

Wise Group Insight Report 2024

A WAY TO WORK: RELATIONAL MENTORING AND THE FUTURE OF EMPLOYABILITY



The Wise Group is on a mission to break the chains of poverty and redefine lives. We grapple with crucial questions daily: How do we elevate individuals through work? How do we empower them into fair employment? How can we support those unable to work? This report is our roadmap to answers.

Having mentored 85,000 households last year we can draw actionable recommendations based upon the daily experiences of hundreds of professional mentors, identifying areas of opportunity and growth.

OF THOSE WE SPOKE TO:

67%

of mentees in one major employability service reported having a **long-term mental** and **physical health condition** or didn't want to say

94%

pass rate in **foundation apprenticeships** among young people at **risk of entering unemployment** who engaged with **relational mentoring**, compared to national averages of **40.6%**

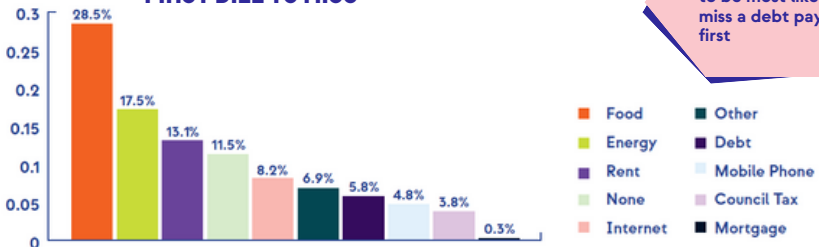
50%

of **in-work families** eligible for **fuel vouchers** had visited a **food bank** recently

59.5%

of mentees in a rural setting who had been long-term unemployed secured sustainable employment when engaged with relational mentoring support

FIRST BILL TO MISS



Families in work were the only group to be most likely to miss a debt payment first

Debt, mental health issues, and lack of confidence were commonly identified as **barriers** to those in and out of work from **escaping hardship**.

“When I feel it is **appropriate** for people who are **really struggling**, and I can see they’re **nervous** to go for a job interview, I say look, a year ago, I was **relying** heavily on **food banks**. I didn’t think I was ever going to get **back into work**. I was worried about **my future** and look where I am now.

I’ve come a long way. This is what’s going to happen for **you** if you listen to my **advice**.”

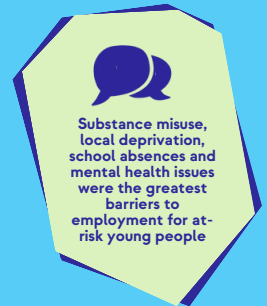
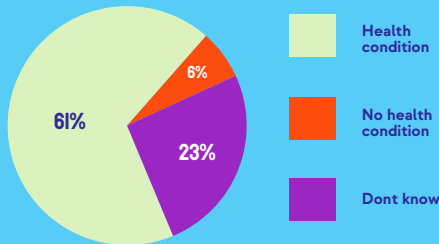
- Wise Group Mentor



“There’s a **stigma** that these people are just lazy and don’t want to work. I would **absolutely love** to say ‘**I’m away to work**’ every morning and be able to go and **enjoy it** and **continue my life**. There’s a **lot of people** who’d love to say that they’re **away to work**.”

- Wise Group Mentee

PROPORTION OF THOSE SEEKING WORK WITH A HEALTH CONDITION



OUR TOP FIVE RECOMMENDATIONS ARE

1.

A Dedicated and Impactful Mentoring Service for In-Work Households

2.

A Fair Debt Consolidation and Repayment System

3.

Set-up Payments for those entering the Workforce

4.

Integrated Home Energy and Health Support with new Employability Services

5.

Eligibility for Employment Support at least one month prior to Unemployment



Get the full report online

To find out more about our work, contact the Wise Group at: buildingbridges@thewisegroup.co.uk