



SOPHIE HAYES

FOUNDATION

Sustainable freedom from modern slavery

**Hybrid
Employability Programme**



ABOUT US

Founded by a survivor trafficked to Italy.

Sophie Hayes Foundation is the only independent organisation in the UK that solely focuses on helping survivors of human trafficking and modern slavery build confidence through coaching and skills development that leads to education, employment, and independence, helping them to achieve sustainable freedom. We provide coaching and development programmes to remove barriers to freedom. This includes vocational work placements, internships, volunteer opportunities, training, and formal education.

Our Purpose

A better future for every survivor of human trafficking leading to a better society for all.

Our Vision

A society that views and treats survivors of human trafficking with respect and allows every freed survivor to realise their potential, achieve their goals and a better future.

By putting the needs of each survivor at the centre of our activities, we will develop programmes that are relevant and help to remove the barriers to sustainable freedom.

We will be a valued, independent voice and an actor for change, working with the right partners to create the greatest impact.



HYBRID EMPLOYABILITY PROGRAMME

Over a 12-month period, the 3 Module Employability Programme helps survivors develop various skills through group workshops, one-to-one sessions, remote learning, group coaching, work placements, access to training, and formal education.

- All sessions are delivered by a dedicated Employability Programme Coordinator plus Employability Programme Volunteers
- All sessions except for Module 1 session 1 are remote via Microsoft Teams. Module 1 Session 1 is in-person
- Survivors always have access to a dedicated EP staff member
- EPCs maintain contact with the referring referral partner throughout the survivors journey with the Foundation
- There is no cost to survivors for participation
- Survivors can re-enrol if their lives require them to pause or leave the programme.

MODULE ONE

WORKSHOPS FOR EMOTIONAL GROWTH

3 months of weekly group workshops and one-to-one sessions that aim to rebuild confidence, purpose, strength, and resilience.

MODULE TWO

COACHING TO ACCESS EMPLOYMENT & EDUCATION

3-4 months of group and one-to-one coaching sessions prepare participants for work placements, further education, internships, and volunteering opportunities.

MODULE THREE

PLACEMENTS & EDUCATION

Up to 6 months of group sessions for support into work placements, further education, internships and monthly career discussions

"This has helped me in so many ways, not just focussing on my employment in future. I have learnt more about myself, my purpose, communications with others and how to enjoy new things!" **Marion**

'Whole week I am looking forward to this session' **Angeline**





REFERRAL CRITERIA

ESSENTIAL:

- Female survivor of modern slavery
- Age 18+ no upper limit
- Medium verbal & written English comprehension
- Must be mentally ready to think about the future and can cope with group workshops and one-to-one coaching
- We do not accept self-referrals

NON ESSENTIAL:

- National Referral Mechanism (NRM) process
- Conclusive Grounds Decision
- Right to work

SOPHIE HAYES FOUNDATION DOES NOT PROVIDE:

- Casework
- Legal aid
- Physical or mental health support
- Financial support

MODULE ONE

WORKSHOPS FOR EMOTIONAL GROWTH

- 9 group sessions over 9 weeks
- 90 minutes per session
- Session 1: Group in-person
- Session 2-9: Remote on Microsoft Teams
- Up to 3x30 minute individual sessions as needed

**Confidence and resilience building,
early education and career conversations**

MODULE 2

COACHING FOR ACCESSING EMPLOYMENT & EDUCATION

- 7 group sessions over 14 weeks
- 90 minutes per session
- Up to 3x30 minute individual sessions as needed
- All sessions on Microsoft Teams

CV writing, cover letter writing, interview preparation and understanding work expectations, further education prep.

MODULE THREE

ACCESS TO PLACEMENTS, EDUCATION & CAREERS ADVICE

- 6 group sessions over 6 months
- 90 minutes per session on Microsoft Teams
- Up to 3x30 minute individual sessions as needed
- Monthly careers advice from Inspirational Guests

**Opportunities to access further education,
work**

**shadowing, volunteering, paid-work
placements Participants on placements
receive continued supervision and support
from the Foundation**



REFERRAL PROCESS

8-12 weeks before a new Hybrid Employability Programme, Sophie Hayes Foundation hosts referral partner events, to provide updates on past and current cohorts, and delivery updates. Online referral form opens day of Referral Partner events.

EP Coordinators:

- Acknowledge referrals to referral partner
- Request referral partner inform survivor EPC will be in touch on scheduled date and time
- Contact survivor via phone at the pre-arranged time to assess readiness to engage in the programme
- Contact referral partner caseworker with outcome of survivor assessment *
- Contact survivor with next steps for joining the programme

*If survivor is assessed as not ready to being EP, EPC will advise referral partner caseworker to re-enrol participant in future programme.



ONGOING COMMUNICATIONS

Throughout the survivor's journey on the Hybrid Employability Programme, EPCs maintain contact with referral partners in the following cases:

- Safeguarding concerns or disclosures
- Support for participant claims to legal processes
- Recommendations that participant be placed on pause or re-enrolled at a later date

Sophie Hayes Foundation, believe the success of any candidate is based on strong working relationships with the referral partner.

More information contact:

employabilityprogramme@sophiehayesfoundation.org



Formerly known as the Survivor Network, The CREW is a peer to peer programme for all past and current survivors. The programme objectives are to further develop social and employability skills, with fun activities that grow friendships through regular remote and in-person events.

The CREW is led by a survivor committee representing each location of Sophie Hayes Foundation delivery and comprises of past and current participants acting in a leadership role.

THE CREW MEMBERSHIP

- **All past and current participants** of both the Remote and in-person (Hybrid) Employability Programme, have automatic membership to The CREW
- **Future** Employability Programme participants are automatically enrolled into The CREW once accepted onto a programme

More information contact: crew@sophiehayesfoundation.org



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