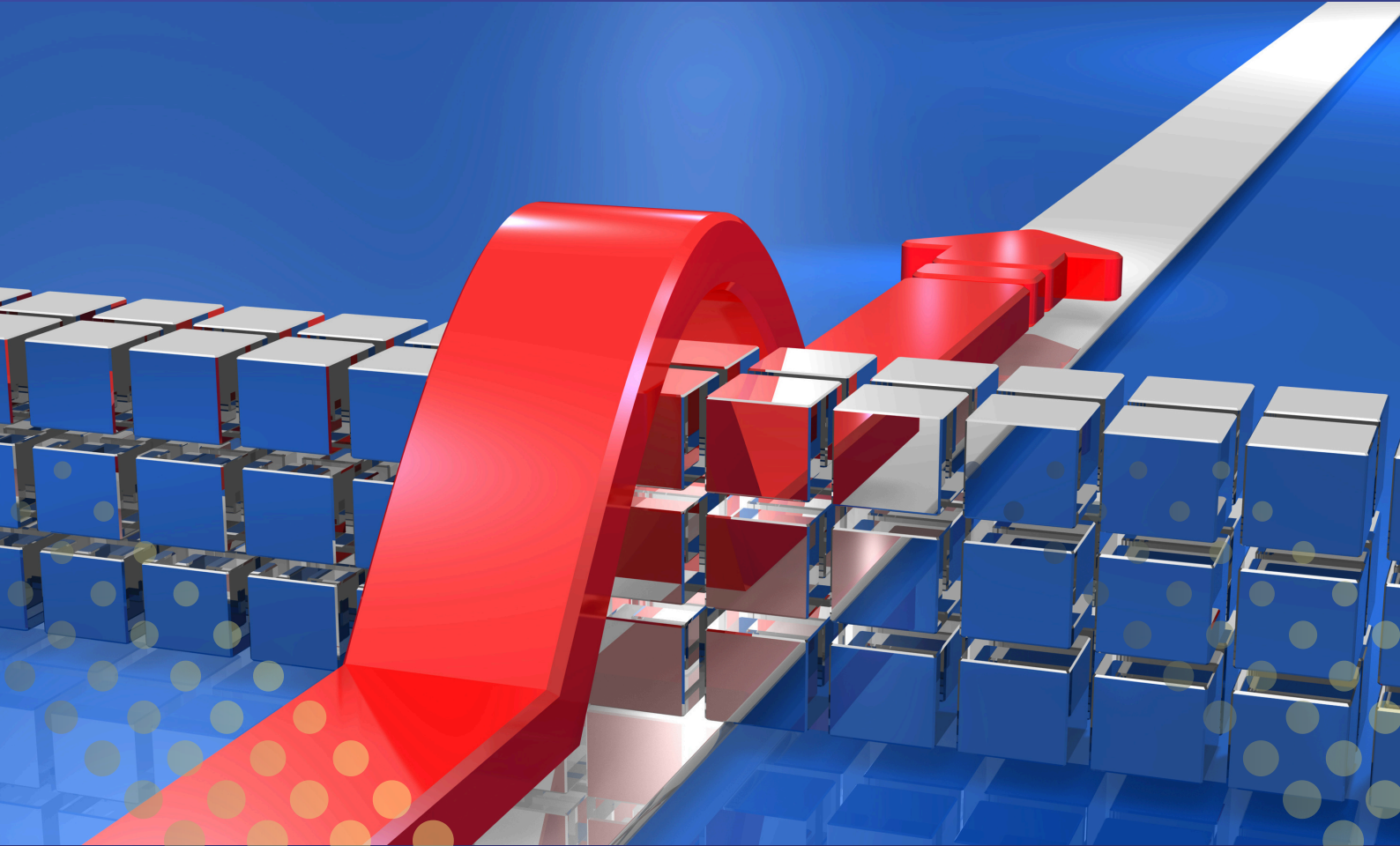


# IMPACT REPORT

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Helping you succeed with employability skills



2023-2024



# INTRODUCTION

## Celebrating Four Years of Impact and Growth

Welcome to our inaugural impact statement, where we share the successes and stories of individuals empowered through SDM Training Services. As we approach our fourth anniversary in November 2024, we reflect on a journey that began with establishing a robust model, developing essential resources, and building strong partnerships. Today, we proudly present the outcomes and personal stories that underscore our commitment to helping clients overcome barriers and achieve meaningful employment. This report encapsulates our journey so far and our vision for continued impact in the years to come.

### **Mission:**

To empower individuals with the skills, confidence, and resources needed to overcome barriers and secure meaningful employment

To meet the unique needs of each individual we support, our work is delivered through three dedicated pathways. At the heart of our mission is Bee Work Ready, our core programme designed to provide high-quality employability support that builds both practical skills and confidence, fostering lasting self-efficacy.

Complementing Bee Work Ready are two specialised programmes aimed at addressing specific challenges. Painting the Grass Green offers targeted support for armed forces veterans, service leavers, and their families as they transition to civilian employment. Meanwhile, Beyond Bars empowers individuals with criminal convictions to overcome barriers and pursue meaningful work. Together, these programmes form a comprehensive support system that adapts to each client's needs and goals.

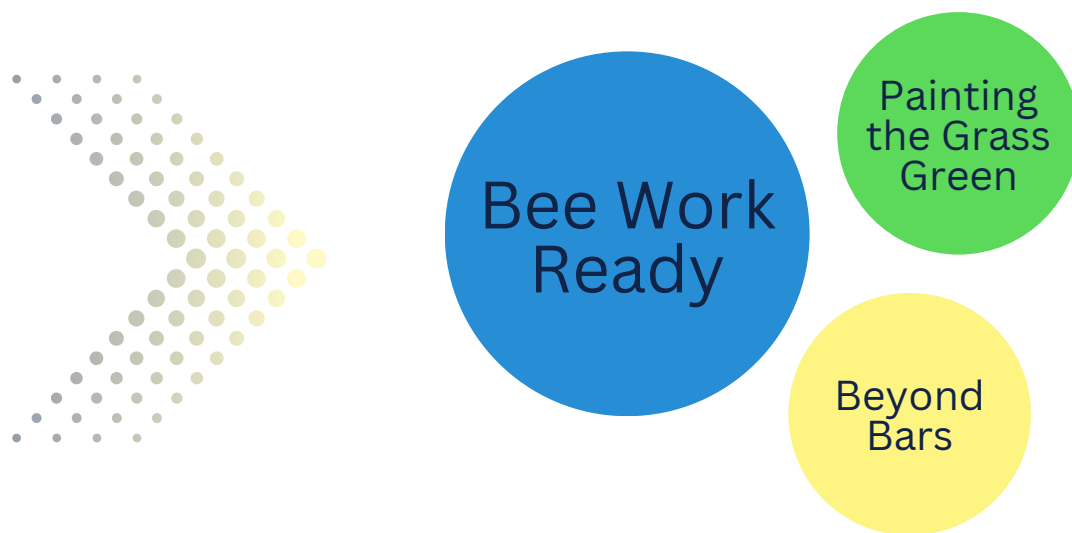
“  
I was put at ease through the techniques I was shown and felt listened to, supported and empowered from the start.  
”



# Our Mission and Core Programmes

## Empowering Individuals to Overcome Barriers to Employment

At SDM Training Services, our mission is simple: to empower individuals with the skills, confidence, and resources needed to overcome barriers and secure meaningful employment. Through tailored support and a focus on self-efficacy, we help clients regain control over their career journeys, no matter their starting point.



## Core Programmes

Our work is delivered through three dedicated programmes designed to address the diverse needs of our clients:

- **Bee Work Ready:** As the cornerstone of SDM Training Services, Bee Work Ready provides tailored employability support, combining skill development, confidence-building, and individual goal setting. The programme supports people managing physical or mental health conditions, giving them the tools to achieve workplace readiness at their own pace.
- **Painting the Grass Green:** This programme is tailored specifically for veterans, armed forces service leavers, and their families, offering employability support that understands the unique skills and experiences these individuals bring. Through a combination of one-on-one guidance and resources, *Painting the Grass Green* empowers veterans and families to navigate the civilian workforce.
- **Beyond Bars:** Supporting individuals with spent or unspent convictions, *Beyond Bars* is designed to help participants overcome barriers to employment, find stability, and build a positive future. By focusing on confidence, skill-building, and tailored job preparation, this programme equips clients to re-enter the workforce successfully.

# Bee Work Ready

The Bee Work Ready programme is an innovative support initiative that empowers people with different physical or mental health needs to return to sustainable work or work-based activities. It draws its success from tailoring a range of support and practical solutions, after gaining an in depth understanding of the barriers an individual faces.



**80% into education,  
training or employment**



Through Bee Work Ready, we support any individual or group to overcome their obstacles in securing work or work-based activities. These include health conditions, young people, the older workforce and those lacking confidence.



Over 70% of those who are referred to the Bee Work Ready programme achieve employment within 12 months of completion. Over 45% complete some form of training course, making an overall result of 80% supported into education, employment and training. This compares more than favourably against the Government's outcomes from the Work and Health Programme (reported in 2023), of which 30% of participants achieved a job outcome within 24 months.

## Why Bee Work Ready?

Bees are industrious and proactive, exactly the kind of skills and approach that we promote in our learning.



## How Volunteering Transforms Lives

After a severe motorcycle accident resulting in an above-knee amputation, Peter was unable to return to his previous career and spent much of his time at home. A referral to Bee Work Ready helped him identify a volunteer role suited to his personality, interests, and skills. Supported during an informal interview at a local historic fort, he connected well with the welcoming team and quickly felt at ease in his new environment. A summary of the visit, along with accompanying photographs were prepared for his case manager.

This flexible role allowed Peter to manage his return to work at a comfortable pace. As his confidence grew, so did his aspirations: he began swimming weekly, returned to the gym, and even revisited his passion for fishing. Inspired by his progress, Peter later pursued an additional volunteer role in a large operational factory, potentially opening doors to part-time employment in the future. Once again he was supported through the informal interview process as well as his application for DBS clearance.

## Sarah's Journey to Confidence and Career Growth

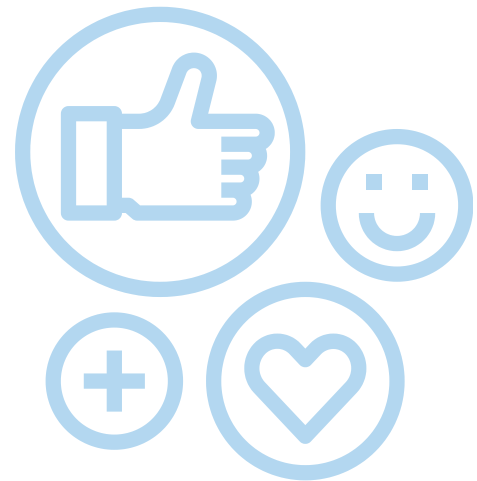
After progressing in her career from a junior role to managing projects and teams, Sarah found herself in an uncomfortable workplace culture despite the rewarding challenges of her position. Her role was suddenly made redundant, leaving her with short notice to transition. Eager to secure a new position quickly, Sarah self-referred to Bee Work Ready to gain essential support.

Securing a new role quickly was vital for Sarah's financial and emotional stability. While she started applying immediately, her applications had little response. To address this, her support was focused on strengthening her hard skills, revisiting achievements, and building her confidence after the recent workplace setback.

She was supported in identifying and applying for a Prince 2 course, which began right away. Her CV was then reviewed and streamlined, with key achievements emphasised to reflect her unique value. With guidance, Sarah tailored her CV to highlight competencies suited to the specific roles she sought.

Sarah earned a Prince 2 qualification, boosting her profile for project management roles. With her enhanced CV and renewed confidence, she quickly secured multiple interviews and received three offers within six weeks. Sarah successfully re-entered the workforce in a role that matched both her aspirations and abilities.

“  
They gave very effective and solution-oriented training, especially for searching and finding a job suitable for my current situation.  
”



## Beyond the Core: Expanding Our Reach and Impact

Alongside delivering high-quality employability skills support, SDM Training Services has broadened its efforts to empower communities with accessible resources and hands-on guidance:

- **Empowering Young People:** We've run interactive workshops and presentations, equipping young people with essential employability skills to help them confidently enter the workforce.
- **Free Online Workshops:** Our free-to-access workshops provide vital skills training to diverse audiences, making employability resources available to those who need them most.
- **Walk 'n' Talk Employability Sessions:** For residents across Kent and Medway, our walk 'n' talk sessions combine career guidance with outdoor activities, helping participants learn in a relaxed, supportive setting.
- **Social Media Resources:** Through social media, we share videos and downloadable worksheets, ensuring individuals have valuable, on-demand resources to support their employability journey.
- **Collaborative Course Design:** Our expertise has led to the design of bespoke employability skills courses for other organisations, extending our impact across new communities and sectors.

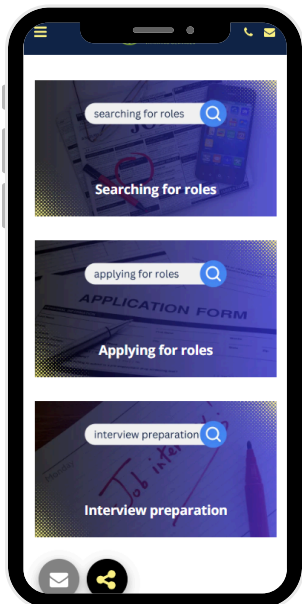


### “Are you a veteran? Why ask?”

Our dedicated workshop empowers professionals to effectively support veterans by providing insights into the unique resources and services available.

# Exclusive Access to The Hive:

## A Gateway to Essential Resources



All Bee Work Ready participants gain exclusive access to The Hive, our comprehensive online learning resource. This dedicated platform offers a range of downloadable handouts covering key employability topics, empowering clients to learn at their own pace. Alongside these resources, The Hive features an expanding library of coaching videos that provide practical guidance and insights, available anytime and anywhere to suit each learner's schedule.

**By May 2025, we aim to have all major employability topics available in video format**, enabling us to deliver even more effective, accessible support for each individual's unique journey.

## Our Vision for the Future

Looking ahead, SDM Training Services is committed to deepening our impact by gathering data that captures outcomes beyond employment or course completions. By assessing broader indicators—such as confidence, self-efficacy, and general wellbeing—we can gain a fuller understanding of each individual's progress and the lasting effects of our support.

We're also excited to expand *The Hive*, our learning resource platform, to include every core employability topic in an accessible video format. Complementing these videos will be a library of user-friendly worksheets on specific skills, such as preparing for different interview types, overcoming barriers, accessing training, and delivering an effective power pitch. These resources will be designed for easy self-guided learning, giving clients additional tools to succeed.

Finally, we are building strong relationships with a wide range of referral partners to broaden our reach and support services, connecting clients to a wider spectrum of resources as they move forward on their journey to sustainable employment and personal growth. Together, these initiatives will allow us to empower clients more effectively, creating lasting change in every area of their lives.

# Streamlined Referral Process

To ensure ease of access and efficiency, our referral process allows vocational rehabilitation providers and case managers to initiate referrals through our website in just three steps:

- 1 **Select ‘Make a Referral’** on our homepage
- 2 **Input Client Details and Attach Relevant Files** in the secure form
- 3 **Click “Submit”** to finalise the referral

This quick-click process is designed to save time while ensuring that all necessary client information is securely and accurately provided for swift onboarding.

For cases requiring a more tailored approach, we welcome direct conversations. Professionals may contact Stuart Miller to discuss specific client needs in detail before proceeding with a referral. This additional step allows us to fully understand each client’s unique requirements and offer the most effective pathway to employment.

“I’m not sure she would have secured this employment without your support and she is also grateful. She advised that her CV now looks “great!”

## Contact details



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