Making a real difference to people’s lives

The Mitie Foundation is an independent charity, with a vision to improve employment chances for people of all backgrounds and increase social mobility.
Our values...

Mitie’s biggest strength is its people and the energy they bring to the work that they do.

In the short time I have been here, I have been impressed by the dedication of many of my colleagues to make Mitie a force for good in the communities where we work. The Mitie Foundation harnesses that energy and focuses it on helping the most vulnerable people get into, or back to work.

Helping people to remove employment barriers is rewarding for Mitie employees who volunteer their time, working with the Foundation to unlock people’s potential. I’m proud of the work we do alongside our clients and supply chain partners in this area too; supporting their community engagement and corporate responsibility objectives, enhancing our long-term relationships.

Employee engagement is an essential part of Mitie’s new strategy and community involvement and volunteering can play a part in this. I’m proud of the Foundation’s achievements this year and I look forward to seeing its future progress.

Phil Bentley, Chief Executive, Mitie

Our Directors

The Mitie Foundation has three Directors to support our work, they are:

John Telling
Group Corporate Affairs Director.

Paul Cooper
Solicitor and retired Partner of Osbourne Clarke.

Kay Fraser
Deputy Company Secretary.
What we focus on...

Our intention is to work with people with barriers to employment. In order to do this well, we harness the skills and expertise of our workforce, our clients and our supply chain to support people of all backgrounds to increase their chances of employment and social mobility. Our community-based activity falls into three areas of focus: Employability, Education and Enterprise.

Employability

The Ready2Work programme is the most established employability programme the Foundation delivers. It supports unemployed individuals to gain work experience either with a Mitie business, with one of our clients or with a partner organisation, with the ultimate goal of helping them secure employment. In recent years we have focussed on candidates who perceive themselves as being furthest from the job market and need a confidence boost to secure work.

The programme consists of a pre-placement week (PPW), followed by a seven-week work experience. The PPW is our jewel in the crown and is often what we receive the most praise for, both from clients and from our alumni candidates. The purpose of this week is to stretch, challenge and inspire the candidates so they get the most out of their work experience. We run programmes wherever Mitie can provide a dozen real work experience places, regardless of the geographical location.

Education

We enjoy close working relationships with many education establishments especially those that host our Mitie Skills Centres. We collaborate with and support numerous education business partnership and career organisations across the UK. We also support the development of Science Technology Engineering and Maths (STEM) curriculum subjects by devising projects with teachers to enhance the learning experience of the students. An example of this is our model water harvesting project that combines maths, technology, fluid dynamics and science which is delivered at several schools.

Enterprise

An entrepreneurial spirit lies at the heart of Mitie and its people. We tap into this talent to mentor, advise, or partner with new entrepreneurs to help them reach their full potential.

Mitie volunteers support social enterprise start-ups in the communities we operate in, including helping to form new partnerships between local authorities, local charities, our clients and supply chain, to create sustainable new enterprises. This is a great way for emerging talent at Mitie to flex their ideas in real business scenarios.

We also offer opportunities to mentor people inside the criminal justice system. Foundation-led prison events help to remove barriers to employment and have led to offers of work experience, guaranteed job interviews and employment upon release.
1,000+ volunteering days

14 Business Challenge Days ran inside prisons

29 people with barriers to employment into work

167 events at over 127 different schools & academies

18,000+ students supported

5 locations for our Ready2Work programmes

350 people approaching release from prison introduced to local employers via our HMP Business Challenge Days
Employability – Ready2Work

Helping people prepare to enter or re-enter the world of work.

Over the last 12 months, we have continued to focus on those perceived to have barriers to employment.

Candidates we have supported include people with disabilities, with refugee status and individuals with experience of the criminal justice system. We have provided sustained and relevant support and this has included working alongside organisations such as Remploy, Working Chance and Breaking Barriers, who all have expertise in their respective fields.

We are particularly proud of our work with our clients’ charities, namely the Lloyds Bank Foundation, to refer candidates for consideration for all Ready2Work programmes.

With successful programmes run in Birmingham, Manchester, London and Bristol, we’re proud to say that 39 out of the 54 candidates completed their placement (including 27 on client sites) and 29 went on to gain employment.

Other employability projects

This year the employability team also ran several bespoke programmes for independent charities and organisations that need that extra support. In particular this has involved supporting a mentoring programme for ex-military personnel and a tailored employability programme for women who have sought support from domestic violence charity Swindon’s Women Aid. Our client Npower kindly supported this initiative and encouraged several women to try a taster session at their Swindon office.

....When Mighty “Mitie” came along

“Words would never be enough to describe how grateful I am. I joined this program in order to get my confidence back and to help me get employment. Thanks to Mitie and the Foundation not only did I find employment but I got my whole life back, my lost self worth, my ambition, my strength, my smile and my passion for life. I feel unstoppable; catch me if you can :-)

Aziza: London 2016 cycle
"The Mitie Ready2Work Programme has benefitted us in so many ways. Not only has it enabled us to support such talented individuals in providing them with workplace opportunities, allowing them to flourish and develop in a safe and secure environment, but it has enriched us, by providing greater diversity which in turn makes our workplace a better place. Phil is now part of the 'furniture' and I can see his confidence growing week by week. It has also enabled his supervisor to develop new skills through this very worthwhile and rewarding scheme.

Thank you Mitie.”

Danny Nussbaum
HR Director Volvo

"Prior to joining the R2W programme, I had been unemployed for nine months following redundancy in August 2015. Following this I had also suffered with my health, which had caused me to be out of work longer than I hoped. This had really knocked my confidence and gaining employment was becoming increasingly difficult."

Philip Woodiwiss
Birmingham 2016

Following the programme Phil was offered a full time role with the team at Volvo and is still there nearly a year on.
Education

Engaging with education establishments to inspire young people into the world of work

In the last year we have co-ordinated over 167 events and 1,019 volunteering days in 127 different schools, academies, colleges and universities. Our volunteers have engaged with over 18,000 students, ranging from primary schools right through to universities. The diverse range of activities we offer enables the students to interact with positive role models from business and gives them the skills and knowledge to help raise their aspirations and broaden their career choices.

In addition to the range of activities that we offer to education establishments around the UK, our employee volunteers also support many events that are organised by Education Business Partnerships, National Careers Service or those that are brokered by Inspiring the Future. Additionally some of our people volunteer as Mentors and Governors.

The range of activities and programmes include:

- ‘Stock Market Challenge’ days that help pupils develop their commercial awareness
- ‘Career Fairs’ to help students appreciate the breadth of employment opportunities available to them
- ‘Head to Head’ mock interview sessions to improve interview technique
- ‘Getting Ahead’ sessions to enhance employability skills
- ‘Eco-Assemblies’ that promote renewable energy options
- ‘World of Work’ days to develop team-working and communication skills
- ‘Dragons’ den’ style events to help students practice their presentation skills and broaden their employability prospects.

“Mitie is our key employer relationship, and has supported our school in so many ways during my 10 years here. We can always rely on their ear to listen to the issues that we constantly face in the world of education and their professionalism to support what we are trying to achieve for our students as we help prepare them for life after school.”

Garry Flatres
Enterprise/Work Experience Manager, Greenwood Academy, Birmingham

“Mitie volunteers from a wide variety of employment sectors have made a massive difference to the Careers programme at Sir Bernard Lovell Academy over the past six years. This work has ranged from supporting mock interviews for Y11 and Y12 to interactive workshops on employability skills, CV writing and providing valuable work experience opportunities”.

Sven Rees
Careers Co-ordinator, Sir Bernard Lovell Academy, Bristol

“Mitie is the most efficient, reliable and committed business partner I work with and their input in schools is impressive. Mitie volunteers are always so positive, enthusiastic and inspiring. Working with Mitie is an absolute delight and as a company they make a real difference to the experiences and expectations young people have of the world of work.”

Ronnie Ward
South Gloucestershire Council
Environment themed World of Work and Eco-Assemblies

Over the last year, we have run 34 environment-themed World of Work or Eco-Assemblies at schools around the UK. The aim is to promote a better understanding of climate change issues and renewable energy options and to encourage pupils to consider a more sustainable lifestyle.

This programme has been devised and enthusiastically led by Ken Heaton, Mitie’s Sustainability & Community Engagement Manager. Ken adapts his approach and delivery to suit the age of the pupils and for the youngest audiences he performs entertaining sketches with his two puppets called ‘Climate’ and ‘Change’.

At secondary schools and academies, Ken’s World of Work day also involves the students making model wind turbines with revolving blades, made from recycled cardboard and plastic. The model turbines are tested with varying degrees of success against a desk fan. A competitive element to the day encourages students to repeatedly refine the design and construction of their model turbines and enables them to record the increasing energy outputs measured by an ammeter.

Some feedback from the pupils....

“I really enjoyed working as a team to build something.”
Lauren C

“I want to do more, I think we worked well together.”
Charlotte

“It was a lot of fun, I would love to do it again.”
Cara L

“Today was the best thing I have ever done at school.”
Kira C

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<th>Community Investment FY 2016-17</th>
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<tr>
<td>Donations to charities including Mitie Foundation</td>
<td>389,141</td>
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<tr>
<td>Number of employee volunteering days</td>
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<td>Value of employee volunteering</td>
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<td>Value Gifts in Kind</td>
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<td>Expenses + Leveraged funds</td>
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<td><strong>Total Community Investment</strong></td>
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Enterprise

Encouraging and supporting community collaboration and entrepreneurial spirit

In the last year, the Foundation has successfully run employer engagement days inside 14 prisons, resulting in guaranteed job interviews for all candidates who completed the day. Over 350 men and women with convictions participated in these events and have been introduced to 168 potential hiring managers.

These Business Challenge Days have attracted favourable reactions from all attendees, and challenged unconscious bias. The former Prisons Minister, Andrew Selous MP, attended an event at HMP Durham and commented; “Business Challenge Days are exactly the kind of scheme we need to show employers just how valuable ex-offenders can be”.

HMP SUDBURY – Local Network Academy

Working closely with Mitie colleagues and our supply chain, we have helped to build a Garden Centre, Café & Academy at HMP Sudbury. This social enterprise will open in summer 2017 and train prisoners in horticulture, landscaping, hospitality, retail, barista, food hygiene and customer service skills; to improve their opportunities to gain employment as they approach release.
Global Diversity Positive Action (GDPA) – Café, Microsoft qualifications & Music workshop

With fantastic support from our Property Services team, Gather & Gather, and our supply chain, notably Broderick’s and IFSE Catering Group, we have transformed a former bank into a place where young people from Huddersfield can improve their employment chances. With support from the GDPA training academy the new space now serves as a skills hub, giving the youths an opportunity to gain valuable Microsoft qualifications, learn how to operate barista machinery and record music tracks.

“The support of Mitie has been overwhelming. We would like to thank everyone for their support and generosity. We are overwhelmed by the professional assistance that we have received. With the expertise of Mitie we can achieve our charity goals and make a difference to the community.”

Satvir Meen
GDPA

Mitie Skills Centres

Providing vocational skills training and qualifications to students aged 14-16

Mitie has six Skills Centres which are hosted at secondary schools and academies around the UK in Airdrie, Bristol, Birmingham, London, Sunderland and Wigan. They were opened between 2001 and 2007 and continue to provide invaluable opportunities for 14 – 16 year olds.

The centres give the pupils an opportunity to learn craft skills and also obtain an accredited Construction and Built Environment Certificate or Diploma, which can be a very useful vocational qualification to augment the academic qualifications they may attain.

Pupils who may struggle with some aspects of the national curriculum benefit by applied ‘stealth’ learning, such as calculating the quantities of paint, wallpaper or tiles required to decorate a room.

Each year 200 – 300 students enjoy a blended learning approach and gain valuable practical experience at our Skills Centres. These are the trades’ operatives of tomorrow – and the technicians, supervisors, managers and directors of the future.

“Mitie has been a great friend to me and the students over the many years I have taught construction skills, not only helping our own students but also those from other schools who use our Skills Centre, and particularly for the primary schools who send students to us to learn the basics on our ‘Bob the Builder’ course.”

Jeff Mann
Construction Instructor, Greenwood Academy, Birmingham

Mitie Foundation Annual Report 2017
Meet the team...

I am immensely proud of the Foundation team. With a clear focus on improving employment outcomes, we strive to support all disadvantaged groups, whilst engaging with the Mitie business and its clients to deliver our various programmes.

In the last year, our focus on supporting people with convictions to improve their employment chances was seen as a ground-breaking initiative by all those involved. We are now working toward similar recognition for supporting people with disabilities; something our clients and supply chain are backing through collaboration and offers of support for ambitious social enterprises.

Growing up in an Irish-immigrant family of nine on a council estate, then working in mechanical engineering for over 30 years, has prepared me well for this problem-solving role which I find immensely satisfying. I find working with people, young and old, and from many and varied backgrounds keeps me fresh for the challenge ahead. And as the labour market flexes over the coming years I believe the Mitie Foundation will continue to unlock people’s full potential.

Paddy Stanley
Head of the Mitie Foundation
Nina Tomlinson
Employment Project Manager

Having previously worked in Mitie’s HR department, I came to the Foundation in 2013 after a year out travelling. I really love working with people so my role at the Foundation is a dream job, allowing me to engage with different businesses, charities, organisations and people.

I feel very privileged to work with the candidates via the Ready2Work (R2W) programme and employability projects. I have met some incredible people, some who have had real hardship in their life and still manage to remain positive and look to the future.

Their stories are truly inspiring and it makes me feel incredibly proud that I have been able to help them return to work and prosper within a new environment.

Stephen Barthorpe
Head of Community Engagement

I joined Mitie 12 years ago as Corporate Responsibility Manager. Since 2013, as Head of Community Engagement for the Mitie Foundation, I have focused on coordinating Mitie’s employee volunteering programme and maintaining links with the many educational establishments and prisons that we support.

I am a keen advocate of employee volunteering and I see this not as an altruistic or philanthropic gesture, but as an opportunity for us to demonstrate Mitie as a responsible business and a force for good. Volunteering is also beneficial in helping employees to develop their talents and share their skills. It is very rewarding to see the difference we make to peoples’ lives.

Alexia Tsalkitzoglou
Employment Coordinator

I joined the Mitie Foundation in May 2015, having previously worked in Welfare2Work and sales roles, including recruitment. With my boyfriend being ex-military, I have a vested interest in the work Mitie is doing with the Armed Forces Covenant and will be supporting this initiative from the charity perspective.

What can be achieved with a little bit of encouragement, direction and self-confidence is truly amazing and the candidates we work with are living proof of this.

The R2W programme allows candidates to get back the confidence, self-belief or the skillset they have misplaced, improving their opportunity to gain employment in the future. Being part of the journey from start to finish and seeing how they’ve developed is truly rewarding.
Foundation stars!

Each year, we recognise Mitie employees who have dedicated their time and efforts to helping the Foundation and changing people’s lives.

“’It has been very educational, enriching and affirming to get involved in the variety of opportunities that the Foundation has to offer, and the team make it very easy to get involved!

The Business Challenge Days have been my favourite activity because I learned the most and felt like I was making the biggest difference to the participants.”

Laura Mitcham
Service Improvement Manager

“Giving something back has always been important to me as during my career I have had people who have put faith in me and given me my chances. Now for me to be able to support others and give them a chance gives me huge satisfaction.

The R2W programme allows me to meet people who can too often be inaccessible to businesses due to their circumstances. I feel like I am making a more immediate difference; from interviewing and sitting on the dragons den panel to offering placements and ultimately meaningful employment to the candidates.

I would encourage anyone to get involved even if it’s for a couple of hours as the difference you can make to people’s lives and the personal development and satisfaction gained is immeasurable.”

Neil Cooper
Account Director
The Mitie business day was simply one of the best events I’ve seen. Not only did it provide the men with real hope in the form of an interview on release, it also gave them some of the softer skills we take for granted. Be under no illusion how powerful this can be for someone who lacks confidence and sees no way out the Criminal Justice System. The feedback I get from the men ranges from ‘when are we doing it again Phil’, to ‘that was great and I felt part of the community again’. Very powerful stuff and I look forward to working with Mitie in the future.

Phil Novis
Governor, HMP Leicester

Mitie’s employment programmes show that business can improve the employability prospects for long term unemployed people or former offenders which profoundly changes their lives for the better.

Alex Delaney
PR Manager - Business in the Community

...the team make it very easy to get involved!

Laura Mitcham
Service Improvement Manager

It most certainly opened my eyes and it was easy to find the good in those people; most are just unlucky.

Ruth
VINCI Energies UK

The activities were really stimulating and I was really impressed with the creative ideas all the groups came up with.

Michael G.
Centrepoint

Mitie Foundation Annual Report 2017
Get involved...

We really appreciate all of the support we receive from our colleagues, clients, suppliers and business partners. Volunteering improves wellbeing, staff morale and client perception, whilst having a hugely positive impact on the diverse people we work with. Everyone working for Mitie is encouraged to volunteer, so contact us and see what is going on in your area!

We’d love your support!

- **Volunteer** and be role models for the future UK workforce, inspire change, see potential.
- **Collaborate** with clients to support people of all backgrounds.
- **Encourage** suppliers to volunteer, offer work experience and donate gifts-in-kind for social enterprise.

No preparation required!

Activities to suit everyone!

Diverse range of events!

Contact us...

General enquiries: foundation@mitie.com
Website: mitiefoundation.com
Twitter: @mitiefoundation