



**SOPHIE HAYES**

FOUNDATION

Sustainable freedom from modern slavery

**Hybrid  
Employability Programme**



# ABOUT US

## **Founded by a survivor trafficked to Italy.**

Sophie Hayes Foundation is an independent organisation in the UK focused 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 support accessing 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
- Two sessions of Module 1 (Session 1&10) and one session of Module 2 (Session 7) are in-person. The rest are online via Microsoft Teams.
- 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 that aim to rebuild confidence, purpose, strength, and resilience.

# MODULE TWO

## COACHING TO ACCESS EMPLOYMENT & EDUCATION

4 months of group and one-to-one coaching sessions to develop employability skills.

# MODULE THREE

## PLACEMENTS & EDUCATION

Up to 6 months of monthly group sessions for support into work placements, volunteering and further education.

*"This has helped me in so many ways, not just focusing 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

- 11 group sessions over 11 weeks
- 105 minutes per session
- Session 1: Group in-person
- Session 2-9: Online on Microsoft Teams
- Session 10: Group in-person
- Session 11: Online on Microsoft Teams

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



# MODULE 2

## COACHING FOR ACCESSING EMPLOYMENT & EDUCATION

- 8 group sessions over 15 weeks
- 90 minutes per session
- Session 1-6: Online on Microsoft Teams
- Session 7: Group in-person
- Session 8: Online on Microsoft Teams
- Additional 1-2-1 coaching sessions

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

# **MODULE THREE**

## **ACCESS TO PLACEMENTS, VOLUNTEERING & EDUCATION**

- 6 group sessions over 6 months
- 90 minutes per session on Microsoft Teams
- Additional 1-2-1 coaching sessions as needed

**Opportunities to access further education, work shadowing, volunteering, paid-work placements Participants on placements receive continued supervision and support from the Foundation**



# REFERRAL PROCESS

Before a new Hybrid Employability Programme, Sophie Hayes Foundation hosts referral partner events, to provide an overview of the programme, share updates and hear about the work of referral partners and answer any questions.

Referrals are received via an Online Referral Form

EP Coordinators:

- Acknowledge referrals to referral partner
- Request referral partner inform survivor that EPC will be in touch.
- Contact survivor via phone to assess readiness to engage in the programme.
- Contact referral partner case/support worker with outcome of survivor assessment \*
- Contact survivor with next steps for joining the programme.

\*If survivor is assessed as not ready to begin the programme, EPC will advise referral partner case/support worker to re-enrol participant in a future cohort of the programme



# EMPLOYABILITY PROGRAMME ANNUAL START DATES

We deliver 4 cohorts of the Employability Programme each year. New cohorts start months are as follows:

- **January**
- **April**
- **July**
- **October**

Specific dates will be communicated in advance, in addition to any changes to cohort start dates.



## ONGOING COMMUNICATIONS

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

- Client update and progress through the programme.
- 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.

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

More information contact:

[employabilityprogramme@sophiehayesfoundation.org](mailto:employabilityprogramme@sophiehayesfoundation.org)



The CREW is a peer-to-peer programme for all past and current participants of the Employability Programme. CREW further develops social and employability skills, with fun activities that grow friendships through regular online and in-person events.

The CREW is led by a survivor committee representing each location of Sophie Hayes Foundation delivery.

#### THE CREW MEMBERSHIP

- **All past and current participants** of both the Employability Programme, have automatic membership to The CREW

For more information contact: [crew@sophiehayesfoundation.org](mailto:crew@sophiehayesfoundation.org)



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