



REFUGEES EQUIPPED
TO SCALE EMPLOYABILITY
TRAINING

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TIME TO

RESET



THE MODEL FOR REFUGEE EMPLOYMENT TRAINING

RESET: Refugees Equipped to Scale Employability Training is an innovative and radical new delivery model being piloted by Facework to support refugees into work.

It is based on the simple hypothesis that those with lived experience of migration hold a 'key' to opening the doors to opportunity and jobs for their peers. It was therefore wonderful to win the **GLA NO WRONG DOOR** programme and use the prize money to put this theory to the test and pilot the first Train the Trainers programme for refugees, which was completed in May 2025.



In this document we share the success we have had, the lessons learnt and the potential to work with partners to scale this programme further.



"Facework' RESET programme's use of refugee "navigators" to reach underserved communities is a brilliant example of how lived experience can be a powerful tool for fostering inclusion and breaking down barriers to employment."

SADIQ KHAN, MAYOR OF LONDON



Graduates from Afghanistan, Ukraine and Pakistan from the first RESET course held February-May 2025

WELCOME TO THE 2025 RESET ALUMNI

The first Facework RESET programme brought together 11 refugees from Ukraine, Afghanistan and Pakistan living in London who are all passionate about playing their part in supporting members of their wider community find work.

For our first cohort we took a strong co-design approach and tested a model which would both help participants discover their skills as trainers and facilitators, and also help them create jobs or programmes which would have a ripple effect in helping others get work.

In a short 3 month 'sprint' we have seen some of these projects become established, constituted as legal entities at **Pitch Ready Stage**. Some are at **Planning Stage**, and others are at an **Ideation Stage**.



Matt Breakwell RESET Manager
matt@face.work

"We hope like us, you are inspired by the RESET students and will join us in supporting their efforts to build positive social entrepreneurship programmes"

The graduates (listed below) are now ready to use their 'lived-experience leadership' skills to run either social enterprises, businesses or replicate Facework's employability training model across London. Facework will continue to support these projects as they now focus on helping others and acting as peer navigators and employment champions for sanctuary seekers.



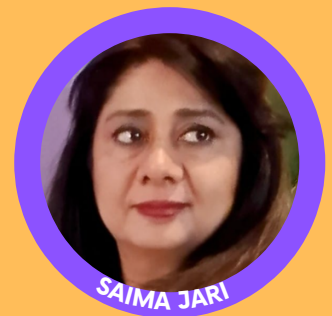
SAIMA JARI

MICRO BUSINESS / MARKET STALL TRADERS

After 25 years in Pakistan's garment industry as a marketing director, I successfully claimed asylum in the UK due to religious discrimination and threats.

Now that I am settled and have a right to work I want to utilise my previous experience and with the new skills I have learnt from the RESET project, I aim to develop a MICRO business model tailored to South Asian refugee entrepreneurs. The idea is to rent a market stall in London and teach others the entire micro-business set-up process including feasibility, budgeting, contract laws, operations, managing risk and marketing.

With Facework's support I want to raise seed capital to help participants to start their own businesses in either food, garment making handicrafts or mobile phone repair and I would mentor and provide ongoing support as these businesses become sustainable.



OLENA FARAT

POKROVA / UKRAINIAN FAMILIES UNION

Olena has established Pokrova Ukrainian Families Union as a Community Interest Company and prior to joining the RESET course, she has been actively supporting Ukrainian refugees in the UK.

Since graduating from the RESET project she aims to develop 'NewStart' which will empower refugees who are ready to take the next step and start their own small businesses. Many of them are experienced professionals or hold strong qualifications in their own fields. The project will provide tailored guidance, practical support, and networking opportunities to help them navigate the UK business environment, build confidence, and contribute meaningfully to their new communities.

Facework has helped Olena attract funding for her first NEW START training programme from Southwark Council.





STEPHANIA POLIANKER & NATALIYA KLIMOVA

WECARE - Inspiring Retreats for Renewal & Wellbeing

As a trained professional psychologist, Stephania has been running mental health support for participants in Facework's Ukraine programme for over a year. Now teaming up with Nataliya and following their RESET training, the pair are developing WECARE which aims to inspire self-care for the refugee community through meaningful rest that nurtures emotional wellbeing and renewal.



STEPHANIA & NATALIYA

Facework will help WECARE pilot this important restorative retreat programme that combines wellbeing practices with the exploration of the UK's rich natural and cultural heritage. Each retreat will be thoughtfully curated helping those recovering from trauma through practical activities such as mindful walks, breathwork and meditation, cultural discoveries and heartfelt conversations, all set against the backdrop of Britain's scenic landscapes and historic sites.



OLENA GUMENIUK

INCLUSIVE EMPLOYMENT PROJECT

Olena's project aims to support the employment of skilled refugees and migrants into qualified roles by creating a hub and website platform that connects employers with experienced job seekers from diverse backgrounds. Many of those fleeing war or persecution bring valuable expertise and knowledge from their home countries and are eager to contribute here in the UK.

Olena's marketplace platform will help match motivated candidates with employers who are open to training and hiring talent. The technical build of the platform can be developed and designed by contacts Olena already has within the Ukrainian community.

In the future, the platform may also offer educational programmes to help employees gain additional employability and leadership skills so they can both integrate into the local workforce and also grow their careers.



OLENA GUMENIUK



MOEEN RAHMANI

GLOBAL LINGUISTIC SERVICES

Moeen arrived in the UK under the Afghan Relocation Assistance Policy (ARAP) and his journey is one of resilience, adaptation and dedication to building a brighter future.

Having supported UK government efforts for peace and stability in Afghanistan at a senior level, he now wants to develop Global Linguistic Services GLS which will be built on a strong foundation of professionalism, accuracy, and cultural sensitivity. He has already built a website, a functional app, and a network of skilled refugees from various linguistic backgrounds, who speak multiple languages and understand different cultural contexts. His vision is for GLS to provide clear, precise, and respectful communication services.

Moeen says the RESET project greatly improved his confidence and helped build strong professional connections, as well as enrol on the Goldsmiths Open Book programme which helps accredits RESET participants.



MOEEN RAHMANI



ANASTASIIA SPIVAK

WORKSHOPS / ANXIETY & PROCRASTINATION

Anastasiia first attended the Facework Ukraine programme back in 2023 and since then has shown almost limitless passion for volunteer activities, 3D digital design and public speaking.

Anastasiia has a deep interest in the roots of procrastination and anxiety and now having secured employment she wants to design and deliver workshops, round table discussions and practical exercises to help unblock some of the deeper rooted impacts that anxiety creates for refugees. By developing a structured programme with group discussions, significant benefits can be gained, helping to alleviate the effects of isolation.



ANASTASIIA SPIVAK

Facework will continue to want to support her as she both pilots this programme and works with other professionals in this field.



SADAT SAMIULHAQ **AFGHAN MIGRATION THINK TANK**

Sadat family background is one that is embedded in the politics of Afghanistan, Indeed, having advised the Afghanistan economic department on policy and regional initiatives Sadat has a wealth of experience at a government level. He has also developed a thorough understanding and appreciation of the complexity of the asylum process here in the UK.

Sadat is well connected both here in the UK and Afghanistan and is in the process of establishing a ThinkTank which can advise the UK government on Afghan migration including some of the overlooked issues that exist within the Afghan community.

Facework is keen to support Sadat in this work as we believe that such an Afghan Migration Think Tank led by those with first hand -experience could present thoughtful migration initiatives and suggestions to the UK government that would help in their decision making process, especially in relation to work and employment.



INNA ROHOMAN **MENTAL HEALTH FITNESS WORKSHOPS**

Many Ukrainian women are working in unskilled jobs, struggling to learn English due to exhaustion and emotional strain, and as a result, falling into a cycle of frustration and disempowerment.

However, Inna, an experienced journalist from Ukraine is committed to helping other Ukrainians and is now developing a project that delivers regular information sessions, designed to help people understand the UK's systems and services and begin rebuilding their lives. These sessions are shaped by real conversations.

Facework will help Inna as she builds her project so she can start to help practically helping other Ukrainian women break negative cycles and regain their confidence, reconnect with their skills, and build a future where they can thrive professionally and personally.



SVITLANA YAKOVLEVA **FACEWORK EMPLOYMENT / DIGITAL MARKETEER**

Svitlana is an experienced digital marketer with excellent written and verbal skills. She is also skilled in coding and creating user-friendly websites with superb visual design.

Having joined the RESET programme we asked her to share these skills and run some of the training sessions as digital skills are something that all participants need as they start to market their programmes.

Thanks to the support from Islington Council, Svitlana has the opportunity to work with the Facework team on a short-term apprenticeship helping us with our social media and digital marketing. Additionally, some of her time will be allocated to providing ongoing training and services to some of the RESET graduates supporting them as they develop their marketing and digital skills



KATERYNA OZATSKA **YESENSE CIC**

Kateryna Ozatska is a successful musician and co-director of Yesense CIC in the UK and founder of a Ukrainian NGO 'Dream 'n' Go'.

Since graduating from the RESET programme she wants to expand her work in delivering employability workshops tailored to migrants, refugees, and newcomers in London. Through interactive facilitation, it will offer a safe, engaging space for participants to develop job-search skills, explore the UK job market, and build the confidence they need to move forward in their careers.

Having personally benefited from the Facework programme, she is committed to helping others access opportunities, build confidence, and take meaningful steps toward employment.



✓ FOUR LESSONS LEARNT

Having had the privilege of working with these amazing participants over the 3 month pilot programme, we have witnessed first hand their dedication and the commitment they have to use their new-found knowledge to support their peers.

With seed corn funding we believe many of the projects are able to develop activities which help other sanctuary seekers grow their skills, find work and contribute to the local economy.



Stephen, Halyna, & Matt the RESET Team



- ✓ **SEE IT TO BE IT.** Showcasing how FW had already put the theory into practice in employing those with lived-experience to run refugee employability programmes was critical. Halyna (our staff member from Ukraine) ran many of the training sessions and inspired students.
- ✓ **QUALITY ASSURANCE.** Building a partnership with Goldsmiths University as an accreditation partner has proved important in quality assuring the programme and also helping 5 of the participants enrol at the university.
- ✓ **ITERATIVE DESIGN.** Testing the initial curriculum (see left) proved positive, but students wanted more training on developing social enterprises as 'vehicles' through which to deliver their employment support to others. We will introduce this element in future programmes.
- ✓ **POTENTIAL FOR SCALING THE MODEL.** This programme has enormous potential and FW is looking for core funding to scale and train local authority employment teams to grow their capacity building and deliver RESET Employment Training for refugees in their boroughs.

"Facework is special. It has been very exciting to see this grow from concept, to pilot, and now where it has the potential to scale. The way the programme provides holistic support to help refugees to build their career of choice while building community is a breath of fresh air."

Spike VanderVliet-Firth, Economy, Jobs Partnership Manager - Lewisham Council



"The train the trainer model designed by Facework is a welcome addition to employment and skills provision available to refugees in London. Facework has demonstrated experience and knowledge not only to support refugees and enable them to integrate in the local community, but also to work jointly with a wide range of partners and services"

Anu Leinonen, Central London Forward Integration Hub Manager



"We can see a world of potential in how the RESET Train the Trainer scheme can not only compliment but enhance our Refugee Employment programme. The placements we have set up with Facework will lay a foundation to continue working together and support the growth and expansion of their work."

Daniel Estrada, Refugee Advocate Islington Working



FACWORK'S IS GRATEFUL TO THE FOLLOWING ORGANISATIONS WHICH SUPPORT OUR EMPLOYABILITY TRAINING WORK

