

YOUNG REFUGEES DESIGN IMPACT REPORT

Survey
designed and
conducted by 13
programme
participants



2022

PARTICIPATORY
ACTION
RESEARCH



BREADWINNERS

OUR MARKETS



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A MESSAGE FROM OUR TRUSTEES



**BANETA YELDA,
REFUGEE EMPLOYMENT TRUSTEE**

"Breadwinners is using a very essential product, bread, to help refugees in many ways, including learning new skills, developing a career, finding a safe place when needed, helping overcome the language barrier, and learning about communication skills in a professional environment - all that in a new culture that they will become a part of eventually.

All that through bread, which in itself is a very humble product, but using it to help young refugees to become a part of the community has proved to be an effective way. It doesn't matter where we come from, where are we going in life, food is a very good bridge that connects everyone else together, bread being at the center of it.

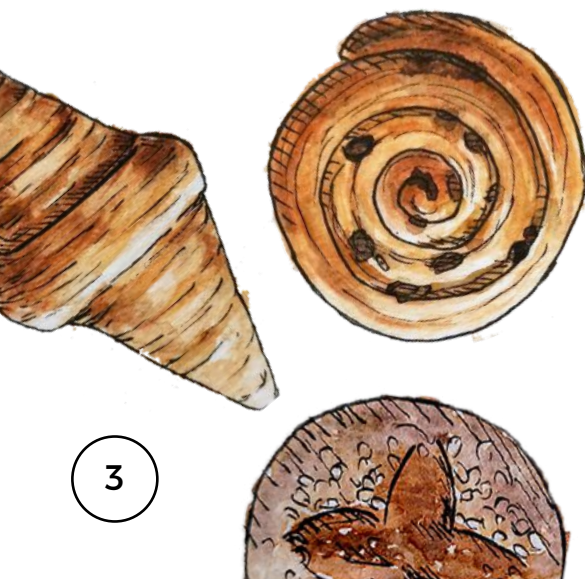
I am a refugee myself and I know what difficulties these young people are facing when coming to a new country because I've experienced that myself and I have realized that it makes so much difference when you meet people who are willing to help you along the way.

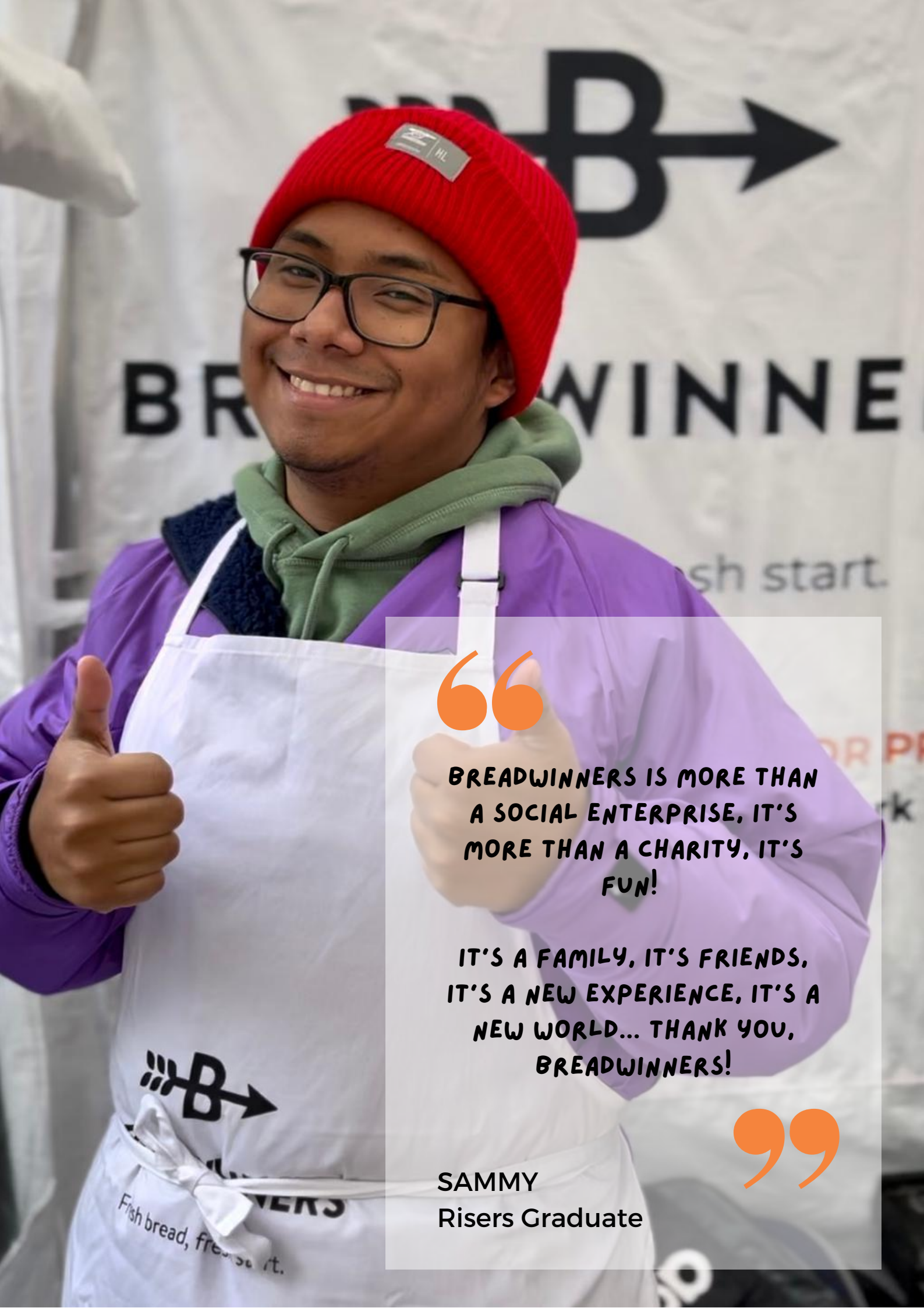
I'm excited for the future because we are growing as a charity, spreading to other cities outside of London, which will allow us to reach out to more young refugees and make a greater difference. Also, I'm excited that we are involving refugees in different roles now in the charity to teach them different skills and to empower them.

"I am a refugee myself and [...] I have realized that it makes so much difference when you meet people who are willing to help you along the way."

For our impact report this year, we gathered feedback from our community by using an innovative Participatory Action Research method in which 13 of our young people designed our actual survey in addition to calling our alumni and brainstorming the actions to best improve Breadwinners.

Have a look in the next pages!"





“

**BREADWINNERS IS MORE THAN
A SOCIAL ENTERPRISE, IT'S
MORE THAN A CHARITY, IT'S
FUN!**

**IT'S A FAMILY, IT'S FRIENDS,
IT'S A NEW EXPERIENCE, IT'S A
NEW WORLD... THANK YOU,
BREADWINNERS!**

”

**SAMMY
Risers Graduate**

BREADWINNERS
Fish bread, fresh start.

TRANSFORMING LIVES THROUGH BREAD

THE PROBLEM

Refugees face many barriers when looking for work in the UK, due (but not limited to) the following:

- Lack of UK work experience
- Lack of UK job references
- Unrecognised educational and professional qualifications
- Lack of local networks and knowledge of processes
- Racism and xenophobia

In addition, asylum seekers in the UK do not have the right to work and can only apply for a work permit once they have been waiting for a decision on their asylum claim for over a year, making it even more difficult for forcibly displaced persons to integrate into the UK.

OUR MISSION

We are driven to improve the well-being of refugees and create a community where they can thrive in the UK.

We do this by delivering three employability programmes in London and Brighton through selling organic artisan baked goods on markets and through our wholesale service stocking coffee shops and events.

Our programmes are designed for young refugees and people seeking asylum aged 16-24 and provide jobs, work experience, training and mentoring at our market stalls and as online sales representatives.



CLICK THE LINKS TO
LEARN MORE FROM
TENT.ORG & [REFUGEE-ACTION.ORG.UK!](http://REFUGEE-ACTION.ORG.UK)



WE ARE PROUD TO BE A
SOCIAL ENTERPRISE!

Our business model allows us to effectively and sustainably support refugees by providing them with transferrable skills and paid work.

OUR EMPLOYABILITY PROGRAMMES



RISERS

Provides support for young people seeking asylum aged 16 - 24 through a tailored voluntary work experience programme as market stall assistants.



BREADWINNERS

Supports refugees with newly received status who are struggling to find work by providing opportunities for their first job in the UK.



PROOFERS

Proofers supports Breadwinners graduates with further online customer service experience and IT skills by acting as sales representatives for our wholesale services.

All our programmes combine three key ingredients:



WORK

at our market stalls selling bread



TRAINING

including CV writing and interview skills



MENTORING

providing 1:1 career support

315

young refugees gained work experience

405

employability training sessions delivered

2,904

hours of 1:1 mentoring sessions

THESE FIGURES HAVE BEEN COLLECTED SINCE THE START OF OUR PROGRAMMES IN 2017!

OUR HISTORY

2015

Marika Wilkinson and Shipton Mill founder John Lister **come up with the idea for Breadwinners.**

2016

The Breadwinners Foundation is **officially launched as a charity.** Originally, our mission was to support people into employment by helping them set up their own fresh bread bike delivery business.

2017

Breadwinners shifts to its current market stall model with our **first paid employability programme for young refugees (Breadwinners)** launched at our Victoria Park Market, **our first market.** Martin Cosarinsky Campos also joins as Managing Director in the fall.

2018

Our **second, voluntary programme for asylum seekers (Risers)** is launched & we expand to four markets across London.

2019

Our core team grows from two to four members and we support **30 programme participants** for the first time over the course of the year.

2020

Our **E-commerce** and **third programme for training Online Sales Representatives (Proofers)** are both launched following the temporary closure of markets during the COVID-19 pandemic.

SUPPORTING
AROUND 50
YOUNG PEOPLE
ANNUALLY AT
THIS STAGE!

2021

We open in a **second city (Brighton!)** with our Breadwinners pilot programme and launch our **Wholesale service** to stock our baked goods in coffeeshops (replaces our E-commerce). We also move into **our first office ever** located in 3Space Brixton!

2022

Our core team grows to a **total of nine members** across London and Brighton, **our first Risers programme pilot is launched in Brighton,** and we pass the **14 markets milestone!**

STAY
TUNED!

WE ALSO SUPPORTED
OVER 100 YOUNG
PEOPLE THIS YEAR!



“

THIS JOB AS A MARKET MANAGER HAS GIVEN ME A PURPOSE. IT HAS TAUGHT ME THAT I CAN DO ANYTHING.

THE BEST PART IS MEETING AND TALKING TO PEOPLE AT THE MARKET. IT'S SO NICE TO SEE PEOPLE SMILING.

VANESSA

Breadwinners Graduate



PARTICIPANTS LEADING CHANGE

IN DECEMBER 2022, WE CONDUCTED OUR FIRST PARTICIPATORY ACTION RESEARCH (PAR) ON HOW TO IMPROVE THE BREADWINNERS EMPLOYABILITY PROGRAMMES.



More importantly, it generated unbiased critical feedback, as graduates were discussing with current programme participants rather than the core team.



This process enabled our young people to develop key IT and communication skills and gave them a central role in our evaluation and strategy development.

4

days of paid research work



Former Riser Abdoul led our young people through the process of designing survey questions and calling programme participants.

46

surveys completed with our community

Our research team included three Proofers (our Sales Representatives with calling experience) and ten people from our other programmes.

250

people called by our research team



HOW TO CONDUCT PARTICIPATORY ACTION RESEARCH

Our PAR Lead Researcher Abdoul, teaches you how to conduct your own research using this approach in the 10 steps below.



1
FORM YOUR RESEARCH TEAM.



2
EXPLAIN THE PROJECT AND YOUR EXPECTATIONS.



3
PLAN THE PROJECT TIMELINE.



4
DESIGN SURVEY QUESTIONS.



5
CREATE A FINAL SURVEY.



6
COMPILE LIST OF CONTACTS AND COLLECT DATA.



7
SUMMARISE AND REPORT YOUR FINDINGS.



8
DISCUSS ACTIONS TO TAKE.



9
SHARE WITH YOUR COMMUNITY.



10
IMPROVE YOUR PROGRAMMES!

ABDOUL'S TIP:

"The key to PAR is to discuss the actions to implement in response to the feedback you received from your community!"

“

I STARTED LOOKING FOR A MENTORSHIP PROGRAMMES ON GOOGLE AND CAME ACROSS BREADWINNERS. AS SOON AS I JOINED THEIR PROGRAMME, I WAS ASSIGNED A MENTOR, AN INSPIRING AND AMAZING HUMAN BEING WHO HELPED ME GET BACK ON TRACK.

**ABDOUL
PAR Research Lead
& Risers Graduate**

”



ADVICE FROM OUR LEAD RESEARCHER ABDOUL

"YOU NEED TO BE A GOOD LISTENER, PATIENT AS WELL, AND FINALLY, EMPATHETIC, SO THAT YOU CAN KNOW WHAT YOUR PEOPLE NEED AND HOW TO HELP THEM."



CAN YOU TELL US ABOUT YOURSELF?

Hi, there. My name is Abdoul. I'm a Risers Graduate, I did this program back in the summer. I am currently leading the Participatory Action Research at Breadwinners.

WHAT DID YOU LEARN THROUGH THIS PROCESS?

I've learned a lot, especially teamwork because I was supported by the team and also working with young people from different backgrounds. I also learned different methods to collect data, using surveys and also calling young people. I also learned data analysis, like aggregating data and creating the statistics to extract the issues that young people are facing.

WHAT WAS THE MOST CHALLENGING PART?

Definitely getting people involved, not because they were not willing to participate but because some of our young people are busy with their studies and some are working already because after they finished a programme with us, many of them have found new opportunities. That's why we decided to run two of our workshops during the Christmas break.

DO YOU HAVE ANY ADVICE FOR OTHER TEAMS?

I would advise them to empower and encourage their beneficiaries to take action and most importantly to listen to what they have to say, because they are the ones who know the issues they are facing and what needs to be done to solve them.

THE BREADWINNERS RECIPE

INGREDIENTS

These ingredients reflect the feedback from our community which we will use to refine our recipe.

ACCESSIBILITY

- 95.7% of respondents found Breadwinners support met their expectations

WORK EXPERIENCE

- 95.6% found Breadwinners work experience useful
- 25% identified English as a challenge during their work experience, making it the #1 challenge faced

TRAINING

- 86.9% found our training sessions useful

MENTORING


- 97.8% enjoyed their Breadwinners mentoring experience

PERSONAL DEVELOPMENT

- 91.3% said they developed personally from through the programme that they completed with Breadwinners
- Top 3: confidence, work experience, and communication

FURTHER OPPORTUNITIES

- 87% said Breadwinners helped them into their future career



The steps below summarise the main actions we are implementing in response to the feedback and suggestions gathered from our community through our Participatory Action Research (PAR).

METHOD

1. MAKE BREADWINNERS MORE ACCESSIBLE

- Increase transport money cover for people who live further away.
- Encourage more girls to apply to our employability programmes.

2. SUPPORT PARTICIPANTS WITH ENGLISH

- Form partnership with English provider to refer young people to & create basic language exercises for mentors to use with mentees.
- Create memory games around learning bread names.

3. INCREASE ATTENDANCE AT TRAININGS

- Award training certificates and provide dinner at sessions.
- Complete training for all core team members to become expert facilitators in youth engagement.

4. FACILITATE MENTORING AFTER PROGRAMMES

- Make sure young that young people who want to continue mentoring are referred to partner organisations.

5. MONITOR USE OF OUTCOME STARS

- Increase personal development possible through Proofers programme by extending from 3 to 6 months and 2 days per week.

6. INCREASE KNOWLEDGE ABOUT OPPORTUNITIES

- Print programme booklet for each participant with a summary of main further opportunities by categories after Breadwinners.



I AM NOW IN A POSITION TO GIVE BACK TO THE COMMUNITY THAT SUPPORTED ME AND HELP OTHERS WHO ARE FACING SIMILAR CHALLENGES.

I AM PASSIONATE ABOUT SHARING MY KNOWLEDGE AND ADVICE WITH YOUNG PEOPLE WHO ARE NEW TO THE UK, AND I BELIEVE THAT THE BREADWINNERS PROGRAMMES CAN MAKE A REAL DIFFERENCE IN THEIR LIVES.

HASSAN
Operations Coordinator

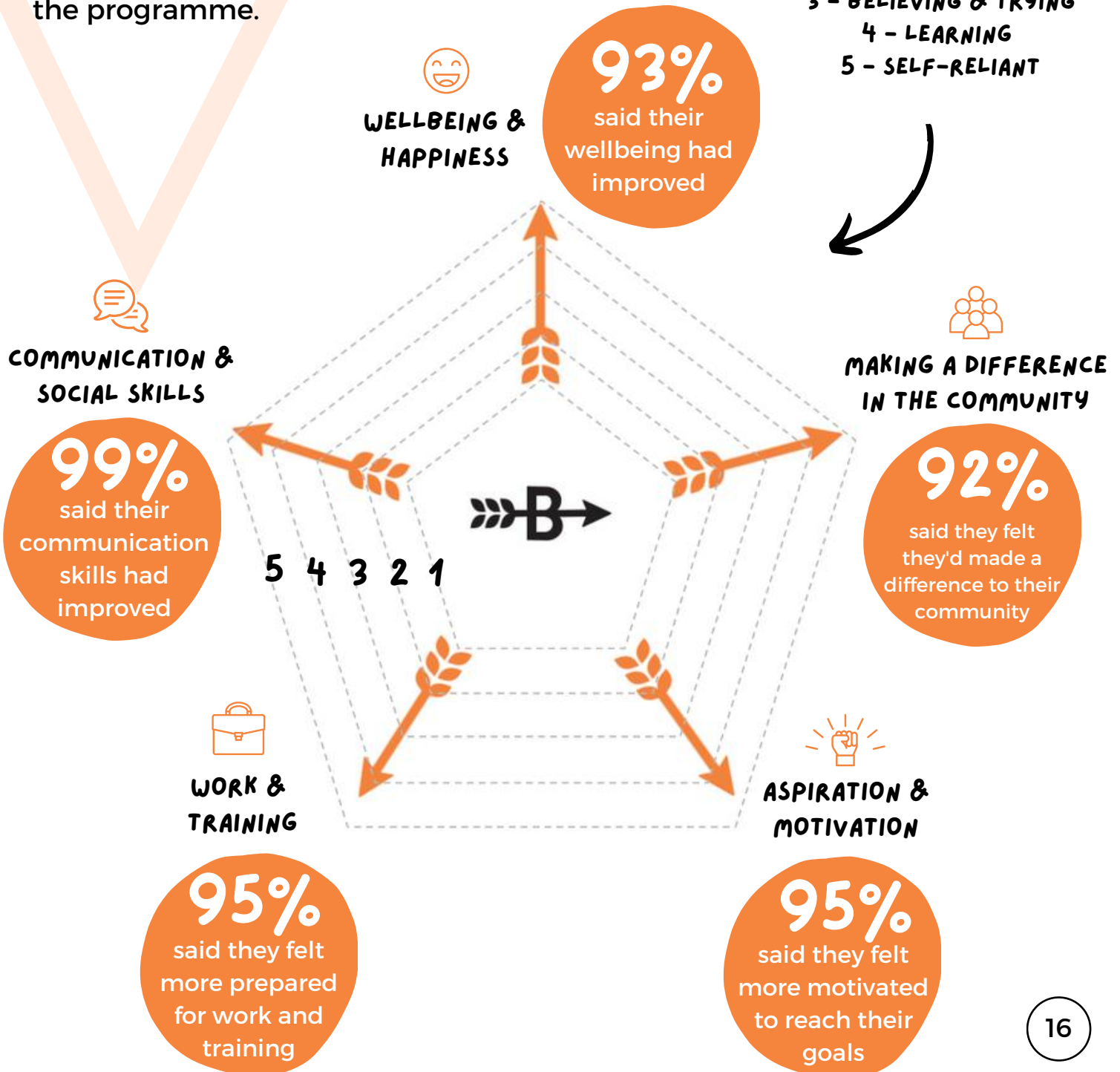
THE BREADWINNERS OUTCOME STAR

We use the Breadwinners Outcome Star method to monitor our programmes and evaluate the progress of each participant.

Our young people assess their progression with their mentors against our five goals at the beginning and end of the programme.

Each participant evaluates themselves from a scale of 1-5:

- 1 - STUCK
- 2 - ACCEPTING SUPPORT
- 3 - BELIEVING & TRYING
- 4 - LEARNING
- 5 - SELF-RELIANT



“

“YOUNG ASYLUM SEEKERS AND REFUGEES WANT TO ENGAGE WITH SOCIETY. WE HAVE LOST EVERYTHING AND WE COME HERE WITH NOTHING. GIVE US ANY OPPORTUNITY TO STAY AND WORK FOR YOUR COUNTRY. WE ARE NOT ABLE TO MAKE OURS BEAUTIFUL ANYMORE, SO LET US HELP YOU TO MAKE YOUR COUNTRIES BEAUTIFUL.”

”

MOHAMMAD
Market Stall Manager



PATHWAYS TO SUCCESS

SINCE WE STARTED OUR PROGRAMMES IN 2018, WE HAVE SUPPORTED...

207

young people seeking asylum into gaining work experience at our markets



RISERS

87

refugees into their first job in the UK as Market Stall Managers



BREADWINNERS

68% OF BREADWINNERS ARE RISERS PROGRAMME GRADUATES WHO GAINED THE RIGHT TO WORK.

22

refugees to up-skill as Sales Representatives for our Wholesale and E-commerce

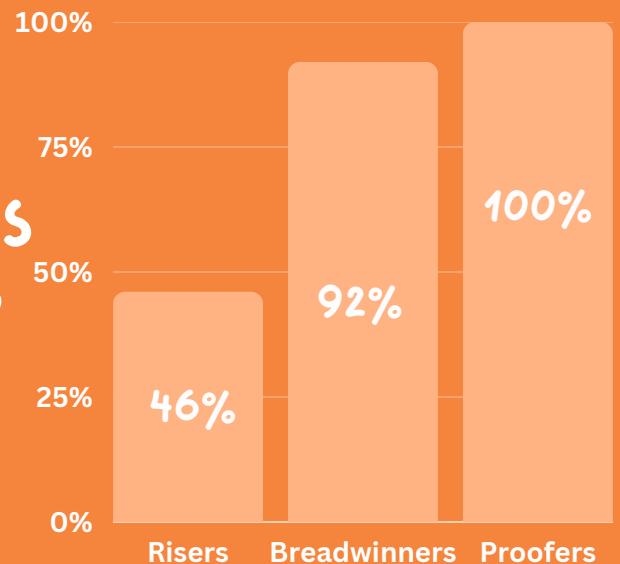


PROOFERS

OVER 50% OF RISERS GRADUATES ARE STILL WAITING FOR THEIR RIGHT TO WORK. WE CONTINUE TO SUPPORT THEM THROUGH VOLUNTEERING OPPORTUNITIES AND OUR MONTHLY ALUMNI COMMUNITY EVENTS.

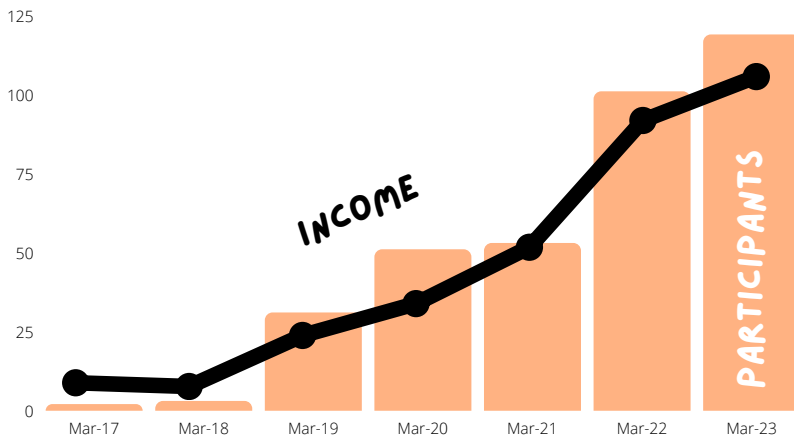
The following % of young people from each programme progresses onto work, university, or further volunteering opportunities.

WHAT HAPPENS NEXT?

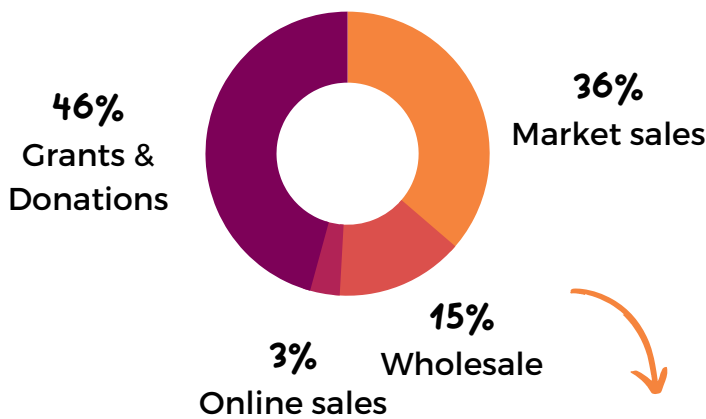


HOW WE MAKE OUR DOUGH

Our programmes are oversubscribed, demonstrating a real need for our work. To meet this demand, we ensure that, as we grow, we increase the capacity of our programmes.



Last year, our income grew by 15% which enabled us to support 18% more participants.



Our four diverse income streams mean that our business model is more resilient to economic shocks, as experienced during the Covid-19 pandemic and cost of living crisis.

It also means that we can rely less on grants and donations.

54%
of our income comes from bread sales

NOTE: ALL DATA WAS COLLECTED UP TO MARCH 1ST!

We reinvest donations into equipment for our market stalls. Bread sales pay the wages of young refugees who work at the markets, so the more markets we have, the more employment opportunities we can provide for refugees.



FOR EVERY £1 DONATED



WE PAID £1.69 TO A YOUNG REFUGEE FOR THEIR WORK

CLOSING REMARKS FROM OUR MANAGING DIRECTOR

"I couldn't be prouder of the incredible work that both our past and present teams have accomplished.

I'm also incredibly impressed by the work that the young people put together to run our Participatory Action Research. The young people who lead the research learned new skills while earning money for their work. The team has now taken concrete actions to address these issues, and I'm excited to see how these actions will pan out. I highly recommend this approach to anyone considering Participatory Action Research, as it not only provides the best possible information but also supports the people you work with.



**MARTIN COSARINSKY CAMPOS,
MANAGING DIRECTOR**

I also want to express my gratitude to each member of Breadwinners, including the Core Team, volunteers, and programme participants. Their commitment to supporting young refugees has been exceptional, especially in managing safeguarding issues and ensuring that our young people can access the right support. We have dealt with 97 safeguarding cases so far, with mental health and housing being the top concerns. Although this work is rewarding, it can also be challenging and overwhelming, which is why we plan to focus on how best to support our team's well-being and resilience in our next report.

SAFEGUARDING & CRISIS

97

Cases
(Top issues:
Mental Health
& Housing)

3.8

Average follow-up interventions required per case

84

Expert referral partner organisations

"Although this work is rewarding, it can also be challenging and overwhelming, which is why we plan to focus on how best to support our team's well-being and resilience in our next report."

With the continued support of our customers, partners, funders and the dedication of our team to continuously improve, I am confident that we will be able to make an even greater impact in the lives of young refugees.

Thank you again to everyone who has played a role in making Breadwinners what it is today!"

THANK YOU

Thank you to every single one of our loyal customers, partners, funders and volunteers for enabling us to deliver our life-changing work and a special thank you to all our programme participants who inspire us every day!

Thank you to our PAR Researchers Abdoul, Abdu Idris, Abdullah, Ahmed Mohamed, Aron, Espoir, Mahad, Mohammad, Hassan, Mohammad, Ibrahim, Rabab, Sepehr, and Vanessa for helping us gather feedback from our community and improve our programmes!

This report was designed by our Communications Officer Delphine Polidori with artwork by Mentor Lydia Ratto.

BAKERIES

Celtic Bakers
Flint Owl
Flour Pot
The Snapery Bakery

WHOLESALE CUSTOMERS

Applecart Cafe
Bennett Hay Limited
Camelot
Canvas Cafe
Change Please
Clarnico Club
Cubitts Spitalfields
Fluro
Gaff Cafe
Ganni
Hand Made Food
Herb Brixton cafe
Heyne Tillett Steel Limited
Hidden Coffee
Le Bihan Coffee
Lettice Events
On Purpose
Open Creates
Oru Space Limited
Peckham Levels Limited
Royal Borough of Kensington & Chelsea
Taverna Catering
The Albany
Vacherin Ltd
Westminster Chapel
Work.Life

FUNDERS

Aviva Community Fund
Berkeley Foundation
Betsy Foundation
Enjoolata
Lawrence Atwell's Charity
London Donating Network
Newby Trust
Pears Foundation
Social Enterprise Support Fund
School for Social Entrepreneurs
Sussex Community Foundation
The Blue Thread
The Linbury Trust

MARKETS

Beckenham Park Mkt
Brighthelm Centre
Brighton Open Mkt
Camberwell Farmers Mkt
Chelsea Partridges Mkt
Chiswick Cheese Mkt
Copeland Park Mkt
Crystal Palace Park Mkt
Greenwich Peninsula Mkt
Lloyd Park Mkt
Matlby Street Mkt
Primrose Hill Food Mkt
StMarys Church Mkt
Sussex University Mkt
Upper Gardner Mkt
Upper Gardner St Mkt
Venn Street Mkt
Victoria Park Mkt

DONORS

Aviva Community Fund
Carbon Accountancy
Gregson's family
Morley's family
Murphy's family
Nestor's family
Raboteur's family
London to Brighton Bike Riders
Shilvock's family
Shipton Mill
Team Lewis
The Belpech Trust
The Big Give Christmas Challenge
Tinnion's Family
Zaf Marathon

CHARITY PARTNERS

Afghanistan and Central Asian Assoc.
Barnet Refugee Services
Breaking Barriers
CARAS
Care4Calais
City of Sanctuary
Compass Collective
DOST
Groundworks
Hope for the Young
Hummingbird Project
Pathways to Independence
Refugee Council
South London Refugee Assoc.
TERN
The Bike Project
The British Red Cross
The Launchpad Collective
TheBikeProject
Voices in Exile
West London Welcome
Young Roots



FRESH BREAD, FRESH START.

Buru kura, kura damine - Bambara

خبز جديد ، بداية جديدة - Arabic

Pane fresco, nuovo inizio - Italian

Pão fresco e fresco começo - Portuguese

نان تازه، اغاز تازه - Persian

Alabapade akara alabapade ibere - Yoruba

Rooti cusub, bilaaw cusub - Somali

Ebread ogbon. Evinadasunen - Bini

新面包，新开始 - Mandarin

سه مونی تازه، دهسپیکردنیکی تازه - Kurdistan Sorani

Buke e fresket , fillim i ri - Albanian

νέο ψωμί νέα αρχή - Greek

Neues brot, neuer anfang - German

Vers brood, een nieuw begin - Dutch

புதிய பாண், புதிய ஆரம்பம் - Tamil

Pan fresco, nuevo comienzo - Spanish

Pudhiya dhaanyam, pudiya thoddakam - Malayalam

Pain frais, nouveau départ - French





BREADWINNERS

Fresh bread, fresh start.



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Charity Registration Number 1166646