

A person with long dark hair, seen from behind, wearing a high-visibility safety vest. The vest has "Connection Crew" printed on the back in black. They are standing in front of a large, curved industrial structure, possibly a bridge or a large building under construction, with a crane visible in the background. The overall image has a dark, blue-tinted aesthetic.


Connection
Crew

Social Impact in 2022

Who we are

+

What we do

A background image of three men smiling, wearing safety vests, standing in front of a large, curved architectural structure. The image is overlaid with a dark blue filter.

Connection Crew provides talented teams of individuals to solve production challenges. But this isn't all. At our core, we're here to provide opportunities for people with experiences of homelessness or who face barriers to work to access training, mentoring and employment in our crew. Ultimately, helping to reduce homelessness and prevent it in the first place, by supporting people to access work that works for them in the long run.

Since we launched in 2005

362

people employed who've had experiences of homelessness or faced barriers to work

197,873

hours of work delivered by crew with experiences of homelessness or who've faced barriers to work

This report looks back at what we did in 2022, what we learned along the way and what we need to do next to amp-up our mission to create fair and equal opportunities to work.

In 2022:

298

Crew on our books

50

New crew joined who have experiences of homelessness or face barriers to work

72

Total crew with experiences of homelessness or face barriers to work

Impact candidates

Impact candidates are people that fall within our target groups. In 2022, this included anyone:

- With lived experience of homelessness
- Unemployed
- Prison leavers
- Isn't in training or education (focusing on 18–24 year-olds)

Last year our impact candidates delivered

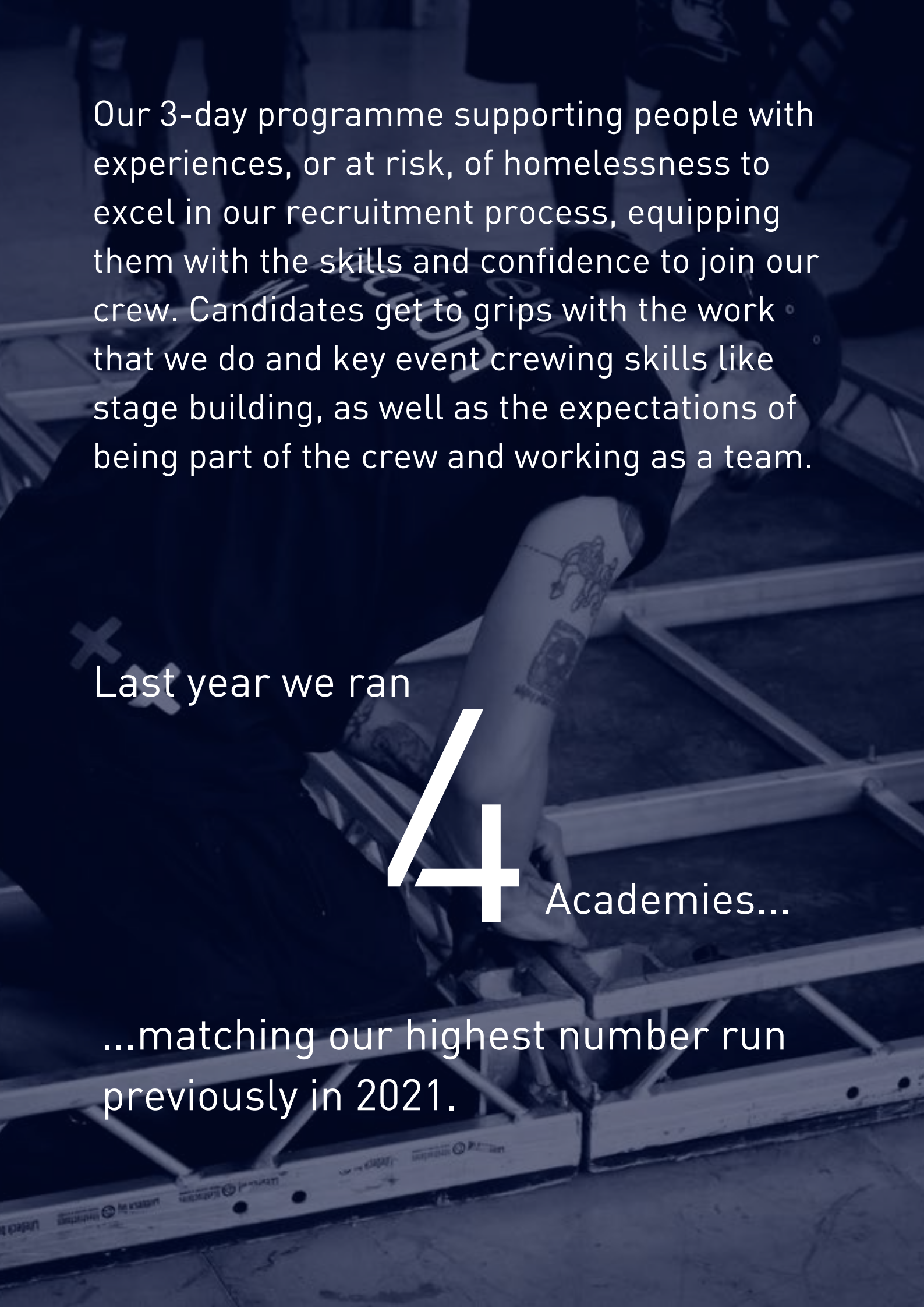
25,351

hours, representing

22%

of total crew hours

Our Academy

A person with tattoos is working on a metal frame structure, possibly a stage or event setup. The person is wearing a dark shirt and a cap. The background is dark and out of focus.

Our 3-day programme supporting people with experiences, or at risk, of homelessness to excel in our recruitment process, equipping them with the skills and confidence to join our crew. Candidates get to grips with the work that we do and key event crewing skills like stage building, as well as the expectations of being part of the crew and working as a team.

Last year we ran

4

Academies...

...matching our highest number run previously in 2021.

22 Graduates



20 Went on to employment with us



18 Were impact candidates

13 have sustained employment with us

delivering 2,577 hours in 2022.



The job has been going well and I've been really enjoying it. My mentor, Billy, has been great. Sometimes I get a bit anxious before a shift if I'm not sure what I'll be doing, but I just message him and he explains things to me and calms me down.



Taranvir
Impact Candidate

Our Mentoring Programme

Our peer-to-peer mentoring scheme to support new recruits from our target groups in their first 12-weeks as event crew. Blending mentoring, befriending and coaching, the programme is here to help new crew settle into working life, get to grips with skills and feel confident in their work. The programme is led by our experienced crew members who volunteer their time to take part.

19

new crew members
matched with mentors

14

mentees came from
the Academy

13

of these mentees were
under 25 years old

1

mentor-mentee
relationship completed

Outcomes in work and crew skills

Money management

Stage building

Digital skills

AV and tech

Time keeping

Tuck pack



Key learnings

Relationships support self-awareness and help identify areas that mentees can work on

Mentors on site help
build confidence

In-work support
most effective

More guidance for mentors to help them support people with a wide range of lived experiences and needs

Key learnings

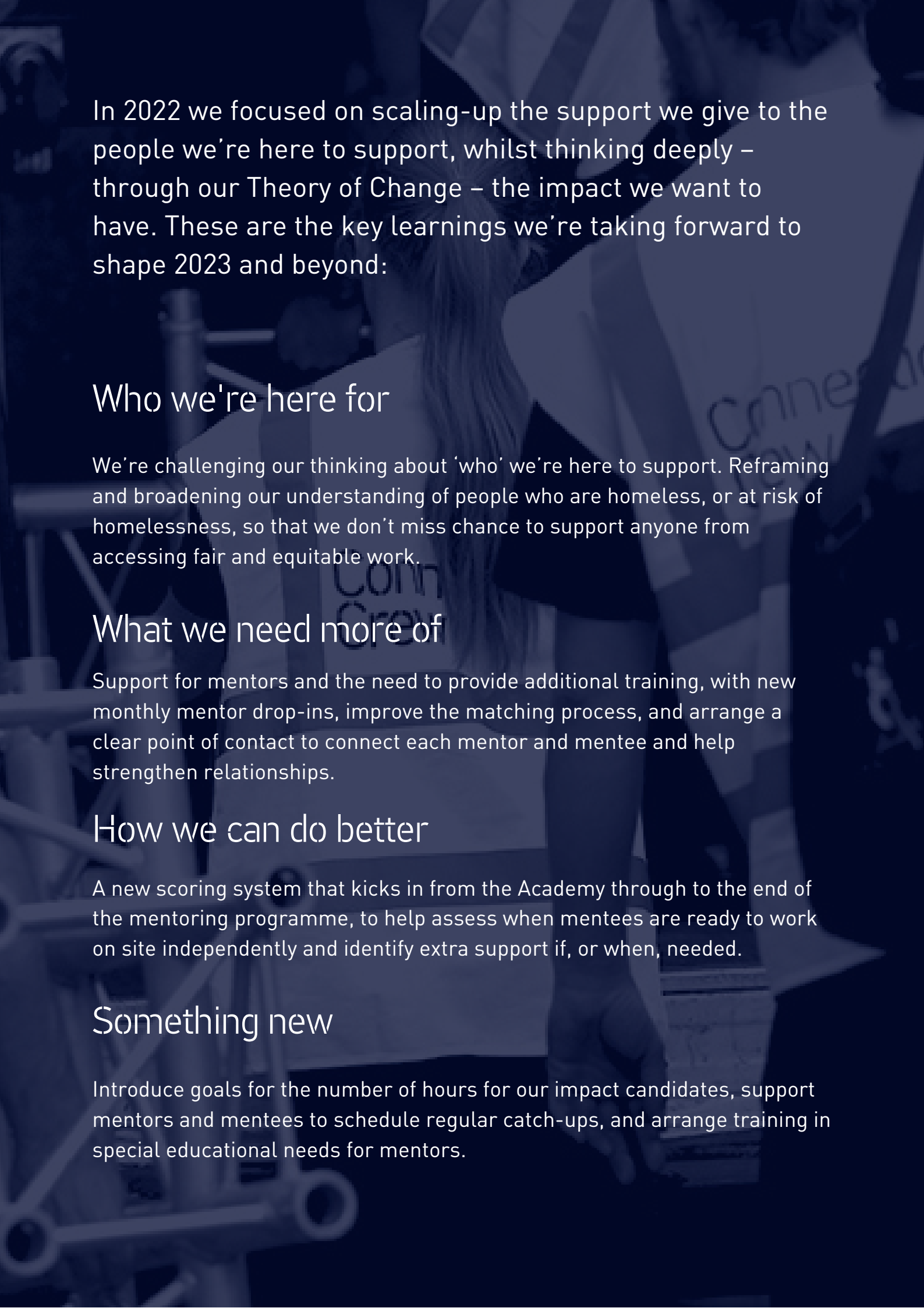


Drawing on data and stories, we're making some changes for 2023.

We're looking again at what we mean when we talk about homelessness. We're working hard to understand the barriers people are facing when they enter the job market. We're challenging our assumptions on what we think we know and what we need to do to help reduce inequality and create fairer employment opportunities.



Alice
Impact Manager

A background image showing a person from behind, wearing a dark t-shirt with 'Connor Crew' printed on it, working on a bicycle. The image is dark and serves as a backdrop for the text.

In 2022 we focused on scaling-up the support we give to the people we're here to support, whilst thinking deeply – through our Theory of Change – the impact we want to have. These are the key learnings we're taking forward to shape 2023 and beyond:

Who we're here for

We're challenging our thinking about 'who' we're here to support. Reframing and broadening our understanding of people who are homeless, or at risk of homelessness, so that we don't miss chance to support anyone from accessing fair and equitable work.

What we need more of

Support for mentors and the need to provide additional training, with new monthly mentor drop-ins, improve the matching process, and arrange a clear point of contact to connect each mentor and mentee and help strengthen relationships.

How we can do better

A new scoring system that kicks in from the Academy through to the end of the mentoring programme, to help assess when mentees are ready to work on site independently and identify extra support if, or when, needed.

Something new

Introduce goals for the number of hours for our impact candidates, support mentors and mentees to schedule regular catch-ups, and arrange training in special educational needs for mentors.



I've been enjoying the job, and support from Rick, my mentor, has been really helpful. I thought it would be stressful but actually, everyone is really friendly and I haven't been put under too much pressure. The team is supportive, and I've been learning a lot. I'm quite routine-based but this has been good to get me used to dealing with constant change e.g. having to go to different locations all the time. I'm now much more confident with travelling to new places. The best thing about this job is feeling valued as a member of the crew.



Luke
Impact Candidate

What next?



With our Theory of Change in one hand and the experiences that our impact candidates have shared with us in the other, we have clear priorities for the year ahead.

Changes for 2023

Track the diversity of our impact candidates and crew

Make sure our language reflects everyone we work with and for

Tack longer-term outcomes for our impact candidates

Better understand how people move through the Academy and Mentoring programmes so we can make processes (even) better

Continue to...

Support people out of - or who are at risk of - homelessness, by accessing consistent employment.

In turn helping to improve their opportunities in their current accommodation or to move onto independent living.

Working to reduce
and prevent
homelessness by
providing fair and
equal access to work.

Who we work with

Our top referral partners, helping us reach more people who have experiences of homelessness or face barriers to work.



Connection Crew

