

FOREWORD



- As you look through the pages of the 2007 Awards for Achievement brochure, you will learn about a number of individuals who, by their own merits, have managed to do things with their lives they never dreamed possible. In spite of the multiple and complex barriers they have faced, they have turned their lives around through work.

Whilst you read the words, I hope you can capture the spirit and vision of Tomorrow's People. The employment support services we provide to long-term unemployed people is in ever increasing demand, but it's not just what we do, but the way we do it and the dedication of our staff which makes it so different and so successful.

Every one of our winners deserves credit for what they have achieved and I hope that the support of Tomorrow's People will help them turn an evening's celebration into years of successful employment.

I personally congratulate them all and reiterate my pride in Tomorrow's People and our staff, who are at the heart of what we do so well.

A handwritten signature in black ink that reads "Debbie Scott". The signature is written in a cursive style and is underlined with a single horizontal stroke.

Debbie Scott
Chief Executive, Tomorrow's People
30 October 2007

ABOUT TOMORROW'S PEOPLE

Tomorrow's People
still **Making Life Work** after 23 years

- **Unemployment damages people's lives in so many ways. People who are out of work long-term are more likely to live in poverty housing, to be in poor physical health, be victims of crime and have a reduced life expectancy.**

Putting people on the road to employment and giving them the chance to work again turns lives around and helps communities to thrive.

Tomorrow's People is a national employment charity working in deprived communities around the UK. Since 1984, we have helped change the lives of over 400,000 people, working with them to break the cycle of unemployment and welfare dependency so that they can move forward with their lives.

Tomorrow's People believes in giving a hand up rather than a handout, which is why we work with government and business to place motivated, and job-ready local candidates into jobs that exist, rather than creating new ones. Importantly, 90% of the people we work with are still in a job after three months and 76% are still in work twelve months on.

Tomorrow's People runs a wide range of employment support programmes directly in communities, enabling people to build self-confidence and gain the skills and qualifications that local employers are looking for.

AWARDS FOR ACHIEVEMENT 2007

- Every year Tomorrow's People asks its frontline staff to nominate clients they have worked with, whose personal achievements are worthy of special recognition. Where appropriate, individual nominations are supported and endorsed by an employer. Our staff are also asked to nominate corporate supporters and partner organisations who deserve special recognition for their work with us.

All nominations for this year's event have been reviewed by an independent judging panel selected from the sponsors of the 2007 Awards. A winner and runner-up for each category has been chosen to receive an Award for Achievement.



- The judging panel from left to right

1. **Peter Field, DL, JP, FRICS**
Vice Lord Lieutenant of East Sussex
2. **Amanda McIntyre**
Enterprise
3. **Sean Martin, ASI**
Lloyds TSB International & Offshore Private Banking
4. **Alison Hancock**
Sprecher Grier Halberstam LLP
5. **John Harris**
Alexander Mann Solutions
6. **Carron Ramdeen**
Diageo
7. **David Martin**
Mazars LLP

INDIVIDUAL AWARDS 2007

- Each year we work with people who have faced particularly difficult personal challenges and for whom the journey into employment, education or training has taken an extra level of courage, commitment and hard work. These are the people whose efforts we recognise with an Award for Achievement.

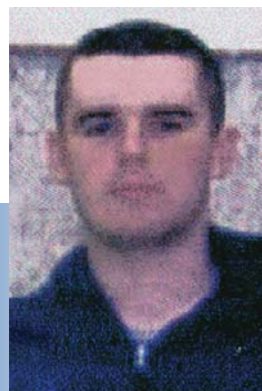
This year's Award categories are:

Award for Personal Achievement (16-25 yrs)

Awarded to a young person who has overcome long-term barriers and personal difficulties to get into training, education or employment. He or she will have taken responsibility for moving his or her life forward.

Award for Personal Achievement (25yrs +)

Awarded to someone over the age of 25 who has overcome long-term barriers and personal difficulties to get into training, education or employment. He or she will have taken responsibility for moving his or her life forward.



WINNER

■ Anthony Armstrong

"Anthony is a very bright and intelligent young man who commits himself 100% to anything he does. I have no doubt that Anthony will do extremely well in all aspects of his life."

Joseph Ball, Tomorrow's People Employment Adviser, Merseyside

Before he worked with Tomorrow's People, Anthony had not been in a job for over a year. This, combined with a number of family and other issues caused him to become depressed and he became involved in drugs-related crime which led to an 18 month custodial sentence.

Anthony was introduced to Tomorrow's People by his probation officer and with our support and guidance he got a full-time job with Green Apprentices as a 'Multi Skiller'. He also joined a training course to learn plastering, tiling and kitchen fitting. Throughout his time on the course, Anthony's instructors were very impressed with his enthusiasm, commitment and willingness to learn. Anthony recently passed his driving test and is saving up for a car and to take his partner on holiday abroad for the first time.



RUNNER UP

■ Leslie Wright

"Leslie maintained a high level of effort and output over 34 weeks on the training scheme and managed to achieve a bronze level Youth Achievement Award."

David Slade, Tomorrow's People Head of Project, Brighton

Unfortunately, Les had to leave school when he was 15 to look after his mother who was very ill. Before becoming involved with Tomorrow's People in August 2005, Les had only managed to get short-term jobs. He joined us in the hope of improving his job search and employability skills, in order to get a full-time job with prospects.

Les joined our Working It Out programme, which led to a seven-week work placement at Travis Perkins builders merchants in Brighton, where he performed so well that they offered him a full-time job. Les has continued his career with the company and has the opportunity to join the in-house management training scheme when he passes his driving test. Les represented Tomorrow's People at the launch of 'Working It Out' in Brighton and was featured on the BBC's South Today discussing what he has achieved with the help of Tomorrow's People.



WINNER

■ Gordon Ackrell

"Gordon has demonstrated time and again the determination to overcome personal difficulties, to retrain and find employment. All this time he has battled ill-health and never admitted defeat."

Eddy Roles, Employment Coordinator, Plymouth

Until 1996 Gordon was a successful family man, however when he was made redundant from his job as a warehouse operative, he found he was unable to support his family - circumstances which eventually led to depression and family break-up. Gordon's physical health also deteriorated and he became diabetic and asthmatic.

Over the next few years, Gordon attended various government training courses, but failed to get a job. A chance meeting with Tomorrow's People in Plymouth helped him get back to full time work as a Meter Reader for Northern Meters. Gordon's life began to turn around, but unfortunately due to circumstances beyond his control, he was made redundant from that and four subsequent jobs. Each experience of redundancy was traumatic; however, Gordon always retained his links with Tomorrow's People and never accepted that he was just another unemployment statistic. Happily, since July this year he has been in a full-time job.



RUNNER UP

■ Susan Begg

"Susan's story is heart-warming and an excellent example of how someone can overcome the struggles of unemployment and move on to success. It is seeing people like Susan doing so well that make my job so rewarding and worthwhile."

Mariyam Ghiavadvala, Tomorrow's People Employment Adviser, Bow, London

Susan loved working with children; however, a negative experience in the workplace meant she had to give up her work. As a result, she became chronically depressed and lost all confidence. The fact that her credibility had been wrongly questioned was a huge barrier to being able to move forward.

Working with Tomorrow's People, Susan identified an interest in massage therapy and with our help enrolled onto a Diploma in Holistic Massage. In June 2007, she became a fully qualified practitioner, setting up a practice from home. Whilst studying, she also started work as an administrator at an estate agents to bring in some money. Now, having acquired new skills and regained her confidence, Susan has progressed to a more senior role and is enrolling on a mortgage advisers' course.

Roger Sterba Award for Achievement Against Adversity

A special award dedicated to the memory of the late Roger Sterba who, as Manager of Tomorrow's People in Kent, made such a difference to the lives of unemployed and disadvantaged people. The award marks a person's journey to employment, education or training, where he or she has overcome serious adversity in order to achieve personal goals. These might include physical disability, drug addiction, or family problems.

Paul McNeill



WINNER

"At the first meeting Paul had no aims or ambitions, he was also in constant pain and unable to walk without sticks. However, with medical intervention he is now able to be independent and is determined to succeed with his future goals."

Liz Docherty, Tomorrow's People Head of Project, Glasgow

Before being diagnosed with chronic arthritis, Paul had worked as an apprentice with Glasgow City Council Land Services, gained his City and Guilds qualifications in horticulture and was a member of a junior football team. However, his mobility problems resulted in him being medically discharged.

Paul was referred to Tomorrow's People by his Rheumatology Consultant at the Southern General Hospital. At our first meeting, Paul was effectively housebound and in constant pain; however, he has always been determined to overcome his illness and has never given up on his training, despite being hospitalised from time to time. His 'can do' attitude enabled him to gain a European Computer Driving Licence and his own mobility car and he is now attending a Gateway Business programme which is helping him build a business plan and work towards his goal of self-employment.

Matthew Huggins



RUNNER UP

"When Matthew visited the Hastings Programme Centre recently, the unsure, shy person, who didn't know what to do with his life, had gone. Now Matthew is certain and confident, with a real knowledge and interest in running his own business."

Graham Wilkins, Programme Centre Adviser, Hastings

Matthew left school with no qualifications and spent time in prison for drugs and alcohol-related crimes. However, when he joined Tomorrow's People in the run-up to his 31st birthday he was determined to turn his life around. We identified Matthew's love of fitness as the route to a new career and possibly the basis of a business. We helped him put a proposal to The Prince's Trust for funding and he worked determinedly to ensure his business plan was ready in time. His plan was accepted and Matthew immediately enrolled on a Prince's Trust business course and took final qualifications to enable him to join the fitness industry's trade association. Matthew's fitness and circuit training company started trading in July and since then he has acquired premises, passed his driving test and bought a van.

Working It Out Team Of The Year Award

Working It Out is a Tomorrow's People programme which targets vulnerable young people in disadvantaged communities around the UK. They participate in a 16-week programme in groups of 12, working together on a series of community challenges and building skills and confidence to help them move on to jobs or training. This award recognises the achievements of those teams, the leadership they have shown and the effort they have made to involve business and local people in their challenges.

The Fair Group, Scotland



WINNER

"The Fair Group team worked very hard on all aspects of the initiative - completing paperwork with patience, encouraging others to try harder and pushing themselves to try new things."

Maggie Kerr, Task Force Leader, Glasgow

The Fair Group teams came from territorially-divided communities in the Greater Easterhouse area of Glasgow. However, they overcame their natural animosity towards each-other to work together on two projects which have transformed the local community. In doing so, they demonstrated a great level of maturity and impressed everyone with their commitment and attitude.

The team's first challenge project was to decorate some much-used community rooms which urgently needed attention. This then inspired them to replace a nursery's graffiti-covered walls with murals designed by the nursery children, staff and parents. Everyone was delighted with the result and the team's work was featured in a local newspaper.

As a result of the programme, five members of the Fair Group team have gained jobs, two have joined training programmes and one is studying for a National Certificate in Sports Coaching.

SUPPORTERS' AWARDS 2007

- The work of Tomorrow's People would be impossible without the support we receive from a wide range of organisations. They all contribute in different ways and we are very grateful for the work they do. These awards recognise those organisations who have gone that extra mile on our behalf.

Corporate Partner Of The Year

We work with a network of corporate partners, some of whom fund projects and programmes, others who make jobs available for our clients, and others who provide mentoring and training support. This award acknowledges the contribution that particular organisations have made over the last year in helping Tomorrow's People deliver its mission.



Alexander Mann Solutions

"The whole team, led by an outstanding CEO, Rosaleen Blair, is poised to help Tomorrow's People achieve great things. We are proud to be their partners."

Debbie Scott, CEO, Tomorrow's People

We are the designated Charity of Choice for Alexander Mann Solutions in the UK and the company has made a long-term commitment to work with us on a range of projects. In addition to traditional fundraising activities, AMS supports us in a variety of ways - from providing mentoring and business skills development for our management team, to allocating places to our staff on their training programmes, to accommodating a number of our staff at its London head office at no cost. AMS has also been active in introducing Tomorrow's People to its supply chain and business network and has further demonstrated its support through sponsoring the Awards for Achievement for two consecutive years.

Pinsent Masons

"Having worked closely with Pinsent Masons I have seen their commitment at first hand. The firm has made every effort to support our work and has taken it as their responsibility as a major employer to actively help those less advantaged."

Amerjit Chohan, former Fundraising Manager, Tomorrow's People

Pinsent Masons have supported Tomorrow's People for over 12 years at the Gateway Centre in Southwark. Their support includes offering work placements to young homeless clients, hosting fundraising events, collecting suits for clients to use in interviews and providing grants for key programmes. Currently, Pinsent Masons is supporting the Working It Out programme for excluded young people. This support includes providing communications skills and interview training workshops, mentoring and other support to vulnerable young people.



Employer Of The Year

This award gives recognition to the local and national employers who make work experience and job placement opportunities available to our clients. Without its employer contacts, Tomorrow's People would be far less effective and this award recognises the role employers play in our success.



Pitney Bowes

"Over a period of time Pitney Bowes has shown its commitment to giving people a second chance by offering work placements and job trials which have led to full time employment."

Kingsley Mbajuwu, Lone Parent Adviser, Tomorrow's People, Kennington, London

Tomorrow's People and Pitney Bowes have been working in partnership since 2001. The company offers our clients excellent training and support through its mentoring and buddy scheme. However, it is the company's very personal commitment to helping us get people into jobs that makes so much difference. In the period April 06-April 07, Pitney Bowes offered work placements to sixteen of our long-term unemployed clients. Out of those placements, ten led to full-time jobs and three clients have now been employed for over a year.



Marks and Spencer (Brixton Branch)

"The determination and commitment of Kim Eden, Manager of Marks & Spencer Brixton, has resulted in the placement of a number of people in the branch. This is a genuine partnership between Mark & Spencer and Tomorrow's People and it is already making a big impact on the local community in Lambeth."

Imad Morgan, Senior Adviser, Tomorrow's People, Southwark, London

Since June this year, the Tomorrow's People Gateway project in Southwark has been in partnership with the Brixton branch of Marks & Spencer on a work experience programme. As part of the programme, Marks & Spencer Brixton has agreed to take 25 people a month into the store on work placements - 20 sales assistant's posts and 5 warehouse staff. Each placement receives 6 weeks training and a reference letter and the opportunity to apply to Marks & Spencer for a permanent position. The Brixton branch management have now introduced the programme to stores in Balham, Clapham South, Greenwich and the City, who are now also participating in the scheme.

Community Partner Of The Year

The work of Tomorrow's People would be impossible without the partnerships we build around the country with a wide range of voluntary organisations and community groups. This award acknowledges the role that they play in helping Tomorrow's People deliver its services to those who can most benefit from our support.

Ambassador Of The Year

This award recognises the outstanding contribution of those individuals who support Tomorrow's People in so many different ways and who so generously give us their time and expertise.

CHRISP STREET HEALTH CENTRE

WINNER

Chrip Street Health Centre ,Tower Hamlets, London

"It is very time consuming to set up this type of programme, but when organisations respond in the way Chrip Street Health Centre has, it makes it all worthwhile. They have seen the benefits and have worked hard with us to achieve this excellent result."

Margaret Strickland, Local Operations Manager, Tomorrow's People, London

The partnership with Chrip Street has enabled Tomorrow's People to put an Employment Adviser into the health centre. Clinicians have noticed a marked improvement in the general well-being of patients who have used the service and a drop in the level of consultations.

Chrip Street Health Centre has invested time and resources in the relationship with Tomorrow's People, as well as being instrumental in raising the profile of the service locally. It is through the efforts of the Practice Manager, in particular, that a number of surgeries in the borough are now also part of the Employment Adviser programme.

F.A.R.E

"The knowledge and support provided by F.A.R.E. has been invaluable in the East End of Glasgow. With the help and guidance of their staff, we have been able to overcome some difficult obstacles and this has helped us to do our best for the young people of Rogerfield and Greater Easterhouse."

Maggie Kerr, Task Force Leader, Tomorrow's People, Glasgow

Family Action in Rogerfield and Easterhouse contacted Tomorrow's People in Glasgow, as they felt our Working It Out programme could benefit the community and help alleviate territorial/gang issues amongst young people. They accessed local funding and helped us recruit four 'Task Forces' of young people for the programme. They also helped participants deliver the various team challenge - in one case, supplying the paint and involving a graffiti artist to help with a challenge; in another providing transport to take the Task Force to team-building activities outside the community. F.A.R.E has also introduced Tomorrow's People to other community partners and enabled us to access other resources and opportunities.



WINNER

Baroness Fookes

"Baroness Fookes is held in the highest regard and with the deepest affection by Tomorrow's People. She has contributed to the success of our work consistently over the last 10 years and Tomorrow's People is all the richer for her involvement."

Debbie Scott, CEO, Tomorrow's People

Baroness Fookes has been the Patron of Tomorrow's People in Plymouth for 10 years. During that time she has been an outstanding and passionate supporter of our work, both locally and nationally.

The Baroness has used her extensive networks to promote our services in Plymouth, recruiting Vice-Patrons to support our work and securing local funding for our programmes.

The Baroness is also committed to the wider work of Tomorrow's People, hosting a variety of events at the House of Lords over the years. In the course of her duties as a Peer, she has contributed to a number of debates, using her first-hand experience of our work to lobby on our behalf.



RUNNER UP

THANKS TO OUR SPONSORS

- A number of organisations have made the 2007 Awards for Achievement possible and Tomorrow's People is very grateful to each one for their generous support:

DIAGEO

Diageo is the world's leading premium drinks business, providing consumers in 180 countries with an outstanding collection of brands across spirits, wine and beer categories.

Celebrating its tenth anniversary, Diageo's aim is to achieve the continuing success of its business within healthy, prosperous communities and a stable environment. Being a good corporate citizen is an ambition enthusiastically embraced at all levels within the business.

Diageo was placed in the top ten of the Good Company Ranking 2007, which selects businesses whose employee policies and forward-looking approaches to environmental and social issues have had a positive effect on their governance and profitability.



Alexander Mann Solutions (AMS) is the leading global provider of pureplay recruitment process outsourcing (RPO). AMS is an innovative and trusted partner that transitions, transforms and delivers world-class processes across all stages of the resourcing and recruitment lifecycle, enabling major global corporations to meet a range of resourcing needs more efficiently and cost effectively and deliver on their strategic people agenda.



The Enterprise Foundation is a not-for-profit joint venture between Enterprise, one of the largest suppliers of support services to utilities and local authorities, and EDS, a long established economic and social regeneration company. The Foundation draws upon over twenty years of collaboration between the two companies and enables Enterprise to build social responsibility programmes, including welfare-to-work initiatives, into its service delivery.



Lloyds TSB International Private Banking specialises in personalised investment and wealth planning, bringing global clients independent advice and professional support and shaping it to suit their needs, goals and profile. Lloyds TSB is one of the UK's most respected brands and is proud of its strong values, clear leadership, quality products and service, and commitment to act responsibly at all times.



SGH is a commercial law practice with a range of clients including professional partnerships, listed companies, merchant banks, mortgage lenders and small family-owned businesses. The firm has a

reputation for providing a speedy and effective service to its business clients. Besides the normal range of services, SGH has specialists in the areas of IT law, Employment, Property Litigation and Insolvency.



SJ Berwin LLP is a pan-European law firm with offices in Berlin, Brussels, Frankfurt, London, Madrid, Milan, Munich, Paris and Turin. Celebrating its 25th Anniversary year, SJ Berwin now comprises over 170 partners and 500 lawyers. It advises on a comprehensive range of legal services including Corporate Finance, Commercial, Real Estate, Finance, Reconstruction & Insolvency, Financial Services, Litigation, Intellectual Property, Employment & Pensions, EU & Competition and Tax.



Mazars is an international business advisory and accountancy group operating in 57 countries worldwide. In the UK, all Mazars offices are accredited 'Investors In People (IIP)', and they are members of 'Business in the Community (BiTC)'. Mazars contributes nearly 2% of their pre-tax profits to their charitable trust, provides professional support for charities, and writes the Tolley's Charities Manual.



OCS Group UK Ltd is proud to sponsor Tomorrow's People. Established in 1900, OCS is the largest privately owned Property Support Services organisation in the UK, employing over 30,000 staff in the UK and offering One Complete Solution from a single point of contact. Services range from Engineering, Security and Catering, through to Transport related services, Cleaning, Hygiene and Textile care.



Pinsent Masons

Pinsent Masons is an international law firm, distinguished by its depth of knowledge, experience and commitment to specialist market sectors. The firm is top 15 ranked in the UK and internationally ranks in the Global 100. Corporate responsibility is enshrined in the values of Pinsent Masons and is the driving force for a wealth of community-based initiatives inspired by the firm's management and by its staff.

Tomorrow's People is most grateful to Rosaleen Blair, Chief Executive of Alexander Mann Solutions for her generous personal donation.

Tomorrow's People would also like to thank Barry Rosen who, for the second year running, has donated his time and photographs for this brochure.



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