



KINGDOM
Works

Impact Report 2023/24



KINGDOM
Group

MORE THAN A HOME

Contents

- 1 Introduction
- 2 About Kingdom Works
- 3 Our achievements
- 4 The power of partnerships
- 6 Supporting local employers
- 7 The Naumann Initiative
- 8 Socially active in our communities
- 9 Real people, real impact
- 11 Training academies
- 13 The future
- 13 Get in touch



Offshore training academy

Introduction

We're proud to produce our first Kingdom Group Community Impact Report for Kingdom Works. Launched as Fife Works in 2008 to bridge the gap between unemployed people in our communities and employers, our employability project was renamed in 2018 as Kingdom Works.

Since 2008, Kingdom Works has supported over 8000 local people with a range of employability services and helped more than half of them into employment.

The Kingdom Group includes Kingdom Housing Association, Kingdom Support & Care, Kingdom Initiatives and the Grange St Andrews LLP.

Kingdom Works is our employability project, funded by a range of public sources. Kingdom Works provides a diverse offering of employability services to raise the skills of residents in our communities, helping them back to work.

To deliver a seamless customer journey and an exceptional customer experience, we take a **One Kingdom** approach that allows us to work together to do more and achieve more for our customers; much more than we could working independently of each other.

Our first community impact report comes at a crucial time for our customers and the Kingdom Group. One of the main drivers for the Group is the desire for our customers and their families to thrive. We are acutely aware of the lasting impact of the Covid-19 pandemic and the ongoing cost of living crisis and the challenges our customers face because of it.

We know that working as One Kingdom alongside our partners, including the Scottish Government and local authorities, we can deliver life-changing services in an effective and equitable way that benefits everyone, which may go some way towards counteracting the negative health and economic effects of recent years.

Our overarching mission is to provide more than a home, with our customers and communities at the heart of all we do



Linda Leslie
Kingdom Housing Association
Chair

About Kingdom Works

Employability support is pivotal in supporting Scotland's fair and inclusive economic recovery and addressing inequalities in the labour market that existed before the Covid-19 pandemic, providing support to those most at risk from the adverse economic, health and social impacts.

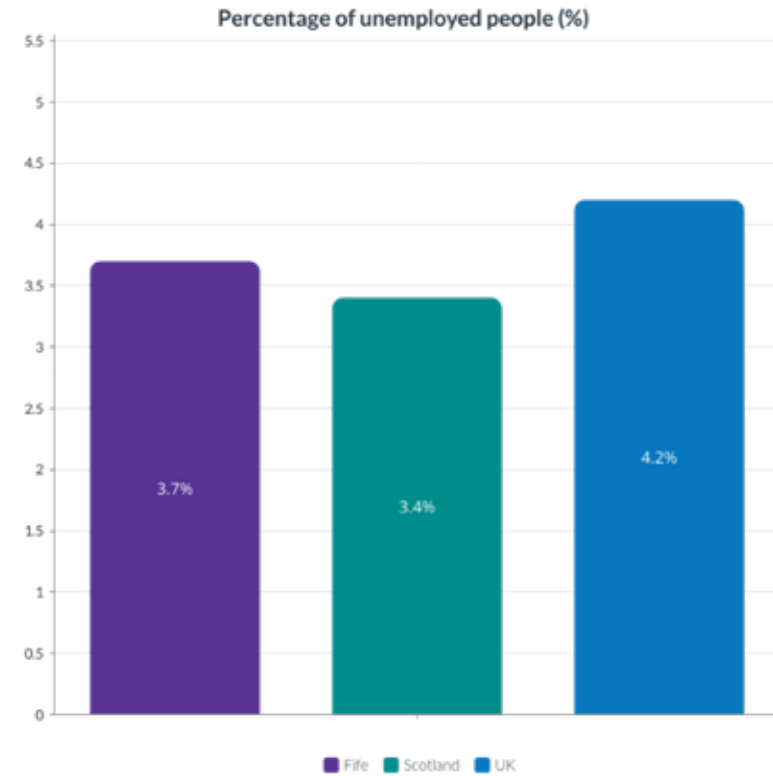


Lynne Dunn
Kingdom Works Manager

Kingdom Works is one of the lead delivery partners of the Employability and Skills agenda being taken forward by the local authority and The Scottish Government, and allows us to engage in the employability agenda.

Clients are offered tailored support to find suitable routes into employment and training, and the project offers careers information, advice and guidance. We help our customers who are looking for their first job, want to start, or grow their own business, would like to gain a qualification, or take the next steps in their career.

As part of our mission to provide **more than a home**, we are committed to delivering added value services, and our employability services make sure everyone who wants it can get support to enter the labour market. This will help to improve lives, reduce poverty and inequality, and transform the economy in Fife and beyond.



Unemployment in Scotland and in Fife is at a record low level but there are still people and groups who find it difficult to find and keep a job. This may be because of personal circumstances like caring commitments, health conditions or disabilities.



Our achievements

This is our first impact report for Kingdom Works but the benefits for our customers and our communities go back over the last 15 years since our work began. We have a proud track record of delivering an exceptional customer experience, behaving with integrity and growing through partnership and innovation.

15 Years of Kingdom Works

8000+ people supported

6000+ people undertook accredited training courses

4000+ people supported into employment

2023



701 people supported



649 accredited training courses delivered



224 people supported into employment



68% job outcomes sustained for more than 6 months



196 people supported with discretionary funding



140 CVs created



121 people attended Multiply Workshops for numeracy



45 people assisted with in-work support

This was achieved by an annual income of £1,035,448 with the 2024/25 funding secured at a record level of £1,307,553

The power of partnerships

We believe that working closely with our partners allows us to do more and achieve more for our customers and our communities.



Kingdom Works has been a part of the Fife Employment and Training Consortium (Fife-ETC) since 2015.

Led by BRAG Enterprises Ltd, Fife-ETC is a partnership of six local third sector organisations formed to tackle unemployment and combat poverty levels.

Together, we address various barriers such as drug and alcohol misuse, housing issues, financial problems, lack of qualifications, limited job experience, criminal backgrounds, and disclosure support.

We recognise that merely finding employment isn't always enough to lift people out of poverty

By pooling resources, we develop tailored action plans to tackle these obstacles. Our approach prioritises individual needs, aiming to secure stable housing, access appropriate benefits, improve financial literacy and address personal challenges.

We also establish strong connections with employers to facilitate successful transitions into sustainable employment when the individuals are ready.



"We are delighted to partner with Kingdom Housing Association in their groundbreaking initiative which will allow individuals to rebuild their lives and build their own future. Opportunities are vital for everyone in every day life and we wish the Naumann Initiative every success."

Dougie Herd, Joint Managing Director, Campion Homes



Supporting local employers

Kingdom Works supports local employers as well as those who are looking for work. We offer a free recruitment service to employers to help them find the right candidate for their role.

Collaboration is key to great outcomes and we work closely with local employers and agencies, supplying candidates for an extensive range of vacancies from our database of over 170 employers.

Many employers partner with us to provide work placements and employer-led academies, enhancing candidates' employability with hands-on experience. Our effective job matching aligns candidates' skills and aspirations with specific recruitment needs, streamlining the hiring process for employers, making sure candidates find fulfilling, sustainable opportunities.

Feedback from employers is extremely positive, with 97.7% saying they are satisfied with the service Kingdom Works provides.



T&N Gilmartin (Contractors) Ltd has worked in partnership with Kingdom Works over a number of years. Vicky Keith and her colleagues have been most helpful in supporting us with our recruitment. They understand the type of candidate we are looking for and proactively put suitable candidates our way. We recently advertised the position of workshop mechanic on a national recruitment website. Vicky and her colleagues took the initiative and put one of their clients forward for our consideration. This led to a positive outcome for us and the candidate who is now employed with us as a workshop mechanic.
Philip McElhinney, Managing Director, Gilmartin Contracts



Kingdom Works always offer us good candidates that have been supported by them and we would not hesitate to recommend Vicky and the team; we share all our Fife based vacancies with her to share with her network and clients.
Robert Gilchrist, Recruitment Manager, 2020 Recruitment



Vicky and I have been working together for nearly 2 years, helping candidates find work. I work for Driver Hire Recruitment agency, and I often find myself contacting Vicky for CVs to fill shifts, especially for individuals with forklift tickets, as clients require valid tickets. Additionally, I have also referred people to Vicky to help them obtain their forklift ticket or develop a new skill set to enhance their working life. I have built an amazing relationship with Vicky and some others within the team as well.
Charli Cummings, Recruitment Consultant, DH Recruitment & Driver Hire

The Naumann Initiative

The groundbreaking Naumann Initiative was created by the Kingdom Group in 2019.

Named after one of Kingdom Housing Association's founding board members, Laurie Naumann, the Naumann Initiative addresses the challenge of homelessness and unemployment by providing homeless individuals with a job, a home, and tenancy support services.

Kingdom Housing Association initially recruited six employees through the initiative, with Kingdom Works expanding the programme to involve external employers.

Prioritising vacancies to those identified as homeless by local authorities, the Naumann Initiative delivers both employment and housing for successful candidates.

75%
of people experiencing homelessness are unemployed

Since 2019, **over 500** homeless people have been provided with employability support, **over 200** supported into work with **over 30** provided with both a job and a home

Mark's Story

Mark McCormack, one of the first employees recruited through the Naumann Initiative. This is his experience in his own words.

"At a real crisis point in my life I was fortunate to land the role of career pathfinder through the Naumann Initiative. It's a unique role within Kingdom Housing Association, which allows me to work in all departments. The knowledge and insight gained here will be invaluable moving forward.

As part of the Naumann Initiative I was also given a much needed safe place to stay.

With the tenancy and new job offer the Naumann Initiative removed all the barriers that were keeping me down.

I am truly grateful for a life changing opportunity.

I heard a saying that struck me the other day 'dinnae let anybody steal yer peace'.

Life's circumstances took away my peace, the Naumann Initiative restored it."



Mark McCormack

Socially active in our communities



social fitness



social football

Kingdom Works launched Free Social Fitness classes in January 2023 as part of a holistic approach to supporting people looking for work.

Recognising that regular exercise can boost confidence, mood and motivation, Kingdom Works offers the free fitness classes to anyone in Fife who is unemployed, and can help with gym memberships following regular attendance at the fitness classes. Classes now run twice a week in Glenrothes and Cowdenbeath.

Participants have gained confidence, got fitter, improved their social skills as well as reduce social isolation.

Kingdom Works launched Social Football in Partnership with Raith Rovers Community Foundation in June 2022 delivering 82 free football sessions.

Over that time over 150 people have accessed these sessions and engaged with Kingdom Works and partner organisations.

The main aims of these sessions are to offer an informal way to engage with unemployed individuals to build a long term relationship, reduce social isolation, improve mental health and wellbeing and start the employability journey.

Many have gone on to complete other Kingdom Works academies and successfully find work and volunteering opportunities.

"I look forward to the class as it gets me into a routine and is helping with my mental health. I feel good after the class and tired and I also sleep better that night."

Linda

"I joined the class with the intention to get out and meet people but since joining I have lost 1st 8lbs and feel so much fitter which has helped me with my confidence in other ways."

Ailsa

"Social Football has given me something to do with my mates every week and has really helped with my mental health."

"I've got a lot of stuff going on in my life and I'm trying to get back on my feet and the social football is something positive I look forward to every week."

"This has been much more than just football for me. I've got my CSCS card and managed to get a few short term jobs thanks to Roger and Jamie. They've also managed to refer me on for other support I need."

Rajbir's story

Rajbir (22) lost his job and home, leading to a relocation to a scatter flat 15 miles away. He sought support from Kingdom Works after seeing a leaflet in his local Job Centre. Despite financial constraints, his goal was a career change, particularly in security, even though he was lacking knowledge about the required SIA badge.

Kingdom Works supported him as he worked hard to gain the appropriate accreditation, replacing lost identification documents, and arranging training. Even though he faced transportation challenges, Rajbir completed the training with the assistance of Kingdom Works. He secured full-time employment as a security guard in Edinburgh, with Kingdom Works supporting his travel expenses until his first paycheck and assisting in his relocation.

"Jamie and Roger provided exceptional support throughout a lengthy process, lacking ID to obtaining the SIA

Door Supervisor badge and securing a well-paid job in Edinburgh.

"I'm immensely grateful for their professionalism, honesty, and genuine care. They truly take pride in their job"



Christopher's story

Kingdom Works has been collaborating with Trust in Fife, assisting people in homeless accommodation with employability skills.

Despite struggling with repeat homelessness, long term mental health and motivation challenges, Christopher showed potential with his work history and skills.

Kingdom Works provided various forms of support, including health and wellbeing activities, confidence and motivation building exercises and participation in the Babcock Training Academy. Overcoming a number of setbacks, Christopher successfully secured a position through the Naumann Initiative at Babcock, with Kingdom Works providing support throughout the application and interview process.

We also assisted with travel costs, food and household items during tight financial periods.

Christopher is settling into his new job and planning for the future, with Kingdom Works and Tenancy Sustainment facilitating support for his new tenancy.

"If it wasn't for the help from Kingdom Works from Robin and Leanne I would not be where I am now, I would have been in a really dark place."

I am now looking forward to a better future and looking to book a holiday to New Zealand next year to visit my Auntie"



Chris Barker

Deborah's story

Before registering with Kingdom Works, Deborah lived in a jobless household and faced a number of challenges, including a long-term physical illness and transport barriers.

Long term unemployment was also negatively affecting her mental health.

After attending one of the Social Fitness classes, Deborah expressed an interest in employability support, particularly the Kingdom Works Academies, with the goal of finding more reliable and flexible work.

Kingdom Works provided tailored support, including discussing a range of training options, and referrals for financial and mental health assistance.

Deborah successfully completed the Kingdom Works Care academy and secured a job with Kingdom Support & Care, one of the organisations that are part

of the Kingdom Group.

Recognising that ongoing support can be valuable even after securing employment, Kingdom Works provided additional support for travel costs and work clothes.

"Kingdom Works have been a fantastic help to me and I would recommend anyone to go to them for help. I enjoy going to the fitness class and I am delighted to have secured a job. Fiona also helped me with work clothes which makes a big difference"



Deborah

Jody's story

Jody had been jobless for four years due to mental health challenges and childcare responsibilities. Referred by Cupar Job Centre, Jody showed interest in self-employment but lacked confidence, knowledge, and funds.

With a military background and being a former personal trainer, Jody's goal was to establish herself as a self-employed personal trainer to aid her mental health and assist others.

Kingdom Works provided support in creating a business plan, budget and cash flow forecast, covering vital aspects like marketing, bookkeeping, insurance, and legal issues. A referral to Business Gateway was made for further assistance and funded her outdoor training courses.

With Kingdom Works' support, Jody started trading in February 2024, using a grant for equipment and the development of a website. Jody

is looking forward to attracting more clients in the summer, experiencing improved self-esteem, health, and family time.

"The help & advice given by the service is amazing. The knowledge and support Stuart shared with me has given me the confidence to move on to the next stage of my plans. Let more people know about this fantastic service!"



Jody

Training academies

Working closely with partners across a range of sectors allows us to develop training academies that immerse the people we work with in the industry they want to work in. The academies are up to four weeks long and cover a wide range of employability skills, mock interviews, accredited training, employer visits and work placements if appropriate.

Kingdom Works also delivers bespoke academies in partnership with recruiting employers who guarantee interviews and ring fence positions for unemployed clients. Our partner employers include Babcock, Hillend Engineering, Kingdom Support & Care, Kaefer Ltd. and Balfour Beatty.



Babcock Academy



Construction Academy

- 6 academies
- 62 participants
- 63% moved into work
- 96.58% satisfied

"I wanted to skill up for greater employability and Kingdom Works can make it happen, I'm proof of that!"

"Gave me plenty of support and encouragement on my options - perfect for someone in my situation."

"I had the opportunity to access training and hands on experiences in actual working environments."



Beauty Works Academy

- 37 participants
- 7 people supported into self-employment
- 100% satisfied

"Fiona was an amazing support and the staff were so understanding about my circumstances."

Thank you for giving me the chance, I'll highly recommend this programme in the future."

"An excellent course and I have since started my own business."



Offshore Academy

- 30 participants
- 17 people moved into employment
- 98.9% satisfied

"The training provided is a requirement of the industry I want to work in, obtaining this training will open many opportunities for employment across a range of skills and occupations."

"The support I have been given puts me in a really employable position for offshore work now I have all my certifications."

"This was help I never thought I'd get."

Care Works Academy



- **3 academies**
- **9 participants secured work with Kingdom Support & Care**
- **3 Naumann Initiative posts, giving candidates a home in addition to secure employment**
- **63% moved into work**
- **98.75% satisfied**

Max took part in the first Care Works Academy in 2023 and is now a waking night support worker within the Kingdom Support & Care Dunfermline Service.

This is what Max had to say about his journey;

"I was interested in a career in care. Some of my family members work in the sector and said I would be good at it. At first I was a little sceptical about it, but due to an immediate family member having additional needs, I did have an understanding of support work and the differences even the smallest of things make to those who need it. I found out about the 'Intro To Care' course through the job centre and I have not looked back. I am loving every moment of it. The training and support I have received from the team have been brilliant. The impact of the support we provide to our supported individuals is amazing and I am already looking forward to what the future holds for me within Kingdom Support & Care."

Warehousing Academy



- **100% satisfied**

"I have managed to secure employment as a direct result of funding/training from Kingdom Works"

"Always felt my contact through your organisation was coming from people that cared about helping me back into employment"

Multiply Workshops

Within our training academies, we deliver the following 'Multiply' workshops to raise the numeracy skills of participants:

- Universal Credit in Work
- Travel Training/Budgeting in Work
- Smart Shopping
- Energy

To date 309 workshops have been delivered to 109 clients.

Self Employment Workshops

In 2023 we recruited an employability officer with a background in business advice. This enabled us to expand our service offering with the introduction of our self employment support.

The self employment workshops are delivered in partnership with BRAG Enterprises to unemployed people who aspire to be their own boss.

We have supported 15 people with business start up support, 7 of whom have commenced training.

Feedback on the training is excellent with a satisfaction rating of 99%.



The future

For many years it has been widely accepted that housing associations deliver a wide range of activities and services that extend beyond their core activities related to the provision, management and maintenance of housing.

Our work is about much more than bricks and mortar and our Corporate Strategy recognises the vital role the wraparound services we provide in supporting our customers and their wider family connections to reach their potential.

Employability projects such as **Kingdom Works** provide the opportunity to support the communities where we operate through the provision of projects and services which contribute to the Kingdom Group mission to provide **more than a home**. In 2024/25, funding has been secured from The Scottish

In the next 5 years we will expand our services further, creating more opportunities through our partnerships and activities to support our clients and the people in our communities

Get in touch

If you are unemployed and looking for work, get in touch to find out how Kingdom Works can work for you.

If you would like more information about anything you have read in this report or are interested in developing a partnership with Kingdom Works, we would be delighted to hear from you.

Call Kingdom Works direct on 01592 631991 or email kingdomworks@kha.scot



Government's No-one Left Behind agenda, as part of Fife Employment and Training Consortium (Fife-ETC), and the UK Shared Prosperity Fund (UKSPF).

This funding is at a record level, acknowledging the part Kingdom Works plays to reduce employment inequalities in Fife, contributing to lowering unemployment rates and addressing poverty levels.



Coffee Works academy





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