The Big Lottery Fund is investing £108 million in Talent Match, our innovative programme designed to address the problems of high levels of unemployment amongst 18-24-year olds. Talent Match is a unique and innovative programme, the key aspects worth highlighting are:

- The personalised, individual nature of support: there is no standard approach, partnerships do different things according to need, their skills and what young people request.
- Talent Match is typically working with young people who are furthest from the labour market.
- Unlike other statutory services the programme is voluntary and therefore drop-out rates can be high.

Initial research has highlighted that the involvement of young people in the design and delivery of the programme is one of its most innovative aspects and sets it apart from both previous initiatives of this scale and current government employment programmes.

As the Talent Match programme moves into year four of delivery, there are some key trends that are starting to emerge on the range of support that each young person receives whilst on their Talent Match journey. It is the flexibility of the Talent Match programme that allows the participants to receive on average over five different forms of support. It is the quality and variety of this support that ultimately helps the young people towards achieving their employment goals and aspirations.

A key aspect of this support is the provision of in-work support with recent findings from our national evaluator the Centre for Regional Economic and Social research at Sheffield Hallam University. They found that young people who receive in-work support are up to five percentage points more likely to remain in work compared to those young people who do not receive this intensive support. This can have long lasting benefits not only for the young person but for society as a whole.

The next 12-to-18 months of delivery will be crucial in cementing the legacy of Talent Match and ensuring that key stakeholders at both a local and national level are aware of what works in tackling youth unemployment.

We wish Black Country Talent Match continued success for the next phase of delivery, to ensure that unemployed young people living in the Black Country have the best chance of achieving their aspirations and goals.
There is a generation of young people in the Black Country whose futures are severely limited due to the significant challenges and personal difficulties they face every day in their lives. They lack access to the kind of support structures and mechanisms which many of us take for granted. Such disadvantages restrict their personal progress and career development, leading to stress, unhappiness, depression and possibly crime.

At Talent Match, we strongly believe that all young people are talented and can reach their full potential if only they are given the right opportunities in life. Through our tailored intensive development programmes, the support of our business partners and the commitment of our management team we help them build their confidence and achieve their aspirations.

Talent Match has a demonstrable track record of inspiring young people from the Black Country to transform their lives, become independent and fulfill their potential. We are proud of our success and I congratulate all of the staff and partners who are involved in Talent Match for what you have achieved so far.

WE ARE PROUD OF OUR SUCCESS AND I CONGRATULATE ALL OF THE STAFF AND PARTNERS WHO ARE INVOLVED IN TALENT MATCH FOR WHAT YOU HAVE ACHIEVED SO FAR.
Talent Match Black Country is a brilliant 5-year project funded by the BIG Lottery with £10.3M. It is the largest of 21 Talent Match projects across the country, reflecting the level of need in our sub-region. It is a project run for young people aged 18-24 working alongside them on a journey into employment. As partners in the IMPACT programme we are now also able to work with people up to 29.

We are now in our fourth year of the project and are focusing on planning for a future in which no young people in our sub-region are left behind, no-one is written-off because of the barriers they face or their response to those barriers.

The figures over the first three years of full delivery are pretty impressive:

**WORKED WITH 906**
- **39%** HAVE VOLUNTEERED
- **48%** HAVE TAKEN PART IN WORK EXPERIENCE
- **30%** HAVE GAINED EMPLOYMENT

We work alongside young people who face the biggest challenges and the longest journeys and support them to reach the same heights as those who start nearer to the workplace.

There are a number of reasons for this:

- First the low ratio of mentors to mentees means that we can respond quickly and effectively to issues as they arise and spend time to reach a solution. This intensive intervention is expensive and not right for many young people but we can demonstrate how a significant investment leads to far greater financial savings in the future. Even more importantly of course it leads to young people fulfilling their potential and having the opportunity to live fulfilling and rewarding lives.

- Secondly the range and reach of our Talent Match Partnership. Wolverhampton Voluntary Sector Council is the accountable body and has a great team that works to ensure that our many excellent partners are supported to deliver effectively. We have delivery partners who share our ethos of working alongside young people to break down the barriers that they face. That strong partnership and division of labour allows our partnership to maximise the positive impact of what we do.

- Perhaps most importantly we have, from the outset, placed the young people that we work alongside at the centre of decision making. This filters through the project and means that they are encouraged to come up with ideas and solutions and to take ownership of their project and the individual journeys within it.

When we talk about no one being left behind it’s in the knowledge that the employment and skills landscape is often driven by numbers with success measured by hard outputs, typically jobs. That approach works for lots of young people, those who are ready or are nearly ready for work, those with positive mental health, no criminal record or who have not come out of the care system. But what of those that aren’t ready, how can they also channel their aspirations into positive outcomes, have a stake in the future of our towns and cities, be the best they can be?

The Black Country Talent Match model works, it’s a model that allows young people to contribute to rather than be a cost to the public purse. Even more importantly it supports more young people to realise their full potential. It will continue to do so up until March 2019 under the current programme and we are looking forward to continued success.

We are moving towards an unclear future particularly with Brexit and the removal of European Funding. We know that Talent Match provides a model that works alongside these young people and helps to ensure that no young person is left behind.

Talent Match is about bringing out the best in young people – we haven’t met one young person who does not want to live a fulfilling and useful life – we need to work to ensure that the conditions and opportunities are there for everyone.

We hope this document clearly demonstrates both the human and the economic impact the work Talent Match does and the fantastic progress and successes young people in the Black Country are achieving.

Enjoy

Talent Match
VISION, PROMISE, PRINCIPLES
AT TALENT MATCH BLACK COUNTRY WE ARE:...

LISTENING TO YOUNG PEOPLE AND WORKING WITH THEM TO CO-DESIGN THEIR OWN TAILORED SUPPORT AND PERSONALISED PATHWAYS, ENABLING THEM TO ACCESS THE RIGHT ADVICE AND GUIDANCE LOCALLY.

LISTENING TO LOCAL BUSINESSES AND DEVELOPING STRONG LINKS BETWEEN THOSE BUSINESSES AND OUR YOUNG PEOPLE THROUGH THE HUBS AND GOVERNANCE STRUCTURES AND USE THESE LINKS AS A PLATFORM FOR OPENING UP EMPLOYMENT OPPORTUNITIES FOR OUR YOUNG PEOPLE.

CREATIVE AND LOCALLY DRIVEN, USING KNOWLEDGE ABOUT THE LOCAL ECONOMY AND EMBRACING OPPORTUNITIES TO CREATE INNOVATIVE SOLUTIONS THAT FOCUS ON THE UNIQUE NEEDS OF THE AREA.

INVOLVING LOCAL STAKEHOLDERS, INCLUDING BUSINESSES AND EMPLOYERS WHO HAVE HEAVILY INFLUENCED THE DESIGN AND DELIVERY OF THE PROGRAMME.

FOCUSING ON THE AREAS OF GREATEST NEED IN ORDER TO MAKE A DEMONSTRABLE IMPACT ON THE LIVES OF THE YOUNG PEOPLE WE ARE WORKING WITH.

PROVIDING GOOD VALUE FOR MONEY AND HIGH LEVELS OF SOCIAL RETURN ON WHAT IS A SIGNIFICANT INVESTMENT, DEVELOPING AN INCLUSIVE APPROACH TO ENSURE THAT THE BENEFITS OF WORKING TOGETHER CONTINUE WHEN THE FUNDING ENDS.

OUR AIM
TO ENABLE YOUNG PEOPLE WHO ARE FURTHEST AWAY FROM BEING WORK-READY TO SECURE OR TAKE UP ENTERPRISING AND/OR JOB OPPORTUNITIES, BY IMPROVING THEIR CONFIDENCE AND OPTIMISM BY OFFERING INTENSIVE SUPPORT THROUGH THE PROVISION OF SOLUTION-FOCUSED MENTORS.

www.bctalentmatch.com
OUR GOALS AND OBJECTIVES

- 100% of young people have improved confidence, motivation and optimism
- 21% in to employment
- 80% access training and development
- 30% access work experience
- 30% access volunteering opportunities
- 100% young people take responsibility for co-designing their own support packages

KEY TO OUR SUCCESS

The Talent Match Black Country journey is an integrated approach to support, targeting groups of young people, to identify and address issues that are barriers to them moving forward to meaningful employment, education, training or volunteering.

Successful engagement with Talent Match acts as a platform that evidences increased optimism, motivation and confidence enabling young people to move forward and grow.

Talent Match recognises the individual’s right to make choices. Engagement is completely voluntary from the outset. Young people who opt to engage are supported to make conscious informed decisions.

Talent Match is a learning experience for those who take part, which takes an informal educational approach. All young people are encouraged and supported to use both the virtual and physical hubs in the development of their journey.

It should be noted that the timescales for each of the stages are scalable and are not fixed. Timeframes are flexible enough to reflect the need of the individual. Young people work alongside solution-focused mentors who support them through their Talent Match journey.
Inspire me to see possibilities for my future

Progression pathways into:
- Training
- Employment
- Education
- Self-Employment
- Apprenticeship
- Increased confidence & self esteem

1-2-1 mentoring
Relationship with your local hub
Range and breadth of activities and support
Non judgemental
Safe environment
Someone you can trust
Respected & valued

Engagement

New experiences
Building resilience
Confidence building
Engaging with my hub
Range of activities and events to take part in

I’m up for it

Assessment & understanding of my needs
Action planning
Signposting & outreach support
Linking in with health, housing & support services
Speaking my language
Helping me understand who I am and what kind of person I want to be

I’m on my way

Focused on employability skills
Interaction with employers
Work experience
Volunteering
Great opportunities for me to realise my potential and take action

I’m ready

www.bctalentmatch.com
**I AM WILL JONES, THIS IS MY STORY**

**LIFE BEFORE TALENT MATCH** – I used to be a mentee on Talent Match taking part in everything that the hub provided. With the help of Talent Match I changed my life around and acquired the role of an Outreach Worker in August 2016. Since then I have managed to get many people into Talent Match. In April 2017 I successfully applied for a Youth Leader role.

**POSITIVE CHANGE TALENT MATCH HAS BROUGHT AROUND** – Talent Match has brought a lot of positive change in my life, it has shown me not to give up after being turned away after job interviews and improve my mental resolve. Talent Match has also given me opportunities that I would have never been able to afford and shown me skills I would have ignored otherwise. Overall Talent Match has made me a better person.

**FUTURE ASPIRATIONS** – My future aspirations are to go into Web Design and use the skills I have learnt through Talent Match to be successful, eventually leading on to a management role. Nothing is set in stone at the moment as I am enjoying this role so much.

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**I AM TIM WREN, THIS IS MY STORY**

**LIFE BEFORE TALENT MATCH** Before Talent Match I had many jobs doing a variety of things, like bricklaying, student mentor, engineering and many other laboring jobs, this is because I didn’t really know what I wanted to do in life. Ever since I left school I wanted to join the army, but couldn’t because of an operation when I was 14 which meant I didn’t pass the medical. At the same time, I was mixed in with a bad crowd and did a lot of things I came to regret in later life.

**POSITIVE CHANGE TALENT MATCH HAS BROUGHT AROUND** After a realisation I knew that I needed to settle down and get back in to a full-time job or some kind of work, then out of the blue one of my role models referred me to the Talent Match project. I didn’t really know that much about Talent Match this is what the info session is about, from that one hour session I learnt that Talent Match was going to change my life for good. The first thing I did was get a provisional licence which then helped me to get a bike to get to work and back. My mentor Alex, then helped me gain a job after many hours and weeks of interview skills and research about Talent Match I got the job as an outreach worker “thanks Alex!”

**FUTURE ASPIRATIONS** After four months for working for Talent Match, family problems then became worse. I then left to run away from the reality of life but it always follows you. I moved back home to support my family and to get over this wall that I had around me. I regretted leaving Talent Match and wanted my job back but this was not possible. I waited for five months until there was another job with Talent Match. I applied and got the job!

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**“TALENT MATCH WORKS. IT HAS WORKED WONDERS FOR ME. CHANGED ME INTO A PERSON I COULD ONLY WISH FOR; AND FOR THAT I AM MORE THAN GRATEFUL.”**

**“I HAVE A WHY, NOW I HAVE A PLACE AND I WANT TALENT MATCH TO STAY, TALENT MATCH NEEDS TO STAY.”**
I AM JAMIE MEESE, THIS IS MY STORY

LIFE BEFORE TALENT MATCH
I was experiencing confidence issues and I could not get into the career that I wanted to. I could not see a bright future, this affected my relationships and friendships and enclosed me into my own little world.

POSITIVE CHANGE TALENT MATCH HAS BROUGHT AROUND
With the support from my mentor I could start to see the light at the end of the tunnel, I got shown that I can make a difference in my life no matter what other people say, my confidence went from a minus to a 10, through this I have gained a job that I love inside and out.

FUTURE ASPIRATIONS
I would like to end up within the Police force, and I feel and know that I am along the right path as a Youth Leader. If I was unable to get into that career I wouldn’t mind maintaining this role or doing a role similar to this.

I AM ROBERT BALL, THIS IS MY STORY

LIFE BEFORE TALENT MATCH
I lost my Mom back in 2008 due to cancer and struggled in school, I went off food and started self-harming. School tried their best to get me support but I wasn’t ready for it. I went to college and studied Public Services and gained my Level 3 Extended diploma and loved every moment of it. After leaving college I struggled to find work and had support with Just Straight Talk which was going well, but my advisor felt that Talent Match would be more beneficial. But let’s rewind a bit, I gained employment at a home care company which was rewarding but the company wasn’t the best and I started getting panic attacks and was later diagnosed with anxiety. A few months down the line I had to go back to the doctors and they said I am bipolar, at this point I was feeling low and couldn’t really see myself getting out of my rut.

POSITIVE CHANGE TALENT MATCH HAS BROUGHT AROUND
When I went to Talent Match at first I didn’t really know what to expect. A few weeks later I met my mentor, who helped me from the word go and soon enough we had a connection. He set up for me to get my math’s and helped with me with my C.V. Last year in September they helped me gain employment in a retail store which was good but I didn’t feel comfortable. I went back to my mentor and explained that I wasn’t happy and asked if there was any jobs going with Talent Match itself and he mentioned about the Youth Leader position. I did the application and surprise surprise I had an interview which after I was sure I didn’t get it. A week later I had had a phone call saying I had a job which I was happy and my mentor broke my phone by screaming down the phone in excitement. My journey is still continuing.

FUTURE ASPIRATIONS
After Talent Match I will be looking to go into the Police or similar lines of Talent Match in regards to employment. I will also be looking to go to university to study more to help me with future aspirations.

www.bctalentmatch.com

I AM JOHN LAWLEY, THIS IS MY STORY

LIFE BEFORE TALENT MATCH
Hi I’m John and this is my story. I joined Talent Match in December 2015 and haven’t turned back since. I have had ups and downs whilst being with Talent Match as I lost two family members within two months. Talent Match were so supportive and helped me through that tough stage in my life.

POSITIVE CHANGE TALENT MATCH HAS BROUGHT AROUND
I cannot thank the Talent Match team enough as I’ve gained so many good experiences whilst being with them on programme. I am now a working man within the Talent Match programme with the job title Youth Leader. Talent Match as an organisation has helped me progress into the young hardworking and confident professional I am today.

FUTURE ASPIRATION
I hope within the near future Talent Match will still be around helping more young people like myself and hopefully I’m still with this magnificent organisation but maybe higher in the job role department. If Talent Match are not around then I hope with all my experience gained I could fit in to a similar organisation like Talent Match.

www.bctalentmatch.com
**My Name is Katrina and This is My Story**

**Life Before Talent Match**
At the start of my Talent Match journey I was going through a lot of stress at home with my dad just going into a mental health crisis and also facing my own stresses with being depressed, having anxiety issues and panic attacks. I was unsure about how Talent Match was able to help me.

**Positive Change Talent Match Has Brought Around**
With the guidance of my excellent mentor I’ve been able to face my own problems head on and see that I can achieve things I want to be able to. Talent Match has given me plenty of opportunities to find myself throughout my time on the program, overcoming my anxiety, stress and making me a more confident person. Talent Match has given me the strength and importance to know that I am worth something in the cruel world out there.

**Future Aspirations**
I will be starting at Wolverhampton University in September to start a HNC in Hospitality Management. This along with my employment as a Sous Chef at the Goldthorne hotel (which I will continue part-time whilst at Uni), and hope it will enable me to achieve my aspirations of becoming a Head Chef.

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**I Would Recommend Talent Match to Anyone that is Struggling with Life & Needing to Find Out Who They Truly Are.**

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**My Name is Steve and This is My Story**

**Life Before Talent Match**
I had come out of school with no real qualifications to speak of because schooling to me seems to be a process of forced remembrance, while someone else in my maths class could recite the times table from memory. I could work it out so never felt the need to engage in the lessons. When I left school I became something of an autodidact, teaching and researching anything I had a mild interest in but still with no aim.

**Positive Change Talent Match Has Brought Around**
I drifted for a while, odd jobs and apprenticeships I would leave as they failed to keep my interest. It was during one of these apprenticeships I became involved with Talent Match, scoring the bids that would later become the hubs around the Black Country.

Later I became a member of the steering group for the program. Even before I was on program myself I saw that this was being run by people who actually wanted to make a difference, before this I’d been through enough work programs to know they don’t work.

It took some convincing for me to go onto program, and even while being on board my own progress plateaued due to my own stubbornness. It wasn’t until a suicide attempt after obtaining a job nearly two years into my journey I decided to step out of my own way, I engaged in therapy with the support of Talent Match.

**Future Aspirations**
Throughout my time with Talent Match I’d been involved in a project called Lucid which was eye opening for me as a in depth behind the scenes look at TV production. During that I was also teaching myself to draw and animate, so I decided going to study animation would be a fit for me. So that’s where I am now, my application to university has been accepted, I start in September and I’m clawing the walls in anticipation of that start date, if you asked me 3 years ago “do you think you’ll ever go back to school?” I’d have laughed for a solid 10 minutes.

**I Can Honestly Say That For the First Time I Can Remember in a Long Time, I’m Excited and Happy about My Future.**
WOLVERHAMPTON WOLF

Talent Match Black Country took part in the ‘Wolves in Wolves Sculpture trail’ project over the summer. Aurora, whose name was chosen by our young people was painted by Talent Match administrator Katie Keith, who is an artist in her own right. Katie ran a design workshop with a creative bunch of Talent Match young people who helped design the sculpture with ideas based around their journey at Talent Match, capturing the voice of the Young People.

Aurora is displayed in Wulfrun shopping Centre in Wolverhampton showcasing the work done at Talent Match.
My Name is Nasmia and This is My Story

LIFE BEFORE TALENT MATCH
I never thought I would get a job and a year ago I wouldn’t have talked about myself. I had no confidence and was very, very quiet. I had left school with three A-levels but was very shy and couldn’t find a job.

POSITIVE CHANGE TALENT MATCH HAS BROUGHT AROUND
When I started at Talent Match last summer the mentors and my family encouraged me and built my confidence up. They showed me how to project my voice more and how to cope with an interview. For me this was the barrier to getting a job.

FUTURE ASPIRATIONS
Thanks to the help I got here I now have an apprenticeship at Sandwell Council working in customer relations. I am enjoying it, hopefully I will get a full-time job there after my apprenticeship.

My Name is Daniel and This is My Story

LIFE BEFORE TALENT MATCH
When I joined TM I worked hard to improve my confidence by joining in with group work sessions and one-to-ones. I did an assessment at WACC and was happy to find my reading and writing were better than I expected. After my assessment TM arranged for me to go to Bilston Resource Centre where I completed Entry Level 1, 2 and 3 in English. I got on really well there and also ended up doing work experience with them. After some interview practice at TM and a couple of unsuccessful interviews I got at a job at Phoenix Brands Ltd. I have now been working there 13 months and continue to grow in confidence in and out of work.

FUTURE ASPIRATIONS
I have already bought myself a car and now I am saving the deposit for a home. I am trying to go to new places and try new things so that I can broaden my horizons. At work I am happy with how my current job is going but am always interested in new opportunities to develop my skills and improve my pay. I have been considering taking the next step and becoming a supervisor which is something work have suggested I should pursue. I have also not given up on my dream job as a firefighter just yet.

My Name is Amy and This is My Story

LIFE BEFORE TALENT MATCH
I joined the Talent Match scheme having dropped out of A-level studies at a local secondary school. I’ve suffered with mental health issues that created anxiety and panic attacks and was a user of antidepressants from an early age. Through the one-to-one mentoring I’ve received and the weekly support sessions I attended, I have built my confidence and learnt a variety of techniques to manage my anxiety. All allowing me to take a bold new step about my future.

POSITIVE CHANGE TALENT MATCH HAS BROUGHT AROUND
Working with my Talent Match support mentor Kaye, I developed an ambition to take up a placement with the educational charity, Project Trust. The Trust offers young people the opportunity to take part in overseas teaching and social care projects in Africa, Asia and Latin America - if they can pass the rigorous selection and process and raise funds to support themselves. Just attending the selection event was a huge deal for me. Talent Match helped me prepare for this and gave me coping strategies to manage my anxiety. I was delighted when I found I was one of only 300 young people from across the UK to be selected. The next task was to raise the £6k needed to be able to subsidise the year abroad. I set upon a range of fund raising tasks. I secured the monies to be able to guarantee my trip.

FUTURE ASPIRATIONS
I’ll be working in an orphanage that specialises in working with 4-14 year olds who also have cerebral palsy or spina bifida. My role will be to help the physiotherapists and provide friendship and emotional support for the young people. I’ll use everything I’ve learnt through Talent Match to make a difference to the way they feel about their lives.

My Name is Amy and This is My Story

LIFE BEFORE TALENT MATCH
When I joined TM I had been unemployed for more than a year. Before that I had had a number of placements and training opportunities but none had worked out. Mainly because they were not right for me and because I was low in confidence and worried that I could not read or write – but didn’t want to tell anyone.

POSITIVE CHANGE TALENT MATCH HAS BROUGHT AROUND
When I first joined TM I worked hard to improve my confidence by joining in with group work sessions and one-to-ones. I did an assessment for more than a year.

FUTURE ASPIRATIONS
In order to prepare for this and give me coping strategies to manage my anxiety. I was delighted when I found I was one of only 300 young people from across the UK to be selected. The next task was to raise the £6k needed to be able to subsidise the year abroad. I set upon a range of fund raising tasks. I secured the monies to be able to guarantee my trip.

FUTURE ASPIRATIONS
I’ll be working in an orphanage that specialises in working with 4-14 year olds who also have cerebral palsy or spina bifida. My role will be to help the physiotherapists and provide friendship and emotional support for the young people. I’ll use everything I’ve learnt through Talent Match to make a difference to the way they feel about their lives.
WE’RE MAKING A DIFFERENCE

- 906 yp engaged & have or are receiving mentoring support
- 67% Male
- 33% Female
- 6% Black Caribbean
- 2% Black African
- 6% Asian
- 7% Dual heritage
- 69% White
- 10% Other

- 60% under the age of 21
- 26% unemployed for 36 months or more
- 58% unemployed 12-23 months

- 28% have a disability of which 69% say it affects their day-to-day life
- 18% local authority care
- 25% offender background

- 17% substance misuse
- 32% mental ill health
- 22% homelessness

- 22% have or care for children
- 18% not in receipt of benefits
- 51% live independently

My name is Nasma and this is my story.

My name is Amy and this is my story.

My name is Daniel and this is my story.
CENTRAL

WHAT IS UNIQUE ABOUT YOUR HUB?
As the host of central hub is a Theatre Company we have been given the opportunity to be as creative as possible to support our young people build their confidence and self-esteem. This has been done through our young people being in front and behind a camera where they have worked with professional actors and film makers, thus allowing them to start looking at careers in these areas. The premises has a large public hall with a bar which is used for private and public functions this has allowed young people to access bar training with work experience and later paid work.

WHAT POSITIVE CHANGE HAS TALENT MATCH MADE IN YOUR AREA?
Young people in the area now have access to support that not only focuses on helping find work and training but also someone to talk to on a personal level. As a Hub we have also engaged well with other agencies in the area involving young people and businesses which have offered work experience and employment positions.

WHICH EVENTS AND ACTIVITIES HAVE HAD THE MOST SUCCESS?
Most recently the Talent Match Film Festival was an opportunity for our young people to demonstrate the level of training they have had over the past year. Women’s Group the ‘Sistahood project’ has been quite empowering for quite a few of our women, the level of confidence in them has been nothing short of incredible.

WHAT ARE YOU MOST PROUD OF?
Being able to give numerous young people the opportunity to do things they have never thought about doing before. Being able to give in house training, work experience and job opportunities.

SANDWELL

WHAT IS UNIQUE ABOUT YOUR HUB?
We have always been known as the family hub. This is because a lot of our cohort do not have that sense of family in their own lives. Due to the strong connections across the staff team, this filters down to all mentees that are part of our cohort. From coming into the hub to raid the kitchen (like cheeky teenagers) to sitting down and conversing over food, to looking after those impaired mentally or physically and accepting people as they are.

WHAT POSITIVE CHANGE HAS TALENT MATCH MADE IN YOUR AREA?
Amongst our young people there is more of a sense of hope for the future. There is greater desire to achieve which is leading to an increase in those accessing support on the Talent Match programme. Talent Match has also made a lasting impact on the community through one of our mentees, who used their own negative experience with a family member needing mental health assistance, to create a positive outcome for others in that she was able to have the courage to write a letter and campaign for a change in the policy for how mental health patients are treated in the area.

WHICH EVENTS AND ACTIVITIES HAVE HAD THE MOST SUCCESS?
We have had lots of outstanding events and activities across this year but one that springs to mind is our GQ Day around Mental Health. Our GQ Day (Gentleman’s Qualities) are once a month events in which we invite young men from the hub to gather together and speak around issues and topics that affect the young men. We also have a similar format for our ladies which is title a GLAM (Girls Lifestyle and Makeover) Day. Sessions were facilitated by staff who delivered a thought provoking interactive session on mental health awareness for young men and women. Jeremy Grant, one of the hub senior mentors told of his own story of struggles with mental health and how he overcame them to now inspire others. This led to a real outpouring of people opening up about their own experiences and helped them to be pointed in the right direction to seek help. The mentees found these sessions very beneficial and the general consensus was that this had been the best session so far. The afternoon activities included giving food/resource bags to the homeless in West Bromwich and a paintballing activity in Birmingham.

WHAT ARE YOU MOST PROUD OF?
We are proud of the fact that we have been able to help young people gain employment and sustain employment.
WHAT IS UNIQUE ABOUT YOUR HUB?
A significant number of our mentees have had negative experiences in different educational settings – having the hub based at the college has enabled them to see that college studying can be, and is for them. It’s actually an OK thing to be at college and can bring about real positive changes in their lives. Then being placed within the college gives us as a hub access to facilities, in-house courses etc, which would perhaps have not been so easy to access had we been based elsewhere.

The other thing that makes Dudley unique and enhances the richness of the offer we are able to provide, is the partnership with our associates, Mentoring West Midlands, Just Straight Talk, Top Church Training and The What Centre. They all bring with them a wealth of experience, knowledge and skills which they are happy to share across the wider team.

WHAT POSITIVE CHANGE HAS TALENT MATCH MADE IN YOUR AREA?
The mentors bring with them a range of knowledge skills and experience, and a positive approach which is translated to the mentees in ‘a can do’ approach. Although the challenges some mentees face are huge we are seeing really positive changes which are enabling them to take up work, study, volunteering etc. Talent Match has also become a place that others will refer to as they see it as place that can support people to make changes.

WOLVERHAMPTON

WHAT IS UNIQUE ABOUT YOUR HUB?
YMCA is a Christian organisation and we follow a Christian ethos which underpins all the work we do, hope, trust, compassion and inspire, we are also are accessible to people of all other faiths, denomination’s and non-faiths.

At Wolverhampton hub inclusivity is key for us, we strive to ensure that we create a welcoming atmosphere, we acknowledge and do a big welcome with full introductions for new mentees. We have a wide range of social games and sessions, our book club, movie club and user group is run by our mentees, who are supported by mentors. We have a wide range of skills and experiences from mentors and the management team, which we hone in on and use as engagement tools where possible.

Within our team we have ex-social workers, job coaches, sports coaches, drama facilitators and film graduates. We encourage engagement through the creative means, making it easier to engage and more fun for service users e.g. raising awareness of absent fathers through drama and film.

WHAT POSITIVE CHANGE HAS TALENT MATCH MADE IN YOUR AREA?
We have provided a second chance for mentees between the ages of 18-29 to achieve their goals, change their mindset, reinstall ambition and aspirations. Wolverhampton City is undergoing many developments and Talent Match has enabled our young people to be a part of it and start careers they can be proud of.

WHAT ARE YOU MOST PROUD OF?

- We have hosted a wide range of successful events including, maths and english sessions, we had visits with local MP’s Eleanor Smith and Rob Marris. We’ve been raising awareness and addressing topical issues such as autism and absent fathers, YMCA health and wellbeing workshops, an animal care course qualification and much more.

- Having a hub where mentees feel accepted and safe, identifying the link between this environment being sustained and maintaining an ethos where we don’t judge people according to their past but accept that everyone comes to Talent Match because they want to improve themselves.

IF YOUR HUB HAD A VOICE WHO WOULD IT BE:

- PATANJALI as a guide to everyday life. ‘When you are inspired by some great purpose, some extraordinary project, all your thoughts break their bonds, your mind transcends limitations, your conscious expands in every direction, and you find yourself in a great new and wonderful world.

- BARAK OBAMA, because we are cool, inspiring, relatable, caring, innovative, reassuring, embracing, honest and accepting of all and fighting to ensure that everybody gets a seat at the table of change. Enabling our mentees to be the best they can be with the motto ever ringing out in exuberant exaltation YES WE CAN!!!!!!
WHAT POSITIVE CHANGE HAS TALENT MATCH MADE IN YOUR AREA?
Since Talent Match started in the Walsall area we have seen an increase in offenders attending the hub and gaining employment. This is excellent as Talent Match has been able to support mentee’s that thought that most had given up on them and felt that other organisations would just want them to take any job and not take the time to speak and find out about what they would like to do. This has been great as some of the mentee’s in the Walsall area with a criminal background are aware that there is a service that wants to help them see the best of themselves.

WHAT EVENTS AND ACTIVITIES HAVE HAD THE MOST SUCCESS?
Since the programme started we have had many events and activities that have made such a difference. Such as, the Kingdom Horse programme a five week programme working with neglected and abandoned horses. The Talent Match Women of Worth, the group walks around the arboretum and uses this time to talk about their experience, the challenges with young parenting and being a woman today and the good and bad things that they have experienced. The Walsall hub has also had the Engage Grow and Achieve four-day intensive course. This was a great course where many of the mentees on the programme had the opportunity to open up about their feelings and issues around mental health. Many of the group where moved to tears with the honesty around their own personal struggles and insecurities.

WHAT ARE YOU MOST PROUD OF?
We are most proud of the outcomes from the young people at the hub. So many have come from very difficult and complicated backgrounds and still strive for excellence in their own lives. It would be hard to pin point any one specific moment.

WHAT IS UNIQUE ABOUT YOUR HUB?
Our hub is very motivating and full of fun. This is a great place for worried nervous and strong minded young people. The staff are full of energy and motivation.

LEARNPLAY

LearnPlay Foundation are proud to have worked closely with Talent Match Black Country over the last three years of the project. We are the prime IT development partner as well as an employer and have progressed many Talent Match Black Country young people onto apprenticeships and other employment opportunities within our interactive digital media business.

Young people have been at the heart of our partnership with Talent Match Black Country and through their employment with us and their involvement with the project, they have contributed to the following key developments:

A communications hub: a bespoke content management system powered by a sophisticated database developed from the ground up to provide Black Country Talent Match with an elegant platform for engaging, developing and reporting on young peoples progression during their time on the project. Recent developments include the ability for the core team to fully administer the data held within the database and provide real time statistical information to enable higher levels of interaction with the extended teams spread out over the Black County boroughs. This platform has been awarded ‘Green Status’ by Big Lottery for providing correct and precise data over an above every Talent Match project across the United Kingdom in all major cities.

Video & design production: young people have developed pre and post production skills and have been involved with the creation of a significant volume the Talent Match Black Country marketing collateral including the website, print and video marketing materials.

Preferred Supplier Network (PSN): we have provided work experience, soft skills and technical skills development to over 30 young Talent Match Black Country young people helping them prepare for the world work and sharpen work place based skill sets.

IF YOUR HUB HAD A VOICE WHO WOULD IT BE:
PRINCESS DIANA. The reason for this is she was kind, thoughtful, considerate and all about change despite the circumstance. She had a warm caring voice as well as a nature of support.
TALENT MATCH
Employer engagement is critical to the success of Talent Match. Not only do employers provide valuable work experience, placements, visits and ultimately jobs, they also provide Talent Match young people with valuable insights into the world of work and crucially what employers are looking for when recruiting.

This intelligence is put to good use in supporting Talent Match young people to match their skills and abilities to the most appropriate opportunity, but for them to also understand what is required to sustain their employment.

Whilst the transition into employment in some instances is not an easy one, all Talent Match young people have access to in-work support through a dedicated team of Job and In-Work Support Coaches.

This dedicated team provide valuable support to both the new employee and employer ensuring a smooth transition into the world of work. Feedback suggests that both young people and employers found this support crucial and had a significant impact on the young person sustaining the opportunity.

### OUR WORK WITH EMPLOYERS

In our dealings with Talent Match we obtained a worker in Adrian Fisher who achieved great things with the support of the project.

Previously we would not have entertained the idea of employing staff who are deaf, especially due to the Health and Safety issues we have in our industry. However, Adrian fully supported our fully trained staff and also independently ran our stores area and could build all our stock gearboxes up in the space of seven months.

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### HOW TALENT MATCH PREPARES YOUNG ADULTS FOR THE WORLD OF WORK;

- Work experience and volunteering placements
- Support with job search, job applications and CV preparation
- Jobs
- In-work support and ongoing mentoring
- Company visits and talks
- Practice interview days
- Employer meet and greet sessions
- Working in partnership with other agencies to support our young adults e.g. ENABLE, Job Centre Plus, Walsall Works, Wolverhampton Work Box etc.
- Use of My Work Search website to filter appropriate job opportunities from all job sites and aid job applications
- “Try before you buy” work trials
- Sector specific training and taster days
- Sector based work academies
- Information sessions about Self-Employment and business start up support

### ALPHADRIVE ENGINEERING SERVICES LTD – ANTHONY CHISHOLM

“Talent Match has been fantastic to work with and give an employer confidence to work with employees that they would otherwise disregard.”

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Previously we would not have entertained the idea of employing staff who are deaf, especially due to the Health and Safety issues we have in our industry. However, Adrian fully supported our fully trained staff and also independently ran our stores area and could build all our stock gearboxes up in the space of seven months.
We always welcome conversations with like-minded organisations who have opportunities to offer or who feel they can support us in some way. We also have an employer forum which helps to guide the delivery of the project and receive feedback from businesses to help us prepare potential candidates accordingly.

For further info or to get involved, please contact Kim Babb on Kbabb@bctalentmatch.com or visit our website www.bctalentmatch.com.

*The rail sector has a zero tolerance policy on drugs and Talent Match work coaches and mentors actively encourage young people to change their lifestyles to enable them to start on the first rung of the ladder to a sustainable career.*

Rose Rees, Operations Manager, Auctus Training Solutions Ltd
The Talent Match Mark recognises and celebrates outstanding employers that support young people throughout their journey to work – encouraging and providing them with opportunities to explore and experience work as well as creating opportunities for employment.

As a group young people are still nearly four times more likely to be unemployed than older groups. There are many reasons for high youth unemployment and some young people face multiple barriers to employment. Many organisations across the UK already support young people, they might provide careers support, work experience or even employment and it is these employers that make such a difference to the life chances of young people.

The Big Lottery Talent Match programme and the organisations delivering it are prime examples of what good youth engagement and employment looks like. Their engagement with employers complimented what we had already been doing with our Youth Friendly Employer Award, it made perfect sense to work together taking the best strands of each projects and create one mark collectively ‘The Talent Match Mark’.

The Talent Match Mark was created to recognise and reward these employers but to also provide a framework of good practice to help organisations really embed youth friendly employment practice into their business and to create a long and sustainable approach to youth employment.

Thanks to support from the Big Lottery and the Talent Match Partnerships. Bronze, Silver and Gold Talent Match Awards are free to apply for and organisations who offer some support to young people in their communities are welcome to apply. The Platinum Award is the most prestigious level and calls on businesses to review their internal policies and procedures against the Youth Friendly Employment Framework and open up to an onsite assessment.

Organisations can find out more here - talentmatchmark.com/
We have continued to map and measure the social impact and social return on investment achieved through the support and interventions provided by the project. We do this by evaluating outcomes achieved through:

1. **Increasing our social impact and return on investment**

This year has seen an increased number of young people secure part-time and full-time sustainable employment with local businesses. Entrepreneurism is blooming with young people starting their own businesses providing a diverse range of services from catering to creating toys, to nail and beauty, often these young people joined TM with low self-esteem and confidence levels and left with ambitions and aspirations.

ARK’s role is to continue to measure the social impact and return on investment created as a direct result of TM colleagues support and interventions. To see this increase to more than £7M is an amazing testimonial to the hard work of the TM team, young people and local employers whose continuing support is critical. We are thrilled to be part of the team and this brilliant project.

Helen Scurr
Company Director
ARK consultancy Limited.

As of November 2016, cumulatively 592 young people on programme have generated a £7.7M social return, meaning every £1 spent has delivered £1.31 worth of benefits and public sector savings. In December 2015 we reported £1.20 worth of benefits generated for every £1 spent. This proves our SROI impact is rising, we are very much looking forward to this year’s evaluation and reporting an even higher return.
SRoI £30,928
Young man aged 20 who had been NEET for 18 months. When he joined TM he was unemployed, had a history of substance misuse and was homeless. TM helped to change his life. He has regularly volunteered, gaining valuable skills and experience, participated with the Princes Trust and completed a range of vocational skills training. He has a safe and secure home and a part-time job.

SRoI £32,491
Young female aged 22, who had been NEET for 36 months. When she joined TM she had experienced mental health issues and had low self-esteem. TM enabled her to access work experience and to study for a marketing qualification. She has now started her own business and has high expectations for her future.

SRoI £10,403 33
Young female aged 23 who had been NEET for 35 months. As a single parent, she was struggling to access work experience creating barriers to securing employment. TM helped her to access a work placement from which she gained valuable work experience. She then secured an apprenticeship placement and is currently studying for a Level 3 qualification. Her confidence and skills have increased since joining the programme.

SRoI £24,029 36
Young male aged 20 who had been NEET for 24 months. He presented with low self-esteem and confidence issues. Since joining the programme he has volunteered at least once a month, completed a wide range of vocational training and completed a maths qualification. He has undertaken work experience and completed a 12-month work placement. He has found involvement in sports activities beneficial to improving his confidence and team effectiveness. He is now pursuing a career with the Police force.

SRoI £29,275 39
Young female aged 20 who had been NEET for 23 months. She had previously been in local authority care and when she joined TM she had previously attended college but was unsure of the career pathway she wanted to follow. Since joining TM she has completed a Foundation Counselling course and trained to be a nail technician. Her confidence and self-esteem levels have improved and she is now self-employed and starting her own beauty and nail business.

12 INDIVIDUALS HAD A HISTORY OF CRIMINAL ACTIVITY AND FORMER CONVICTIONS, THEY HAD NOT REOFFENDED SINCE RECEIVING SUPPORT FROM TM. OF THOSE TWELVE, EIGHT HAVE SECURED PART-TIME OR FULL-TIME EMPLOYMENT, THIS EQUATES TO A COLLECTIVE SRoI VALUE OF £622,459 AN AVERAGE OF £51,871 PER INDIVIDUAL.
OUR ACHIEVEMENTS

KEY ACHIEVEMENTS AND OUTCOMES TO DATE - OF 336 YOUNG PEOPLE SURVEYED AFTER 12 MTHS:

- **48%** work experience
- **39%** volunteering
- **64%** applied for jobs
- **54%** had at least one interview
- **4.5%** completed an apprenticeship
- **54%** accessed additional training
- **13.5%** completed a formal college course
- **3%** set up own business
- **30%** gained employment
‘Before I was with Talent Match I was homeless I had nothing going for me apart from my CSCS card. Talent Match brought me up gave me a kick up the ass now my motivation is impeccable. So well done Talent Match.’ – James

‘My mentor helped me to find my true passion and supported me to pursue this and I am making progress to realise my dreams.’ – Kadeem

‘I really appreciate the level of support I am getting from Talent Match. I am happy with the mentor I have because he helps me to open my eyes more and realize the world is a big place and it is not too late to achieve my dreams. I couldn’t do it without Talent Match. Talent Match has helped me through my barriers and I am very grateful.’ – Jamika

‘Very helpful, supportive and friendly. My confidence and social skills have increased significantly.’ – Aaron

‘Highly recommend the programme to other people, I enjoy attending the hub and the men’s group. Looking forward to doing my Maths and English course.’ – Christopher

‘All the support Talent Match has given me has really helped me start to improve my life. I have a part-time job and my own place and feel like things are going well and I am grateful for the help I’ve had from Jay for that.’ – Ryan

‘I have been learning a lot about myself and feel I have grown. I can manage my temper better, act appropriately in a variety of places, yard, stables, classroom and around the public.’ – Shane

www.bctalentmatch.com
Youth unemployment has been a challenge for the UK since before 2005, young people are the group most likely to be unemployed and have been significantly affected by economic challenges, government policy and uncertain climates. It is clear from reports from organisations such as the Social Mobility Commission, Princes Trust and the Education Policy Institute that young people are being left behind, social mobility is not improving and young people themselves do not feel confident about their own futures.

If we want to be part of a flourishing UK economy we must better support young people. We must provide equal opportunities for all young people to learn, build their skills and be empowered by the opportunities around them. All young people deserve the chance to live fulfilling lives.

We know from the work that we do that there are many brilliant organisations supporting young people, organisations who help the most disadvantaged young people or those at the greatest risk from being left behind. These organisations work collaboratively in their communities to support and engage young people. The Big Lottery Talent Match programme and the organisations delivering it are prime examples of what good youth engagement and employment looks like. As organisations they are youth-led meaning that young people have a say on the services and programmes that are available to them.

We cannot fix youth unemployment by working in isolation, it is a collaborative effort that is needed with young people at the heart.

Laura-Jane Rawlings
Chief Executive Officer

It is wonderful to see the impact Talent Match has achieved and the difference you’ve made to the lives of so many young people in the Black Country through challenging times, working collaboratively with many voluntary and statutory organisations, and local employers to secure sustainable employment and enhance young people’s lives.

If we reflect, fifty years ago Black Country manufacturing made the West Midlands the UK’s richest region. Forty years ago per capita output and wealth in the Midlands outstripped London and the South-East but then came the 1980s and the truth is that we’ve never really recovered from the recessions that decade brought and everyone knows we’ve struggled to attract new industries and new jobs to replace the ones in traditional industries on which the area’s prosperity was based.

And whilst things are picking up now, the West Midlands is the only region where private sector investment fell during the decade before the downturn which hit the West Midlands harder than anywhere else and from which many Black Country communities struggled to recover. We’ve suffered from an inability to attract new investment to help entrepreneurs establish new business and replace the jobs we’ve lost over the last forty years.

We haven’t got enough hi-tech jobs – our knowledge economy is getting smaller not bigger, with 2,000 fewer jobs than before the recession. Compare that to other regions which have over 30,000 more jobs. Unemployment in Birmingham and the Black Country is higher than the national average – but young people are the hardest hit.

Four years ago the levels of youth unemployment were amongst the highest in the country, with 14,000 young people out of work. More than 3,300 of those had been out of work, education or training for over a year. Within just a couple of years Talent Match have reduced those figures, however, the level of youth unemployment in the Black Country is still twice the national average and unacceptable.

As the funding for TMBC nears its end, we need to ensure that these collaborative partnerships continue to work collectively for the good of young people in the Black Country, to enhance skills and provide sustainable employment opportunities. Let’s not go backward, but move forward.

The truth is that we need greater investment in programmes like this – not less – and I promise I’ll do all I can to encourage more investment in projects that focus on young people with the greatest barriers to employment.

Ian Austin MP
Youth unemployment is falling with jobs in the Black Country being at their highest for five years at 446,000. However, with a growing population, more needs to be done to ensure this trend continues.

One of the ways we are tackling unemployment in the Black Country is The Passport to Employment initiative. The Passport to Employment initiative has supported young people across the Black Country to develop their careers, knowledge and employability skills in key transformational sectors including advanced manufacturing, building technologies, transport technologies, environmental technologies and business services.

The programme has been recognised nationally for connecting year nine pupils and teachers with employers from these key sectors through a variety of activities and events, held at both the school and employers. In addition to the pupils engaging in the project, from December 2016 to July 2017, 53 teachers undertook visits and over 90 employees from 38 different companies have participated as volunteers, hosts or contributors to the session plans.

Of the 2750 pupils who participated, the programme has had the following impact:

- **78%** of pupils have developed knowledge and understanding of the key sectors and what is involved in working in these sectors.
- **72%** of pupils are more likely to consider apprenticeships.
- **68%** wanted to know more about the key sectors as possible future careers.

Black Country Skills Factory have worked collaboratively with delivery partners from across the four boroughs. We have developed 1-day interactive sessions for year nine pupils and teachers from 16 schools in the Black Country. The sessions included a “Skills Challenge” and a “Getting a Job in the Sector” activity.

Len Oakes, assistant headteacher of Redhill School, Stourbridge said: “The pupils gained a fantastic insight into what it takes to prepare for the world of business and the opportunities they might encounter in the future.”

Colin Parker, Skills Factory Director, Black Country LEP said: “The knowledge and understanding of the future key job sectors in the area is vital knowledge both for them and their teachers in helping them to make informed decisions.”

Natalie Cramp, Chief Operating Officer of the Careers & Enterprise Company, said: “Employer engagement with young people is critical to inspire and prepare them for the world of work.”

It’s projects like Talent Match and The Passport to Employment initiative that will ensure employment rates continue to rise by forming collaborative partnership working and forging strategic employer relationships, which will support thousands of young people into the world of work.

Black Country Consortium Ltd
Over the last 12 months young people involved in Talent Match Black Country have continued to shine. Working alongside our brilliant partners and committed staff they have shown, that given opportunities, they are able to achieve real progress towards and into employment. We have continued to reach out to those young people facing disadvantage, those furthest from the labour market who, with the right individualised support, are realising their potential. This report just gives you a snap shot of our successes, demonstrating the fantastic achievements of our young people. There are many more we were unable to include.

As employment levels improve we are committed to help ensure that no one is left behind and our first event on that theme started a lively conversation during the year. The future of every young person is important and over the remaining 18 months of the current programme and, we hope, into the future, we will continue to work hard to make sure that every young person we work with is supported to have the future that they aspire to and the opportunity to contribute fully to the communities in which they live.

As you would expect, young people continue to be at the very heart of all that we do and as part of that we employed a team of youth leaders during the year. Through a competitive process with a wide range of young people we were really proud that all five posts were filled by applicants from within Talent Match. Part of their role is to ensure that the voices of young people are clearly heard as we continue to respond to what they need in order to progress.

Other highlights during the year have included:

- Illustrating the success and high profile of Talent Match when some of the young people we are working alongside met with all the Black Country MPs when they were heavily involved in the Youth Employment Parliamentary Committee at the House of Commons.
- Supporting more young people across a wider age range by working alongside the four Black Country local authorities through our ESF funded Black Country IMPACT partnership.
- The development of a partnership with Youth Employment UK that has allowed us to recognise the brilliant support of employers through Talent Match Mark.
- A particular focus on working with young people with an offending background through closer partnerships with the local prisons and Police Prevention Intervention Teams.
- Continuing to demonstrate that our focus on supporting young people to progress also provides excellent value for money to the taxpayer through demonstrating the social return on investment.

Effective partnership with delivery partners, referral agencies, employers and our great funders is crucial to our success, but most important of all are the splendid young people that are part of Talent Match. I am inspired by them as they challenge and stretch themselves, often stepping outside of their comfort zones in order to overcome the barriers that they face and move on their own individual journeys. Thank you to everyone involved. I look forward to continuing our work together in making a real difference to so many young lives.

Ian Darch. Chief Executive Office
WITH SPECIAL THANKS TO:

3d Native
Access to Business
Advance
AlphaDrive
Alpine Gymnasium
Ark People and Communities
Art of Change
Aspiring Futures
At Home Fitness
Atlantic House
Auctus Training Group
Autism West Midlands
Baby People
Bangladeshi Women’s Association
Barnardos Family Support Dudley
Barnardos Family Support Sandwell
Base 25
BCTG
Beacon for the Blind
Beatsabar..."n
BID Services
Bilston Resource Centre
Black Country Chamber of Commerce
Black Country Consortium
Brinsford
Building Bridge Training
Bullock Construction
Business Development Centre
Business in the Community
C3
Carillion
Carol Davies Consultancy
Catch 22
Centre Point
Centre Spot CIC
CHADD
Change Counselling
Changing Lives
Child and Family Support - Bilston
Child and Family Support Team - Citizens Advice Service Wolverhampton
Complete Kidz
Connexions Dudley
Create a Future
Creative Academies
CRS North
Dame Kelly Holmes Trust
Department for Work and Pensions
Digital Native Academy
Disabled Children & Young Persons Team
Drug and Alcohol Recovery Service HMP Dudley and Walsall Mental Health Trust
Dudley Central Cluster Children’s Centre
Dudley College
Dudley CVS
Dudley Metropolitan Borough Council
Dudley Youth Hub
Early Help 0-19 Area 4
Employment Plus
Engagement Youth Empowerment Services
Enhanced Primary Care Service
ESS Team
Family Nurse Partnership
Fizzog Productions
Front Row Storage
Gateshead Council
Gazebo Theatre in Education
Gloucester Street Community Centre
Groundwork West Midlands
Grow and Glow Youth Coaching
GTG Training
Happy Times UK ltd
Heanton Housing
Heart and Soul Community
Higher Level
HMP Oakwood Prison
HMYOI Brinsford Prison
Ideal for All
Integrity Construction
J&D Training
J10 Counselling
Job Centre Plus
Jobchange 2007
Junction 10 Counselling
Just Straight Talk
Kids in Communication [KIC FM]
Kingdom Horse
Krunch
Landau
Leaps and Bounds
LearnPlay Foundation
Livewell Care and Support ltd
Looked After Children
Mecure
Mediation Services DMBC
Mentoring West Midlands
Mercury Training
Midlands Dyslexia
Mindful Gifts
Multi-media Arts Project (MAP)
MyWorkSearch
Nehemiah UCHA
Neighbourhood Employment Skills Service
New Path of Life
Nova Training
O.S. Training
Opening Doors & Venues
Options for Life
Pegasus Community Housing Trust
Pertemps People Development Group
Pets at Home
Phase Trust
Place of Refuge Community Church
Prospects
Raise your Bar
Recovery Near You
Recovery Service
Rehabilitation Company
Rethink Mental Illness
SainTs Training
Saltbrook Place
Sandwell & West Birmingham Hospitals
Sandwell Advocacy
Sandwell Asian Development Association
Sandwell College
Sandwell Community Caring Trust
Sandwell Metropolitan Borough Council
Sandwell Police
Sandwell Transition Team
SCVO
Secure Pro Security and Training
Shaw Trust
SIPS Education
Smethwick CAN
Snow Camp Midlands
Social Care Wolverhampton
Sport Structures Education
Sporting Schools
Spurgeons
St Basil’s
Staffordshire and West Midlands Community
Staffordshire and West Midlands Probation
Steps to Work
Stones Throw Media
Stonewater
SUIT
SWEDA
Targeted Youth Support 18+ Team
Tarmac
The Albion Foundation
The Arts of Change
The Beacon Young People’s Integrated
The Gap Project
The Hope Centre
The Kaleidoscope Plus Group
The Prince’s Trust
The Unicorn Day Centre
The Vine Trust
The Way Youth Zone
The What Centre
The Y Project
Think Project
Tibby’s Resident Association
Top Church Training
Topps
Transition and Leaving Care Team
Troubled Families
Trust
University of Wolverhampton
Walsall Adult and Community College
Walsall College
Walsall Council
Walsall Housing Group
Walsall Initial Response Team
Walsall Voluntary Action
Walsall Works
Walsall Youth Offending Team
Walsall Youth Support
Wates Living Space
West Bromwich Police Station
West Bromwich Probation Services
West Midlands Fire Service
West Midlands Police
Wolverhampton
Wolverhampton 360
Wolverhampton Adult Education Service
Wolverhampton Area Early Help
Wolverhampton City College
Wolverhampton City Council
Wolverhampton Homes
Wolverhampton Police Station
Wolverhampton Probation Services
Wolverhampton Volunteer Sector Council
Wolverhampton Youth Offending Team
Wolves Community Trust
YMCA BCG
Young Parents Children’s Centre
Young Person’s Housing Support Team
Youth Offending team
Zebra Access
ZF