

MISSION
EMPLOYABLE

Charity number: 1181597

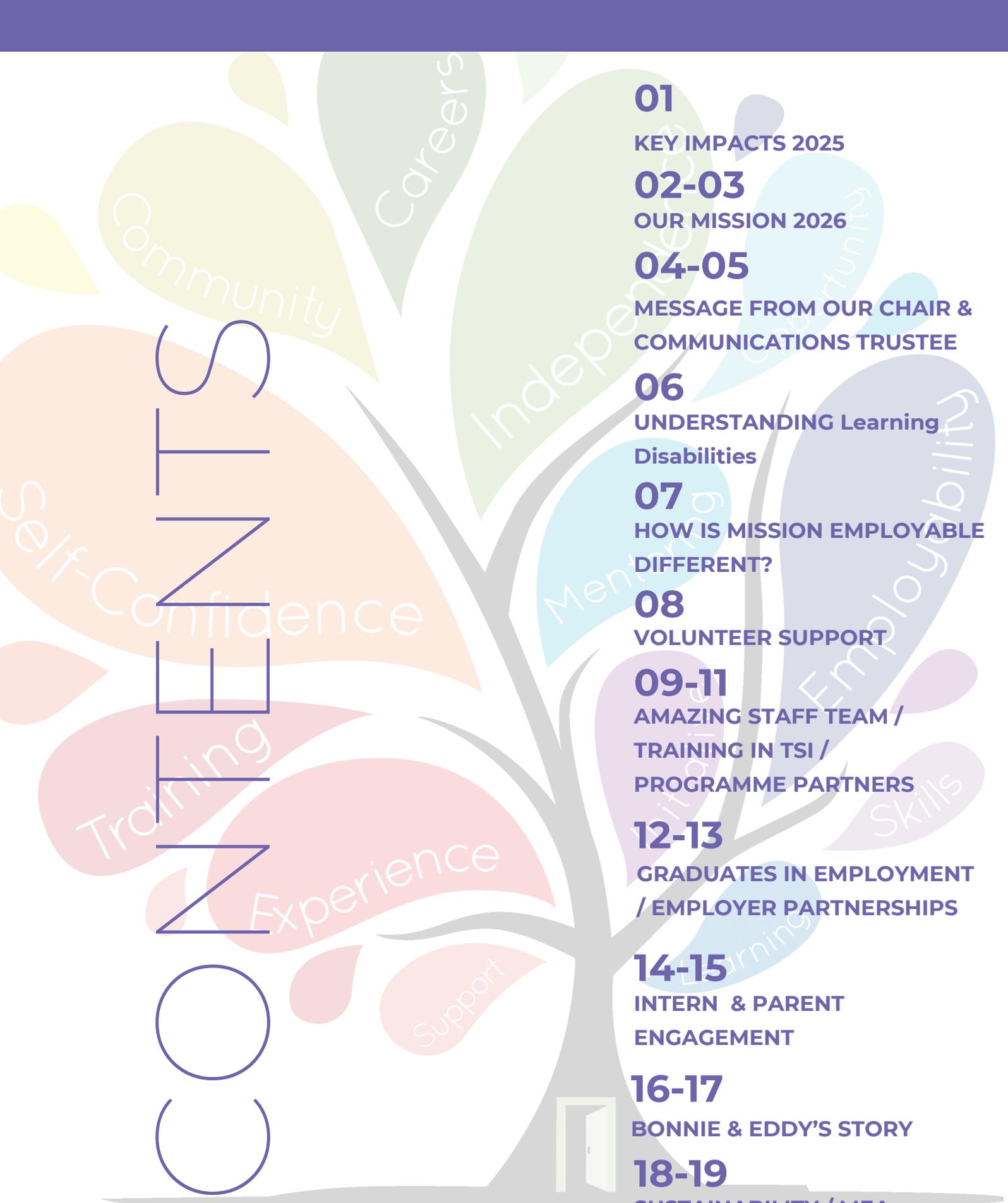
IMPACT REPORT



Mission EmployAble

2025

TRANSFORMING LIVES FOR YOUNG PEOPLE WITH
LEARNING DISABILITIES



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KEY IMPACTS 2025

87%

of our interns secured a paid job over the last 4 years and are still in employment!



97%

of our Interns completed the course and graduated over the last 4 years.



28,120*

hours of training and job coaching delivered & adapted to individual needs and aspirations to develop employability, life skills and build confidence and independence.



34

interns in paid employment and still there since they graduated from the programme.



25

active employer partners providing vital opportunities for Interns to gain valuable work experience.



46,980

customers served in our training ground Cafe on the Common this year!



4.6

star rating from our cafe customers (4.6 google rating) and 5 star rating from EHO.



*based on 38 interns, x740 programme hours, over 4 years

OUR MISSION 2026

01 To support young people with learning disabilities obtain paid employment

Only 4.8% of people with disabilities are in employment, by equipping our interns with the skills and confidence they need to succeed. We are changing this, around 90% of our graduates achieve permanent paid part-time employment.

02 To develop interns' work and life skills

Our supported internship programme offers a variety of work experience opportunities with different employers across various industry sectors.

03 To break down stigma and misconceptions and to advocate for individuals with disabilities

At all levels, Local, County and National, we raise awareness, break down barriers and advocate for those with disabilities, for equal opportunities and for a more diverse workforce.

04 To engage, support and equip employers

Without employers there would be no jobs! We work closely with our employer partners to ensure our graduates are trained to fulfil their needs and are valued employees.

05 To support and signpost parents / carers

Navigating education, health and social care with SEND is extremely challenging, frustrating and tiring. We try to support parents by signposting them to other services and advising around employment, benefits and wellbeing. This year we are offering a new parenting course 'Growing Wings' to support a smooth transition into work for our graduates and their families.

06 To engage and involve communities

We are extremely active in our local community, who in turn are wonderfully supportive. We work with councils, local schools, and colleges showing students, parents and carers a pathway to employment - together we are making a difference!



At Mission EmployAble we believe that every individual with learning disabilities should have the opportunity to fully participate in all aspects of life they choose, including local community engagement and meaningful paid employment. We are committed to empowering and supporting them in achieving their aspirations and enhancing their quality of life.

Our mission is to provide the training and support that young, learning disabled people need to gain paid employment and work with employers to help them create an inclusive workplace in which our graduates can thrive.



MESSAGE FROM OUR CHAIR

Katharine Weston

Chair of Trustees & Charity Founder

At the end of this academic year, we will have supported 50 young people through our training programme — a milestone that fills us with great pride. It is a privilege to see our interns grow in confidence, develop their skills, and move towards greater independence. Around 90% have secured paid employment, and the vast majority (87%) have sustained their roles over time. These outcomes represent real lives transformed, with young people contributing to their communities and becoming less reliant on social care or their parents.



As we celebrate our fifth year of training, we do so with both pride and realism. Rising costs and reduced funding present ongoing challenges, and we await further clarity on future government employment and SEND policies. Nevertheless, we remain optimistic and forward-looking. We are particularly excited to be planning an expansion of our partnership with Restore Hope into Amersham, enabling us to support even more young people.

This year we have strengthened our team with new job coaches, trainers, and café staff, and we remain deeply grateful to our volunteers, whose commitment makes our work possible. We also continue to raise our voice through community engagement, national SEND networks, and advocacy with local and national decision-makers.

Finally, I would like to extend heartfelt thanks to Vanessa, our Head of Charity, who leaves us after two years of outstanding leadership. Her work has strengthened our organisation and laid firm foundations for the future, and we wish her every success ahead.



MESSAGE FROM TRUSTEES

Erica Bendall

Fundraising & Communication Trustee

In 2025, Mission EmployAble benefited from strong local support. Fundraising from shops, pubs, and councils — including Nisa Local, Waitrose Rickmansworth, and Croxley Green Parish Council — helped sustain our work. Local publications and community groups continued to raise awareness and celebrate our interns’ achievements.

A generous donation from West Herts Charity Trust, presented by Lord Lieutenant Robert Voss, funded an electric vehicle to support safe travel for interns. Several of our grant applications have been successful, contributing to ongoing programme resource and delivery.

Engagement across our social media channels grew steadily, especially for the Supported Internship programme. Three open days and three webinars introduced families to the programme and generated strong interest. Community fundraising events such as the Bluebell Weekend, quiz night, and our first Christmas raffle brought people together and demonstrated the depth of local support.

Café on the Common — our not-for-profit community café and training centre — continues to offer a welcoming space where people can meet, connect, and enjoy excellent food and service.



UNDERSTANDING LEARNING DISABILITIES

Learning disabilities cover a wide range of neurological differences, cognitive disorders and mental health conditions that can affect how individuals process information and manage daily life. Some disabilities are visible; others are less apparent and can present in many different ways.

At Mission EmployAble, we work with talented and determined young people who have faced challenges linked to conditions present from birth, diagnosed during childhood, or developed later through trauma, injury or ill health. Neurological conditions such as Autism, Dyslexia, ADHD and nonverbal learning disorders often overlap with learning disabilities and can make acquiring new skills more difficult—even when individuals show great potential.

We also support interns diagnosed with Obsessive Compulsive Disorder (OCD). Often misunderstood, OCD involves intrusive thoughts and repetitive, time-consuming behaviours. Rates of OCD among young people have risen in recent years, with experts linking this to the impact of Covid, stress and social media pressures.

At Mission EmployAble, we recognise these challenges—and focus on ability, strengths and the right support to help each young person thrive.



HOW IS MISSION EMPLOYABLE DIFFERENT?

As national SEND policy shifts toward mainstream inclusion and cost control, there is an increasing risk that young people with learning disabilities reach adulthood without the specialist transition support they need to access employment.

Mission EmployAble fills this gap by offering an immersive, five-day-a-week Supported Internship that runs across the academic year. Our programme combines education, employability training, real workplace experience and essential life-skills development within a dedicated training environment.

This integrated approach ensures that young people build the practical, social and independent skills required to move confidently and successfully into sustained employment.



On site Cafe on the Common training ground to allow Interns live & practical work experience in a busy thriving Cafe.

Mission offers a graduated approach to learning and transition into employer placements.

We are not a college; we are a charity that bridges the gap between education and employment.

We have a host of employer relationships that go beyond work placements and support the overall success of our programme.

Affiliated with Bucks College Group we are governed by Ofsted and the DofE to ensure our teaching practices and safeguarding are robust.

Our Trainers are qualified teachers and coaches with SEND and life experiences to support every Intern.

VOLUNTEER SUPPORT

They are the backbone of our charity!



200+ volunteer hours every week!

Our amazing volunteer team are part of the Mission family and without them we would not be able to deliver the high quality programme and support to our Interns. We are so grateful and thank them on a daily basis!



Cafe Hosts Team

We have 17 Cafe hosts spread across the week working alongside our Cafe and Kitchen team in both the main Cafe and the Club Lounge. They give their time on a weekly rota basis (8 hours x 7 days) to support the charity run our thriving community cafe in Chorleywood.



OUR AMAZING STAFF TEAM

Mission Training & Job Coaching Team

Our highly skilled and dedicated team are making a significant difference through their passion, nurture and encouragement.

The team have ambition for each of our able and individual young people and by building confidence and a broad skill set they develop readiness to transition into working life and adulthood.



Cafe on the Common Cafe & Kitchen Team

Our Cafe on Chorleywood Common continues to go from strength to strength with a growing loyal customer following from Chorleywood and the surrounding areas. Our warm and friendly staff have served **46,980 customers** this year (that is 3,197 more than last year!).





TRAINING IN SYSTEMATIC INSTRUCTION (TSI)

We now have 14 staff fully trained in TSI across our Training Team, Café and Kitchen staff. This goes towards our goal of upskilling our team and learning a more structured and adaptive way of coaching practical skills and gives strategies for breaking job roles and tasks into manageable steps. This supports job matching, task analysis, assessment and progress and fostering independence.

Training in Systematic Instruction (TSI) is a structured, evidence-based teaching method designed primarily for job coaches and support staff to help individuals with learning disabilities or autism acquire vocational and life skills. It utilises task analysis, errorless learning, and tailored prompting to foster independence in complex tasks.

The type of information and the manner in which it is provided will vary depending on the task itself and the individual support needs of the individual learner.

“We always look forward to feedback sessions to gauge how much of the learning from the course has been used and how effective this has been. I must say that Mission EmployAble have taken this to a whole new level.”

“How the TSI principles are being embedded across the whole organisation, from planning and curriculum design, to ongoing teaching and learning. This must support your already impressive outcomes and is something we rarely encounter”

***John Atkinson
TSI Instructor***



TSI is recognised by BASE



PROGRAMME PARTNERS



By collaborating with local and like-minded charities, we have been able to pool resources and create a network of Programme Partners to support Interns with an opportunity to experience a variety of work-based activities and try out new things.

These educational settings allow Interns to learn a host of transferable skills in a group setting with peer-to-peer and trainer support, advancing both their Independent and social skills.

- A broad and rich variety of experiences fosters social connection, independent thinking and a feeling of value and belonging.
- Programme partners include Sunnyside Rural Trust for horticulture, Woodoaks Farm for regenerative farming/site maintenance and Restore Hope Latimer for warehouse work (box packing and deliveries) and catering and hospitality skills.



PROUD GRADUATES IN EMPLOYMENT...



EMPLOYER PARTNERSHIPS

Our employer partnerships are going from strength to strength, offering Interns a step into a range of different Industry sectors.

We have placed Interns into Hotels, Cafes, Restaurants, Retail stores, Care Homes, Catering kitchens and Entertainment venues.

We cherish our relationships with employers. Not only do they provide fantastic work experience opportunities, but collaborating closely with them also helps us shape our programme. This way, we can ensure that the skills we teach are relevant to today's job market. Our employer partners share our vision, and together, we enable our graduates to contribute great value to their teams.



Aramark:

"Paul is doing amazing, he also passed his health and safety level 2 this week as well. He has been going from strength to strength and has become a vital member of the team both as a person and a worker. If you get a chance to come down then just drop me a message and we can catch up on how he has been doing properly.

Thomas Dolan | Campus Manager | Aramark UK + Global Energy

WHAT DO OUR INTERNS SAY?

100%

of interns said they felt like a valued member of the team at Mission EmployAble.

100%

of interns said they noticed an increase in their self-confidence since starting the programme.

100%

of interns said they felt they were developing new job and employability skills.

94%

of interns understood and were confident that they would be working towards a job at the end of the programme.

82%

of interns feel more confident travelling independently since the Mission EmployAble travel training sessions during their Induction.*

**We continue to support independent travel training throughout the programme.*

PARENT ENGAGEMENT



Parents play a crucial role in the success of our supported internship programme. By researching and choosing the right pathway for their young person, they help ensure the programme meets both family and the individual intern's needs.

Why Mission EmployAble stands out

Five days per week of structured learning and employability training from our own dedicated centre. Our programme integrates English, Maths, employability and life skills delivered in a graduated approach with a hybrid of onsite, offsite programme partners and employer placements with focused, individual intern support from Trainers and Job Coaches.

Exceptional outcomes: 90% of graduates move into paid employment, well above the national average.

In early 2026, we launched 'Growing Wings', a new programme designed to empower parents to actively support their young adult's journey towards independence. By combining the engagement of parents, structured training, and strong outcomes, Mission EmployAble continues to create lasting impact for young people and their families.



BONNIE'S STORY

Bonnie completed her Supported Internship with us in July 2025. She is now working in the customer cafeteria at Warner Bros.

Like many of our Interns, Bonnie was very capable but struggled with her self-confidence and used to worry about speaking to people. Our trainers and job coaches worked closely with Bonnie and using a blend of practical work experiences in the Café with theoretical employability skills including focussed work on Social Skills & Communication. Bonnie grew in confidence being able to adapt to change and build on her resilience during her time with us. Bonnie is a kind and soft natured young lady who volunteers in her spare time for Animal Hospital and has loyally served for St John's Ambulance for over 13 years!

We are so proud of Bonnie and all that she has achieved. An avid Harry Potter fan. She thoroughly deserves her 'dream job' working at Warner Bros.



EDDY'S STORY

Eddy was one of our first interns to start work experience in January 2025 at Malibu Health Products Ltd. The placement was situated in their warehouse.

Eddy was part of the production line team and was put on a different section most weeks, which never phased him. Eddy would do similar tasks each week, he would box up products into multiples and tape up the boxes, ensuring each one was labelled and barcoded. Eddy had to keep up a fast and accurate pace. He did a fantastic job. Eddy was always on time, very accurate in his work and maintained a steady pace. This ultimately led to Malibu offering him a part-time paid job. Malibu 100% took on board the advice and coaching from Mission EmployAble and are thrilled to have Eddy on the team.



SUSTAINABILITY

2.5 BILLION SINGLE USE COFFEE CUPS ARE DISCARDED IN THE UK EVERY YEAR



At Cafe on the Common we have 2,400 reusable cups now in circulation since we opened saving our precious Common green space of waste litter.

Our customers understand and love that we promote a reusable cup scheme. Our reusable cups are 100% plant based ecoffee cups that can be used for our Barista coffee again and again. And of course, we always offer the option of encouraging that our customers take a break and drink in.

Café
ON THE COMMON
BY THE PAVILION

OUR CUP OPTIONS:

BRING
in your favourite mug or reusable KeepCup

BUY
any Ecoffee Cup
We have a fantastic range of designs and colours. Prices start from £11.50.

JOIN
Café on The Common's Reusable Cup scheme
Pay a £5 refundable deposit to 'loan' a cup. Pop it back to us with its lid, sleeve and stopper, and get a full refund.

OR

STAY
Come in and take a seat
Enjoy our table service.

See our Terms and Conditions

#NO EXCUSE FOR SINGLE USE

FUTURE PLANS

We have big plans for the future! ...

01

Increase Intern numbers and locations

We would love the benefits of our programme to extend further and are planning to open another site in Amersham, Bucks, in close partnership with Restore Hope, Latimer.

02

Grow our training support

Expanding our network of job coaches and upskilling our staff training team - we only recruit committed and knowledgeable staff and volunteers.

03

Staff Retention and Wellbeing

Our people are amazing and we want to ensure they stay with us. We are offering free work/life coaching and enhanced training for our staff and volunteer team to deepen their knowledge in neurodiverse conditions. Our recently recruited Follow-On job coach will focus on job security, sustainable and long-term employer relations.

04

Community connections

Consolidating our position within the community – we are hugely grateful for the local support that we receive. Customers in the café are highly complimentary and have contributed to the thriving cafe we are today. We want to extend our reach further with training for both public and potential employers to help break down the barriers and perceptions around learning disabilities.

05

Parent and Carer support

Beyond the existing support we provide in jobs, navigating funding, understanding potential income and job coaching support we are planning parent and carer support with courses specifically designed to help around transition to employment.



.....can you help us achieve them?

If you can or know someone who might be interested in supporting us than our amazing Communications Trustee, Erica Bendall, would love to hear from you. Please get in touch!

email: erica@missionemployable.co.uk

ACKNOWLEDGEMENTS

We would like to thank the following people for the hours of endless hard work and commitment given to Mission EmployAble...

- Our Board of Trustees
- Our Volunteers in the Cafe /Training / Job Coaching
- Chorleywood Cricket Club
- Our Local Chorleywood Parish Council & Chorleywood Common Rangers
- Our local residents, private funders and businesses
- Local schools, including St Clement Danes and Christ Church Primary School
- Programme Partners: Restore Hope, Woodoaks Farm and Sunnyside Rural Trust
- Bucks College Group
- Bucks County Council
- Herts County Council

A special acknowledgement to the Kemp family for their continued contribution as ambassadors of our charity.

Mission EmployAble
Cafe on the Common
Rickmansworth Road
Hertfordshire
WD3 5SG

Please donate here!



visit: missionemployable.co.uk
email: internships@missionemployable.co.uk

THE POWER OF FIVE

Five years of making a difference, what a journey it's been. Together, incredible people, passionate fundraisers, generous partners, and dedicated staff have worked side by side to create real, lasting change.

As we mark this milestone, we're celebrating the Power of Five: five individuals giving £500, five supporters giving £1,000, five companies giving £2,500, and five trusts giving £5,000. Imagine what we could achieve together in this fifth year.

Every contribution, whatever its size, helps us continue the work we all care so deeply about.

As you leave today, if you feel inspired, join the celebration of five and help us keep changing lives, one opportunity at a time.

