

# PROGRAMME IMPACT REPORT



This programme demonstrates our Test - Learn - Scale methodology. The programme content was adapted from similar employment/ work skills programmes we have delivered in Bolton, Burnley, Oldham and North Manchester.

## All Will Succeed

**April 2025**

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**Report Type:** End of programme Evaluation

**Investment Body:** Albert Gubay Foundation

**Programme Duration:** January 2024- September 2024

## Why was the Investment needed?

The investment was essential to address long-standing inequalities in employment readiness among disadvantaged groups, particularly carers, care leavers, disabled individuals, people in recovery, those experiencing homelessness, and individuals recently released from prison. A focus group with five carers in October 2023 revealed a strong willingness to engage in a tailored programme, provided the structure was accessible and supportive. They emphasised the need for short teaching sessions followed by practical tasks, reflection, and bilingual facilitation. Their feedback reflected extended periods out of the workforce and formal education, with a clear preference for work placements in fields like caring, counselling, administration, and teaching assistance. Importantly, participants highlighted that traditional assessments and out-of-setting homework would be barriers due to their caregiving duties.

The co-designed programme covered, building self-esteem and confidence, understanding motivational ideas, Increased confidence and aspiration, effective communication skill, planning skills, team interaction skills, personal development alongside volunteering and sector-specific placements as requested by the cohort.

In response to the call for investment from the Albert Gubay Foundation, the Foundation saw a timely opportunity to deliver this programme specifically for fifteen carers from the South Asian community in Eccles. These individuals were recruited through trusted local networks and were often connected to existing service users. The investment aimed to create an inclusive pathway into employment by providing relevant training, appropriate support, and flexible engagement tailored to their unique circumstances. Without this targeted support, these carers would likely continue to face significant barriers to entering the workforce.

## Expected Outcomes

- Beneficiaries joining **15**
- Beneficiaries completing a bespoke plan **15**
- Beneficiaries completing at least one training course **8**
- Beneficiaries completing a volunteering placement **10**
- beneficiaries completing a work placement (min 2 weeks) **5**
- Beneficiaries move, complete an accredited training programme **6**
- Beneficiaries who secure paid work **3**

## Output - Data Dashboard



sessions delivered  
**30**



total hours of delivery  
**96**



staff volunteering hours  
**41**



participants target:  
**15**



participants engaged  
**15**

% of targets met  
**95%**



% CERi backgrounds  
**100%**



engaging in such activities for first time  
**90%**

advocacy, participants engaged  
**4**

## Impact

The programme has had a transformative impact by enhancing beneficiaries' confidence, employability, and social inclusion. Many participants with limited English proficiency and culturally specific caregiving responsibilities, gained practical skills such as CV writing, interview preparation, alongside culturally sensitive support. This not only improved their chances of entering or re-entering the workforce but also fostered a sense of independence and empowerment. Additionally, the placements helped break down barriers related to isolation and lack of access to mainstream services, enabling participants to envision and pursue broader career aspirations for the first time.

## Outcomes



### What worked well?

Flexible delivery of the programme around the caring needs of beneficiaries.

Co-designing and co-producing the content with participants.

Explaining professional work ethics, culture and expectations.

### What we learnt?

Programme manager attending all operational meetings and inputting data in a timely manner.

More regular communication between our staff and investor.

Build in-to the programme a buffer that allows for delays in placements to begin.

## How has the investment positively impacted community cohesion

The programme has empowered participants with the tools and confidence needed to engage more fully in both professional and social spheres. By offering culturally tailored support, including language training, CV workshops, and interview preparation, the programme has helped carers overcome barriers to employment, thereby improving their economic independence and social inclusion. As these individuals gained employment and interacted more broadly within the community, they fostered greater understanding and mutual respect across cultural lines. Moreover, their increased visibility and contributions challenge stereotypes, build bridges between diverse groups, and promote a more integrated, cohesive society.



## Case Study

Harvinder joined the 'All will Succeed' Programme and built her confidence and skills by attending the workshops, she undertook a placement at one of The Foundations play and stay toddler sessions in Eccles. She worked with her bilingual coach to access further development and online training in the care and EYFS sector. This led to an interview with Salford Royal Hospital, and she secured a part time job in the hospital as a care assistant. She felt that the role worked around her caring responsibilities as the work patterns are flexible.

***'I felt valued and was able to ask as many questions as I wanted during the workshops, the work placement let me see what work was like and I was given a lot of mentoring and support to apply for the hospital role. I want to thank Flowhession for the support.'***

Harvinder Kaur, 38, All Will Succeed Programme Beneficiary