns in securing suitable work placements, facilitating a smooth transition into the workplace. Our Café on the Common remains a vital hub in the Chorleywood community and serves as the primary training location for our interns.

We are immensely grateful for the continued support from local residents (many of whom have undertaken personal challenges), businesses, and fundraisers, which has been crucial to our success.

WHY DOES IT MATTER?



Being in employment enables independence and financial resilience, providing purpose, confidence and self-esteem.

Supports mental health & wellbeing, creates social connections and supports participation in local communities.

When learning disabled people have fulfilling lives and employment they need less support from health and care services, and are more financially independent.

Nationally fewer than 1 in 20 learning disabled adults have a job - this needs to change!

To date over 90% of our graduates have secured paid employment. We save the public sector much more than it invests in us through Government funding schemes.

Employer engagement and intern work experience placements create a kinder, more diverse and inclusive workforce.

OUR GRADUATES

The value we create – in the words of the most important people...

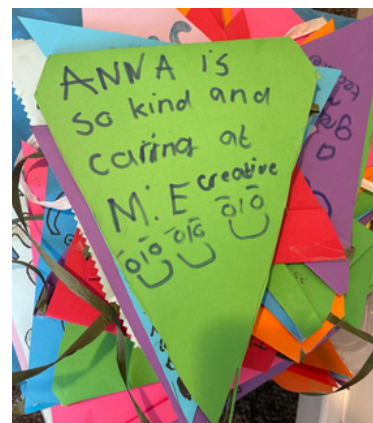
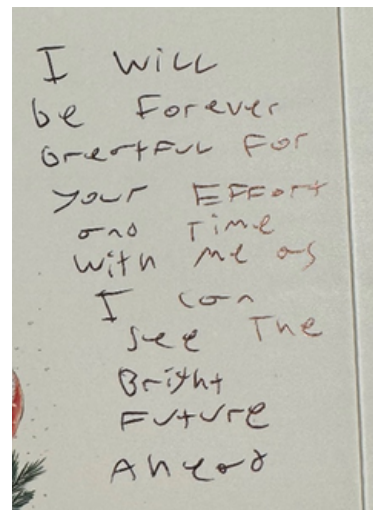


"Everyone is really nice to me and I do a good job. I like having my own money and I can buy presents and help my family."

"Having a job makes me happy, I enjoy working as a team and getting paid – I am saving up to buy a car."

"I want to stay at my job for a very long time."

"My confidence has shot up since I started work. I love meeting people, having my own money to spend and getting out of my parents hair."



PARENTS VOICE



"My son has a future"

"Now he has a job, it has given him clear structure to his week (and life!), increased his independence, maturity and confidence. He is now part of a team and feels important, and worthwhile."

"Without a job we would feel society didn't want him, that inclusivity was just a buzz word companies used but didn't really practice in reality."

"My son loves the days he works, he loves helping people in the shop and greets all the staff everyday."

"Without her job my daughter would sit around on the sofa all day."

"All parents of children with a learning disability worry about what happens once their child leaves school or college, but because our daughter is in a job she enjoys, we feel positively optimistic about her future".

HOW WE TRAIN

Our interns benefit from three types of learning:

Classroom study

- Maths, English and Employability skills
- Workplace specific training including; Food Hygiene level 1 or 2, COSHH, manual handling and health and safety.
- Work-readiness through tutorials, mental health advice, and life enrichment activities.



Group Work Experiences

- Cafe on the Common to learn skills in customer service, hosting, kitchen food prep, cleaning, barista skills and pot washing
- Programme partners: Sunnyside Rural Trust for horticulture, Woodoaks Farm for regenerative farming/site maintenance and Restore Hope Latimer for warehouse work (box packing and deliveries) and catering and hospitality skills.



Employer Work Placements

When our Interns are ready they move to individual work experience suited to their skills, close to their home and with a job coach, who supports them at their work placement. This has been successful in leading to permanent employment in over 90% of cases.





A broad and rich variety of experiences fosters social connection, independent thinking and a feeling of value & belonging.



EMPLOYER PARTNERSHIPS

We cherish our relationships with employers! Not only do they provide fantastic work experience opportunities, but collaborating closely with them also helps us shape our programme. This way, we can ensure that the skills we teach are relevant to today's job market. Our employer partners share our vision, and together, we enable our graduates to contribute to their teams.

Gather & Gather:

"At Gather & Gather, bringing a young person with learning disability into the team has made our workplace more thoughtful and supportive. It's created a kinder atmosphere, and people are more aware of each other's needs, which really lifts the whole team. There's a lot of joy and humour, and it's clear that the benefits go both ways – it's not just about doing the right thing, it's about building a stronger, happier team where everyone feels good."



Aramark:

"Hand on heart, it is our pleasure to assist a meaningful programme. One of the satisfactions of being a manager is being able to influence our contributions to communities, and on top of that, we have Mission EmployAble around the corner. Winner, winner!"



Primark: "We are more flexible and patient. G knows everyone and is always happy and smiling when he comes in. He greets all the staff and makes them smile"



Wenzels:
"After graduating from Mission EmployAble just over a year ago, E joined our Finishing Room team within our Bakery. Her high standards, focus and attention to detail, together with her love and care, ensure every cake and biscuit is made to the highest quality. We look forward to continuing to work together with Mission EmployAble and welcoming more interns going forward."



JAKE'S STORY



Jake has a condition called autism spectrum disorder (ASD). He has learnt different strategies to help him self-regulate and manage his high levels of energy. Jake is kind and personable with acute attention to detail. He is the best communicator and extremely sociable, always remembering names and asking about people he has met.

Jake thrived during his year with us at Mission EmployAble, building strong connections across the charity and growing in confidence by learning a variety of transferable skills in customer service and hospitality.

Following Jake's graduation in July 2024, he successfully secured a job in hospitality with the Hilton Group, Watford. They are delighted with his progress and value Jake's contribution to the team. He is well supported in a structured environment and has become very well suited in his customer facing role. Jake recently attended the Hilton Abilities conference and was recognised for his great work.



GRACE'S STORY



Grace previously attend Knightsfield, a specialist school for hearing impaired children in Welwyn Garden City. After experiencing progressive hearing loss over a number of years, Grace was diagnosed with a rare genetic disorder called Primrose Syndrome in 2021. Before joining Mission EmployAble, Grace was interested in animal care, specifically horses, as well as following her passion for baking.

Grace significantly grew in confidence during the programme. Through one-to-one training in customer service she overcame her anxiety in facing the public and the stigma associated with hearing loss.

Grace excelled in the culinary workshops, honing her kitchen and hospitality skills. She was super active and extremely sociable and has built some lovely long lasting friendships with her fellow graduates.

During the culinary workshops, Grace was introduced to Shaun, the Chef at Aramark Catering who is based in Northwood. Grace then went on to gain a work placement at Aramark and as soon as the team met Grace they could see she had great potential. They were incredibly supportive and encouraging. Grace went on to achieve paid employment and is thoroughly enjoying her well earned place on the team.

VALUE TO THE UK ECONOMY

A supported internship in the UK provides significant economic value by enabling young people with learning disabilities to gain paid employment, reducing the reliance on benefits and contributing to the workforce through increased productivity and tax revenue, whilst also generating potential cost savings for the government by decreasing the need for long-term social care support.

We believe that we save at least £12,000 a year in social care costs for every graduate that gets a job. That means the government funding we claim each year is paid back in only two years. The skills and enrichment activities we provide our interns, and the benefits of employment mean they are less likely to need support from other health and care services, generating further economic benefit. Their families too are freed up to spend time doing paid work.



FUTURE PLANS

We have big plans for the future! ...

01

Increase Intern numbers and locations

We would love the benefits of our programme to extend further and are planning to open another site in Amersham, Bucks, in close partnership with Restore Hope, Latimer.

02

Grow our training support

Expanding our network of job coaches and upskilling our staff training team - we only recruit committed and knowledgeable staff and volunteers.

03

Staff Retention & Wellbeing

Our people are amazing and we want to ensure they stay with us. We are offering free work/life coaching and enhanced training for our staff & volunteer team to deepen their knowledge in neurodiverse conditions.

04

Community connections

Consolidating our position within the community – we are hugely grateful for the local support that we receive. Customers in the café are highly complimentary and have contributed to the thriving cafe we are today. We want to extend our reach further with training for both public and potential employers to help break down the barriers and perceptions around learning disabilities.

05

Parent and Carer support

Beyond the existing support we provide in jobs, navigating funding, understanding potential income and job coaching support we are planning parent and carer support with courses specifically designed to help around transition to employment.



.....can you help us achieve them?

If you can or know someone who might be interested in supporting us than our amazing Communications Trustee, Erica Bendall, would love to hear from you. Please get in touch!

email: erica@missionemployable.co.uk

ACKNOWLEDGEMENTS

We would like to thank the following people for the hours of endless hard work and commitment given to Mission EmployAble...

- Our Board of Trustees
- Our Volunteers in the Cafe /Training / Job Coaching
- Chorleywood Cricket Club
- Our Local Chorleywood Parish Council & Chorleywood Common Rangers
- Our local residents and businesses
- Programme Partners: Restore Hope, WoodOaks Farm and SunnySide Rural Trust
- Bucks College Group
- Bucks County Council
- Herts County Council

A special acknowledgement to the Kemp family for their continued contribution as ambassadors of our charity.

Mission EmployAble
Cafe on the Common
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WD3 5SG

Please donate here!



visit: missionemployable.co.uk
email: internships@missionemployable.co.uk

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