



Becoming a Employer Partner

Registered charity number: 1161504

We transform lives with love and meaningful opportunities. **Join us.**



“I have changed so much for the better. I discovered I love having friends and I have finally found out where I want my career to go. I have made memories that will last forever.”

“ Putting unemployed and marginalized young adults to work in real career paths isn’t a miracle. WeMindTheGap has proven that it’s an achievable reality when they are given access to real care and real opportunity.”

“WeMindTheGap has given me so many opportunities that I would never have dreamed possible, including winning a six-month place on Raleigh International. Next month I’m off to Nepal! I can’t wait to tell you how I get on.”



**“The best of the best at
dealing with young people
with attachment issues.”**

– Patron Sir John Timpson



We transform lives with love and meaningful opportunities. **How?**

By giving new opportunities in life and work to under-served young people in our local communities through the provision of totally holistic programmes that address any gaps in maturation, aspiration, confidence, care and skills.

This is not about CV-writing workshops and tea and toast for poor unfortunates...or ticking boxes...

This is about delivering real and lasting change for young people who deserve better.

This is social mobility in action.



WeMindTheGap addresses 9 of the
17 UN Sustainable Development Goals

Three programmes



WE DISCOVER

3 months

A virtual programme for 16 – 18 year olds.
A chance to gain new skills and experiences
and with the support of a mentor, build a plan
for a bright future.



WE GROW

12 months

A life-changing programme for 18 – 25 year olds
including six-months' paid employment, work
placements, coaching and mentoring sessions,
activity days and experiences.



WE BELONG

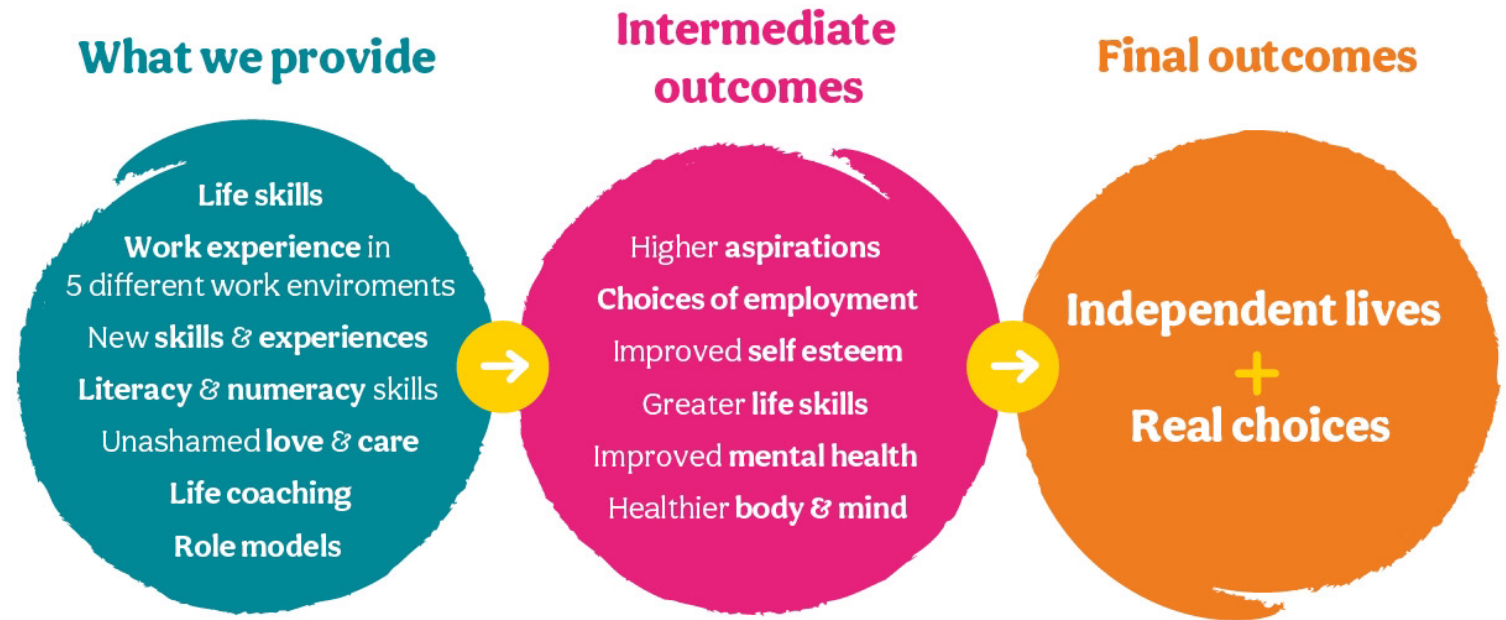
Lifetime

All gappies stay part of the WeMindTheGap family. We
offer lifelong support and a safe and trusted person to
talk to – whether that's help with careers, housing, money,
wellbeing or relationships.

Focus on: WeGrow

Six-months of paid employment during which ten young people at a time have a unique opportunity to develop skills, enjoy new experiences, broaden horizons, build friendships, grow confidence, discover talents, grow ambition and basically discover the power of having choices in life and work.

Participants – we like to call them ‘gappies’ – are unemployed young people aged 18-25, referred by agencies such as Leaving Care, Youth Justice, Women’s Aid and local homeless hostels, who are often veterans of many work schemes, and for whom the system has run out of options.

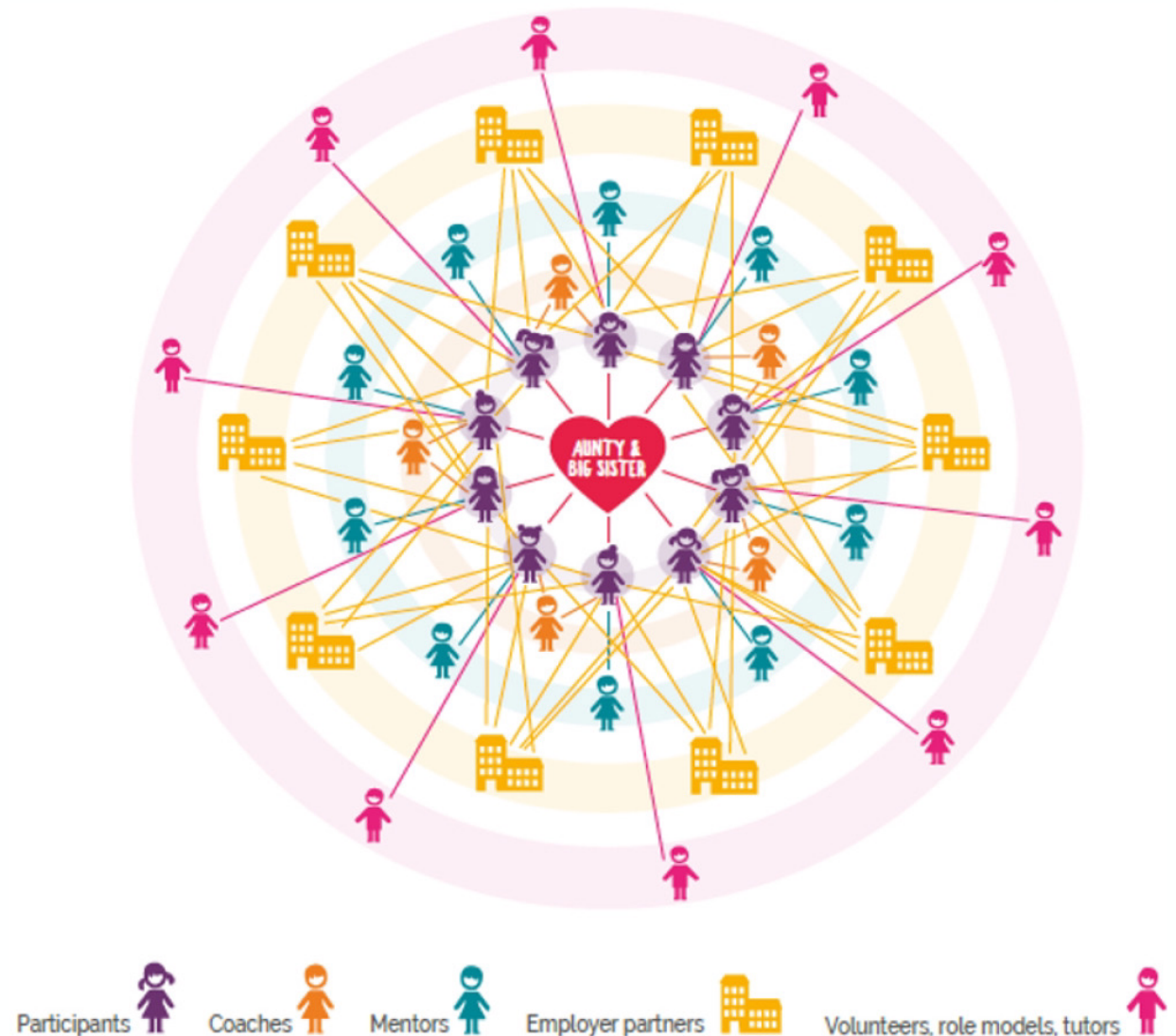


Totally holistic, developing confidence and life skills as well as employability and further education.

WeGrow

We believe that 'it takes a village to raise a child' and so we build a powerful community of positive individuals and caring organisations around our gappies, so that they can benefit from every opportunity that our programmes bring.

Over 26 clearly structured weeks, a dedicated and supportive team – comprising a 'Skipper' (Project Lead), a 'First Mate' (Welfare Officer), five life coaches, five employer partners, and a variety of role models and inspiring workshop leaders – provide care, skill, knowledge and experience to allow our gappies to move from being 'prisoners of circumstance to pilots of their own lives'.



Real people. Real stories. Real impact.



Sophie

2015 GRADUATE

Sophie was living in a Woman's Aid shelter when we met her.

Today she is a qualified PGL outdoor instructor and is helping other young people on their own adventure.

Lucy

2018 GRADUATE

Lucy came to us from a homeless hostel having fled domestic abuse.

Today she has her own flat and is working as an apprentice in a children's nursery.



Becky

2016 GRADUATE

Becky was living in a local hostel when we met her.

Today she is working as an apprentice in a busy Finance department, has passed her first exams with flying colours and is living in her own home.



Lauren

2015 GRADUATE

Lauren had been unemployed for six years since leaving school with no qualifications.

Today she holds a BA(Hons) in Animation Arts.



Katie

2016 GRADUATE

Katie was a sole carer for her mentally ill mother when we met her.

Today she is heading up a customer service team for a small local business and is renting a house with her partner.

Leanne

2019 GRADUATE

From being an agoraphobic and severely underweight single mother, today Leanne works as a full-time carer, she is healthy and shares her story through public speaking. Her daughter could not be prouder.



Our impact

In 2020, we commissioned a report to assess WeMindTheGap's Social Return on Investment (SROI).

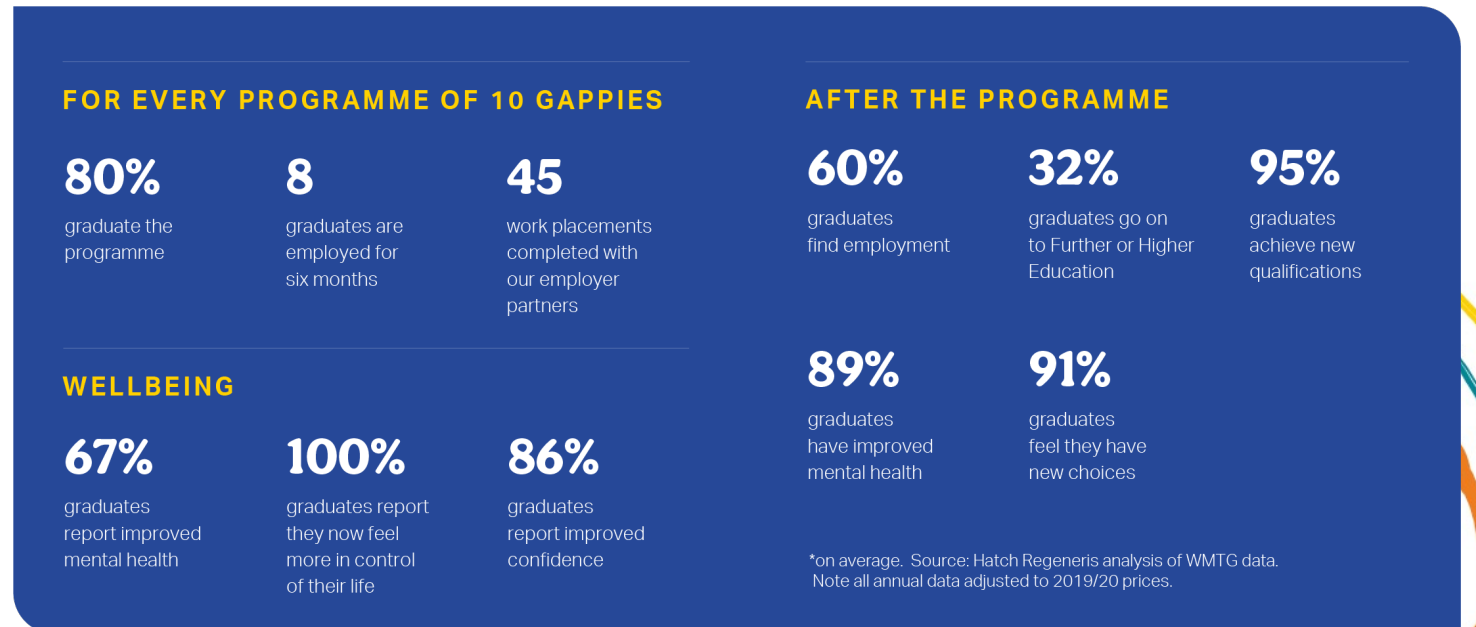
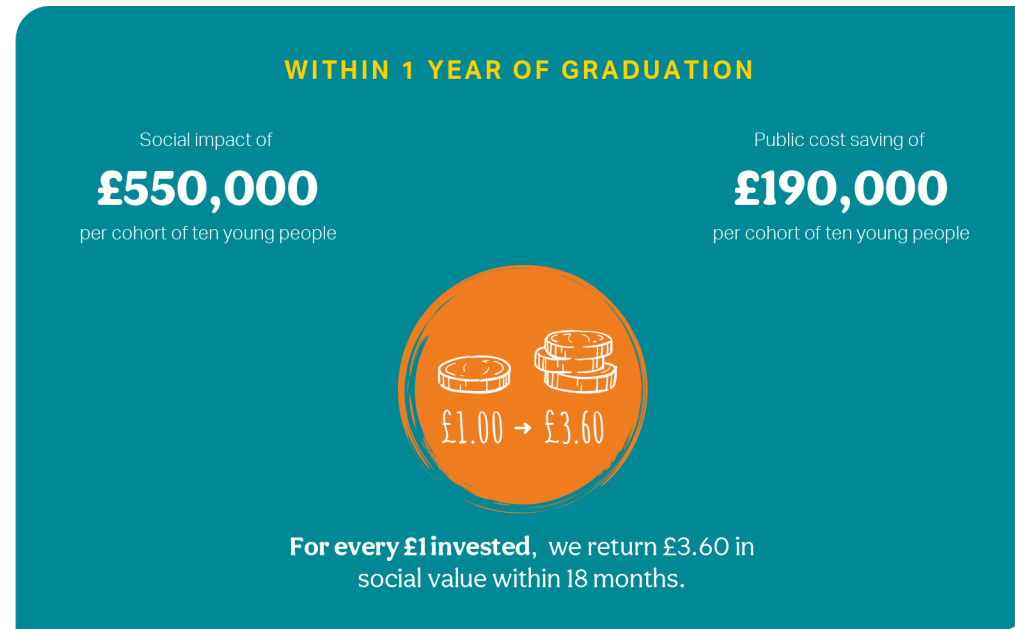
This report showed that for every ten young people taking part in WeGrow:

550,000 in social value, and an SROI of over £1 : £3.60 within 18 months of graduation.

£190,000 in public cost savings per cohort within one year of graduation.

92% of programme graduates are in stable employment, training or education within 12 months of graduation.

7 out of 10 graduates move into fulltime work or education.





Become an **employer partner**

Wherever we work we find community-minded employer partners who want to make an impact on their own doorsteps, and who become vital members of the village that we create to support our young people.

Different ways to get involved:

- **Sponsor** one or more of our gappies for £18,000 each.
- **Sponsor the salary** for one or more of our gappies for six months for £7,500 each.
- Choose WeMindTheGap as your **Charity of The Year**.
- Provide one or more of our gappies with 10 days of meaningful **work experience**.
- Guarantee a place on your **apprenticeship scheme** for one or more of our graduate gappies.

The benefits of being an **employer partner**

- 1 Active demonstration of your commitment to the community as well as an inclusive and diverse workplace.
- 2 Mentoring our young people provides inexperienced team members with valuable mentoring skills and experiences.
- 3 Understanding the challenges our young people face informs company recruitment and apprentice schemes.
- 4 A recruitment stream – meet and assess young people that you may want to employ in a full or part-time work context.
- 5 Movement towards achieving the UN Social Development Goals – WeMindTheGap answers 9.
- 6 Availability of our gappies and team as volunteers to support your own company and charitable activities.
- 7 A source of great pride for your team.



For every **employer partner** WeMindTheGap will:



Provide support for you and your team at every step.



Offer mentoring training for your employees.



Evaluate your involvement and impact so that you can demonstrate your community impact.



Provide third party verification as CSR evidence.



Welcome your team to graduation events that celebrate our young people's achievements and allow us to thank you publically for your support.



Develop local and regional PR and publicity opportunities in partnership with your marketing team.



Welcome and promote you as a valued part of the WeMindTheGap family.



Our partners





Get in touch

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