

PROJECT FLOURISH

An EveryYouth collaboration with Hays, to deliver a programme for young people (aged 16-25) who are homeless or at risk of homelessness to gain meaningful employment, as well as access support and tools for their development, ensuring they 'flourish' in their new role.

EVERYYOUTH

HAYS

Employment barriers affecting job search and retention:

Often through disruption of unstable home lives and temporary living conditions and the lack of a family support network young people experience:

- **Limited financial resources** - financial barriers can include the cost of new clothes for an interview or the initial travel costs to get to a new job.
- **Lack of positive role models**- many young people may have had few employed role models in their life and as a result have little knowledge of the labour market and lack the emotional support that comes from those role models.

Project Flourish Headlines

- Pilot launched in 2023, but started gaining traction in Summer 2024
- Over 100 job opportunities created in many different sectors
- 42 Young People offered job roles so far
- Backing of Homewards and The Royal Foundation

homewards



“It was difficult looking for jobs. They cut my hours down, they cut my shifts down so I wanted to look for bigger and better things that would help me in the future.

I now recruit people. I like the environment and the job. I want to work my way up and try to become a manager.”

Young person supported by Project Flourish

How Project Flourish Works - The Employers

Project Flourish offers support to employers as a pro-bono service and will be offered to selected employers who place a priority on the young person's needs, support, and development, and meet a pre-qualifying criterion which covers a minimum of the following:

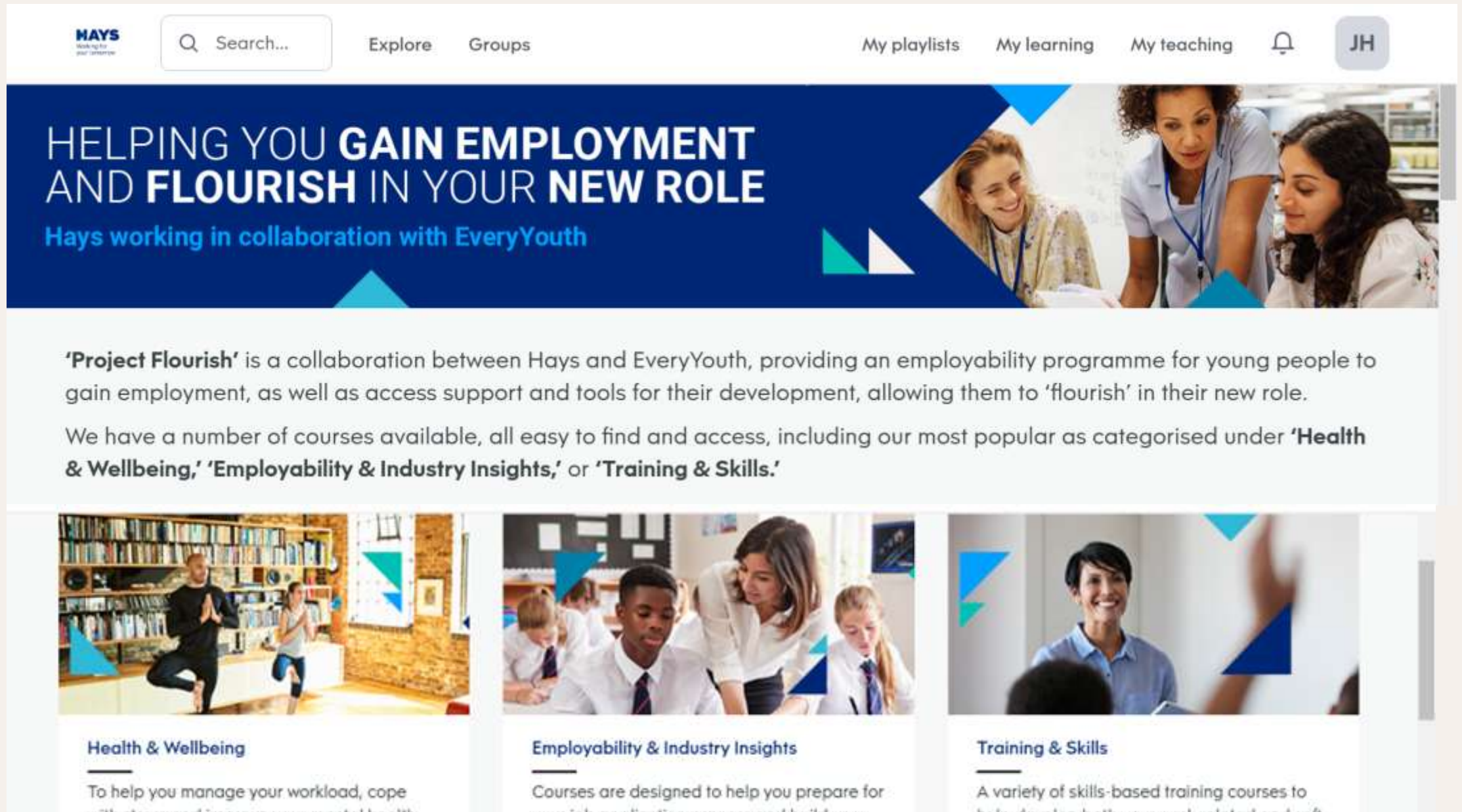
- **Values aligned and ethical business** - Evidence of a DEI policy/strategy and social charter. Investment in employees with a supportive, inclusive & positive culture.
- **Jobs** - Available in accessible location, part time flexibility (if required), and able to offer 'Meaningful Work' for a 'living wage'
- **Constructive feedback** - on performance provided during selection process (irrespective of outcomes) and during ongoing employment
- **Mentor/pastoral buddy** - from commencement along with an induction plan and a commitment to ongoing training, development and support.
- **Stakeholder meetings** - Attendance of line manager and mentor at regular stakeholder meetings (usually monthly during probation)
- **Employer Awareness session** - mandatory for line manager and mentor to become trauma informed

How Project Flourish Works - The Charity/Young Person

Project Flourish offers support to EveryYouth's network of Charity Partners in a number of ways:

- **Access to the Hays Learning Management System** – for staff and young people
- **Employability support** – If needed, we can help with job readiness – CV preparation, application support & interview practice
- **Jobs** – Access to meaningful opportunities with flexibility if required
- **Salary** - Living wage or above
- **Inclusive recruitment process** – Challenge the employer's normal process to remove barriers
- **Feedback irrespective of outcome** – providing constructive feedback and support to those successful AND not successful
- **Regular stakeholder review meetings** - (minimum quarterly)
- **Wrap-around support to young people** – full pro bono support such as:
 - **Super Boost Bursary** – up to £2050 per person to mitigate against financial barriers to gaining and retaining work
 - **Holistic Support** – including budgeting, mental health and wellbeing if required/ appropriate

The Learning Management System



The screenshot shows the Hays Learning Management System interface. At the top, there is a navigation bar with the Hays logo, a search bar, and links for 'Explore', 'Groups', 'My playlists', 'My learning', 'My teaching', a notification bell, and a user profile 'JH'. Below the navigation bar is a large blue banner with the text 'HELPING YOU GAIN EMPLOYMENT AND FLOURISH IN YOUR NEW ROLE' and 'Hays working in collaboration with EveryYouth'. To the right of the text is an image of three healthcare professionals. Below the banner is a paragraph describing 'Project Flourish' as a collaboration between Hays and EveryYouth, providing an employability programme for young people. It also lists categories of courses: 'Health & Wellbeing', 'Employability & Industry Insights', and 'Training & Skills'. At the bottom, there are three columns, each with a representative image and a heading: 'Health & Wellbeing' (yoga), 'Employability & Industry Insights' (classroom), and 'Training & Skills' (teacher).

HAYS
Working for your success

Search... Explore Groups My playlists My learning My teaching JH

HELPING YOU GAIN EMPLOYMENT AND FLOURISH IN YOUR NEW ROLE

Hays working in collaboration with EveryYouth

'Project Flourish' is a collaboration between Hays and EveryYouth, providing an employability programme for young people to gain employment, as well as access support and tools for their development, allowing them to 'flourish' in their new role.

We have a number of courses available, all easy to find and access, including our most popular as categorised under **'Health & Wellbeing,' 'Employability & Industry Insights,'** or **'Training & Skills.'**

Health & Wellbeing

To help you manage your workload, cope with stress and improve your mental health...


Employability & Industry Insights

Courses are designed to help you prepare for your job, including communication skills, teamwork...

Training & Skills

A variety of skills-based training courses to help you develop both your personal and professional skills...


Employability & Industry Insights

- 

Create a Compelling CV 🔖 ⋮

The Write Team ⌚ 1 hr 10 mins ⭐ 4.7 (7 ratings)


EN

This series of videos will help you create a CV that really works for you. Not many people put 'CV wri...
- 

HOW TO MOVE ON FROM JOB REJECTIONS AND LEARN FROM MISTAKES 🔖 ⋮

The Career Conversation ⌚ 12 mins ⭐ 4.5 (12 ratings)


EN

Job hunting can be a soul-destroying process, especially if you start receiving rejections. Your self-e...
- 

Responding to Interview Questions 🔖 ⋮

WorkForge ⌚ 42 mins ⭐ 4.2 (11 ratings)


EN

In this course, you'll discover how to prepare your answers for common interview questions. You'll al...
- 

Unlocking Your Potential 🔖 ⋮

Maguire Training ⌚ 30 mins ⭐ 4.6 (25 ratings)

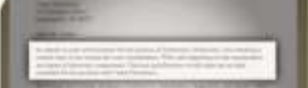
EN

This module is beneficial to anyone who wants to develop themselves and improve career possibili...
- 

How to Look for Jobs Online 🔖 ⋮

skilla ⌚ 20 mins ⭐ 3 (3 ratings)

EN, DE

Are you looking for work and can't find it? Do you fear for your future? Do you not know what you sh...
- 

Crafting a Cover Letter 🔖 ⋮


WorkForge ⌚ 42 mins ⭐ 4.5 (18 ratings)


Industry Specific & Playlists


HAYS Explore Groups My playlists My Learning My Team My teaching MB


Duration Providers Topics More filters Most relevant


9 results

- 

Food Hygiene Level 2 for Retail
Intellelearn ⌚ 1 hr ⭐ 4.1 (27 ratings)
EN
Course Overview This Food Hygiene Level 2 course is ideal for anybody working with food or drink i...
- 

Food Hygiene Level 2 for Catering
Intellelearn ⌚ 1 hr ⭐ 4.1 (33 ratings)
EN
Course Overview This Food Hygiene/Safety Level 2 course is ideal for anybody working with food or...
- 

Food Hygiene Level 3 for Retail
Intellelearn ⌚ 3 hrs ⭐ 4.9 (21 ratings)
EN
Course Overview This Food Hygiene Level 3 course is essential for any manager or supervisor in a f...
- 

Food Hygiene Level 2
flick learning ⌚ 2 hrs 26 mins ⭐ 4.2 (252 ratings)
EN
This RoSPA-accredited, level-2, e-learning course is suitable for anyone who comes into contact with...
- 

Food Hygiene Level 1
Intellelearn ⌚ 1 hr ⭐ 4.2 (59 ratings)
EN
Course Overview The Level 1 Food Hygiene course is a great way to introduce beginners to food saf...




Child Safeguarding Level 2 Training
flick learning ⌚ 2 hrs 44 mins ⭐ 4.4 (661 ratings)
EN
This CPD-certified, level-2 e-learning course is suitable for anyone who comes into contact with chil...



Child Safeguarding Level 1 Training
flick learning ⌚ 1 hr 22 mins ⭐ 4.5 (2,016 ratings)
EN
This CPD-certified, level-1 e-learning course is suitable for anyone who comes into contact with child...



Dealing with Stress (CPD Certified)
IAM Learning ⌚ 15 mins ⭐ 4.5 (234 ratings)
EN
COURSE OVERVIEW Stress isn't just a 'buzzword'. It's something that every one of us adults suffers fr...



Dealing with Stressful Situations (CPD Certified)
IAM Learning ⌚ 10 mins ⭐ 4.5 (89 ratings)
EN
Life is full of stressful situations, and your brain is built with a system to deal with them: Fight or flight...

FLOURISH: Hays Super Boost Bursary Designed to Reduce Financial Barriers



HAYS Working for
your tomorrow

EVERYYOUTH

Young people participating in Project Flourish are provided with financial support for the transition to employment and independent living.

Hays have provided £110,000 of funding for the Project Flourish Bursary.

Young people employed through Project Flourish will be able to apply for:

- Up to £350 for travel to work for the first 4 months travel to their new job.
- Up to £100 for clothes or specialist equipment needed for their new job.
- Up to £1,600 to support them to move on to independent living.

FLOURISH: partnership & delivery support network with organisations like:

- Clothing: [Smartworks](#)



- Virtual work experience, sector, industry & professional body insights: [Springpod It's time to take control of your future | Springpod](#)



- Financial Wellbeing & Budgeting: [FinWell - Financial Wellbeing for Employees - Healthier relationships with money](#)



- Neurodiversity support: National Autistic Society, AutonoMe & [Genius Within](#)
Passionate about Neurodiversity - Genius Within



- Social impact: Social Value Portal



- Responsible business network: Business in the Community



The Prince's
Responsible
Business Network

Case Study

- Started work as a Claims Consultant in February 2025
- Passed his probation in July 2025
- Accessed £2,017 from the Project Flourish Bursary for:
 - Clothing
 - Food
 - Monthly train pass
 - Rent
- Received a Simba mattress FOC
- Accessed FinWELL financial wellbeing and budgeting support 1:1 FOC

“he is flying!” and has fitted really well into the team. He is very thorough in his work which sometimes means productivity isn’t as high as others in the team, but the quality of his work is good. He listens well and has been selected for further fraud training.

Mentor



Want to know more?



Michelle Blackburn
Project Flourish Lead
EveryYouth

michelle@everyouth.org.uk
07872 422512



Juliet Martin
Community Resident &
Engagement Manager
YMCA Leicestershire

jmartin@ymcaleics.org.uk
07917654924

www.EveryYouth.org.uk/about-us/what-we-do/Project-Flourish