

# FACEWORK UKRAINE END OF PROGRAMME REPORT

February 2025 – January 2026. Delivered by Facework Group Social Enterprise CIC



## 1. Executive Summary

In January 2025, **Facework Group Social Enterprise CIC** was awarded a tender from Lewisham Council to continue its award-winning **Facework Ukraine (FWUA)** programme. This employability and wellbeing programme supports displaced Ukrainians in Lewisham to rebuild professional identity, gain UKwork experience, expand networks, and access sustainable work and further training.

Now in its 3rd year, the project is led by those with lived experience of migration. Indeed, part of the success of the programme is that over the last 3 years, Facework has trained and employed 6 Ukrainian nationals to design and deliver the programme. This has been a crucial factor in the project being highly successful in responding to structural barriers affecting skilled displaced people, including limited UK work experience, reduced confidence, language ceilings, social isolation, and restricted access to employer networks and opportunity channels. FWUA combined employability training, peer and alumni networks, English-in-context practice, psychological support, employer engagement, and self-employment pathways into a single, coherent model.

Over the 3 years of the programme, Facework calculates that 180 Ukrainians in Lewsham have attended the programme and collectively over **1,000 Ukrainians** across London have engaged in some way with the project either through online streaming of training or WhatsApp (see later).

# Headline results for reporting period Feb 2025- Jan 2026

- 54 programme enrolments (target: 50)
- 45 attended 5+ employment sessions (target: 40)
- 43 reported increased confidence in employability skills (target: 40)
- 40 expanded professional networks (target: 10)
- 14 reported career change, promotion, or job start (target: 15)
- 19 entered volunteering or work experience (target: 20)
- 42 reported positive satisfaction with service received (target: 40)

Highlights: Network expansion significantly exceeded targets, demonstrating FWUA’s role as a bridging mechanism between residents and the local labour market. Many employment outcomes emerged not solely through applications, but through relationships, peer referral, and community-based opportunity circulation.

## 2. Context & Rationale

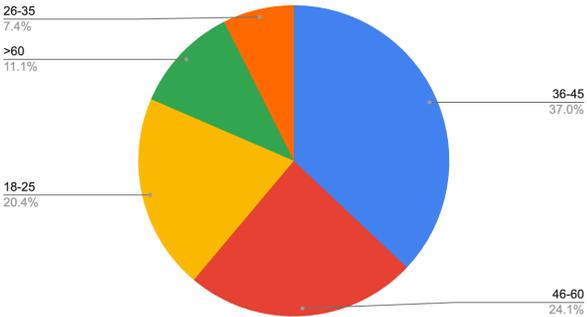
### Audience Profile (Evidence-Based)

Participant data highlights a cohort with strong human capital but constrained labour-market access:

#### Age profile (prime working age):

- 36–45 years: 37.0%
- 46–60 years: 24.1%
- 18–25 years: 20.4%

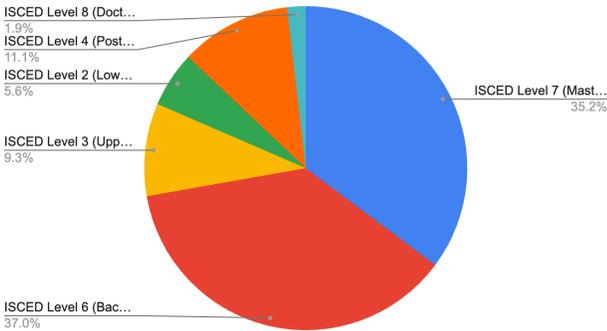
Count of Ages



#### Educational attainment:

- Bachelor’s degree (ISCED Level 6): 37.0%
- Master’s degree (ISCED Level 7): 35.2%
- Doctorate level (ISCED Level 8): 1.9%
- Over 74% of participants held degree-level or higher qualifications.

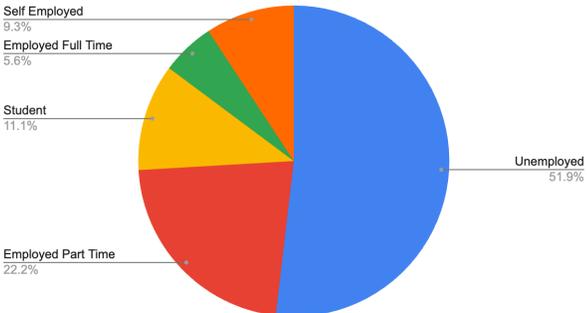
Count of Highest Level of Education



#### Employment status at engagement:

- Unemployed: 51.9%
- Employed part-time (often insecure or below skill level): 22.2%
- Employed full-time: 5.6%

Count of Contract Type Previously Employed On



This profile demonstrates a clear mismatch between qualifications, experience, and employment outcomes, reinforcing that underemployment among displaced Ukrainians is structurally produced rather than individually driven.

### Audience, Needs, and Barriers Addressed

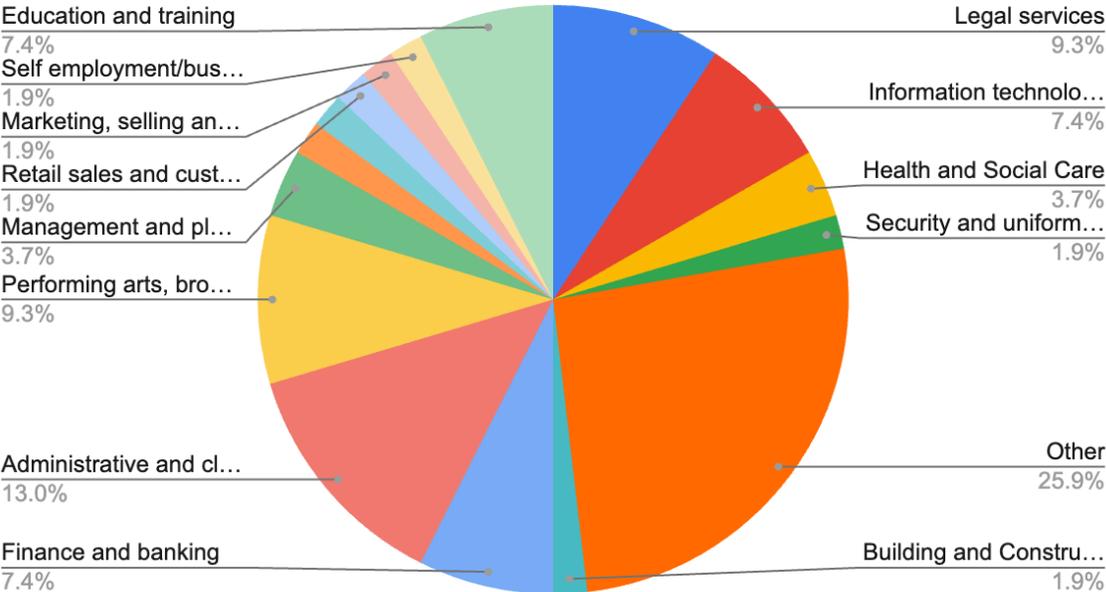
FWUA supported displaced Ukrainians to the UK labour market, including individuals with high qualifications whose skills were underutilised due to systemic barriers rather than a lack of capability.

#### Key barriers included:

- limited UK work experience and references;
- language and confidence gaps acting as ceilings on progression;
- isolation and loss of professional identity;
- limited access to networks, employers, and informal recruitment routes;
- unfamiliarity with UK systems (employment, workplace culture, self-employment, funding pathways);
- wellbeing pressures linked to trauma, visa uncertainty, caring responsibilities, and disrupted routines.

These barriers cannot be addressed through “job search support only.” Effective employability support for displaced people must combine skills development with confidence, well-being, social capital, and real-world exposure.

### Count of Desired Industry



### Labour Market Context: Ukrainians in the UK

Our findings align with [recent research](#) from the University of Birmingham, which shows that Ukrainians in the UK demonstrate high levels of labour market engagement but face persistent structural barriers to progression. While motivation to work is strong, access to stable and skilled employment remains limited. [See here.](#)

**Visa insecurity** is a significant barrier. 40% of respondents reported being rejected for roles due to their temporary visa status, and 22% experienced contracts ending or not being renewed for the same reason. As a result, long-term employment security remains out of reach for many.

A further key challenge is **downskilling**. 67% of employed Ukrainians work below their qualification level, indicating widespread underutilisation of skills. For example, while only 0.2% worked in cleaning roles in Ukraine, 11.5% are employed in cleaning roles in the UK.

Among those reporting employment challenges (64%), **the main barriers** include limited English proficiency (30%), difficulty finding roles that match skills (21%), non-recognition of qualifications (19%), low pay (14%), and childcare responsibilities (13%).

Overall, the evidence shows that Ukrainians represent a highly motivated and skilled workforce; however, **systemic barriers** — particularly visa uncertainty, language barriers, and skills recognition — continue to limit access to secure and meaningful employment.

### 3. Our Programme Model: From Employability to Belonging

FWUA's model is an **integrated learning journey**, not a linear course. It recognises that employability for displaced people depends on skills, confidence, wellbeing, peer networks, and a real-world understanding of UK systems working together.

Rather than delivering isolated workshops, the programme combined practical training, peer support, psychological safety, and exposure to real opportunities, allowing participants to progress at their own pace and remain connected beyond formal sessions.

#### 3.1 Knowledge Transfer and Peer Leadership

The programme initially engaged Ukrainian diaspora professionals able to bridge Ukrainian and UK labour-market expectations. Over time, delivery increasingly shifted towards newer arrivals who had successfully rebuilt careers in the UK.

This enabled participants to:

- lead sessions and share expertise;
- build facilitation and public speaking skills;
- gain visibility within professional and community networks.

#### 3.2 Peer and Alumni Networks as Employability Infrastructure

A core focus was the intentional creation of a self-supporting community, where peer and alumni networks acted as accelerators of employment. In several cases, final job opportunities were accessed through FWUA alumni, demonstrating the value of models that actively nurture:

- Ongoing alumni networks;
- cross-community professional connections;
- peer-to-peer opportunity circulation beyond programme end.



This approach reduced dependency and strengthened leadership, agency, and self-efficacy.

### 3.3 Training as a Source of Work and Leadership

FWUA embedded employability into delivery by creating real paid and freelance roles, including:

- project leads;
- career advisers;
- psychologists and wellbeing practitioners;
- coordinators for the Meet Me Community Club.

This enabled participants to gain UK work experience, income, references, and leadership roles while strengthening programme sustainability.

## 4. Core Training Components

### 4.1 Starting with the Individual: Identity, Skills, Direction

Participants explored hard and soft skills, values, strengths, and realistic pathways. This was critical for individuals whose professional identity and confidence had been disrupted by displacement.

### 4.2 Employability Foundations

Structured support included CV and cover letter writing, job-search strategies, interview preparation, and confident professional self-presentation.

### 4.3 Networks as a Learning Tool

Networking was treated as a core employability skill. Participants learned to build professional relationships, use LinkedIn strategically, and access informal opportunities. AI-enabled tools were introduced to support job search, visibility, and professional positioning.

### 4.4 Understanding the Job Market and Employers

Delivery included 12 Meet Employers sessions covering recruitment processes, employer expectations, workplace culture, and legal rights and responsibilities.

### 4.5 Self-Employment and Enterprise Pathways

Participants explored freelance and business routes through sessions on registration, tax and compliance, grant applications, role models from Ukrainian-led and UK businesses, and a dedicated session with an accountant.

### 4.6 Learning Embedded in Peer Support

Learning took place within a peer community through shared experience, mutual encouragement, and informal knowledge exchange — increasing engagement and retention.



## 4.7 Psychological Support as Employability Infrastructure

Professionally facilitated psychological support groups enabled sustained participation. In five cases, participants were referred to the Refugee Council for additional specialist support.



## 4.8 English Practice in Real Contexts

Language development was supported through the **Tea & Talk English Club** and real-life social and professional interaction. Fourteen local volunteers contributed to integration, confidence, and community connection.



## Volunteer Reflection – Speaking Club

*“I volunteered with Facework Ukraine for a couple of years, and whenever I was there, I always came to the Thursday Speaking Club. I love people, and chatting with participants gave me energy and lifted my spirits. It was always inspiring to meet new people and hear their stories.*

*I was grateful to support participants with their English skills — helping them feel more confident in turning up, using services, and enjoying the sessions. But I also learnt so much from them in return: recipes, Ukrainian culture, and above all, an incredible resilience of spirit. Meeting so many Ukrainians living locally was a truly enriching experience.”*

— Steph, Volunteer

### 4.9 Individual and Flexible Support

FWUA delivered support in line with **Individual Placement and Support (IPS) principles**, recognising that people progress towards employment at different paces and require personalised, responsive pathways.

Participants entered the programme at different points depending on their readiness, aspirations, and personal circumstances, rather than being required to follow a fixed sequence. Support was tailored through **one-to-one guidance**, enabling the inclusion of individuals managing:

- caring responsibilities;
- unstable housing or financial insecurity;
- trauma recovery and mental health needs;
- changing legal, visa, or employment status.

This flexible, person-centred approach ensured that employment support remained voluntary, strengths-based, and responsive, allowing participants to engage meaningfully with employability activities when they were ready to progress sustainably rather than prematurely.

## 5. Psychological Support Groups (February–December 2025)

FWUA delivered trauma-aware, non-clinical psychological support groups as a preventative, community-based intervention supporting emotional stabilisation, reduced isolation, strengthened psychological resources, and improved readiness for work and learning.

- 75% attended 80–100% of sessions
- 100% rated the programme “very useful / very helpful”
- No neutral or negative feedback reported

## 6. Networking & Employer Engagement

For **Meet Employers sessions**, FWUA engaged 14 professionals across sectors, including DWP/Jobcentre Plus, construction and retrofit, HR and talent development, design and build, film and TV, NHS, food tech, journalism, CVS leadership, and research. This broadened participants' understanding of the UK labour market beyond entry-level roles.



For **Self-Employment sessions**, we invited both Ukrainian and local entrepreneurs to share their business experience, and also an accountant contributed hugely to that conversation, clarifying opportunities which exist to explore this career path.

## 7. Collaboration and Partnerships

FWUA strengthened partnerships with LRMN, Lewisham Locals, AFRIL, Refugee Council (3 referrals), Dress for Success (7 referrals), The Pret Foundation (5 referrals), and others. Participants also contributed as **Sanctuary Ambassadors** and represented the community voice within **Lewisham Migration Forum** structures.

## 8. Outcomes (Targets vs Achieved)

Outcome	Target	Achieved
Programme enrolments	50	54
Attended 5+ employment sessions	40	45
Increased employability confidence	40	43
Expanded professional networks	10	40
Career change/job start	15	14
Volunteering/work experience	20	19
Positive satisfaction	40	42

Network expansion far exceeded targets, validating FWUA's systems-change focus on social capital and bridging connections.

## Participant Feedback and Satisfaction

Impact was further measured through **post-training satisfaction surveys** across three cohorts (n=42).

Key findings:

- **100%** of respondents rated overall satisfaction **4 or 5 out of 5**;
- the most valued elements were **people met, peer networks, professional connections**, and **access to employment resources**;
- participants consistently reported increased confidence, clearer understanding of the UK labour market, and readiness to take next steps.

This feedback validated FWUA's core assumption that **relationships and community ecosystems are critical employability enablers**.

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## 9. Innovation: What We Did Differently

FWUA shifted from "integration support" to **economic and civic participation** by:

- creating projects and paid roles within the community;
- delivering a Small Grants Campaign enabling participants to design and lead funded initiatives;
- developing work placements and institutional partnerships (e.g. Society of Antiquaries of London);
- moving participants from service users to project leads and peer facilitators.

### Facework Ukraine Integrated Model:

#### Rethinking Employability Through Opportunity Creation

At the heart of the programme was a deliberate shift: **from preparing people for jobs** that may not yet be accessible, **to enabling them to create opportunities within their communities**.

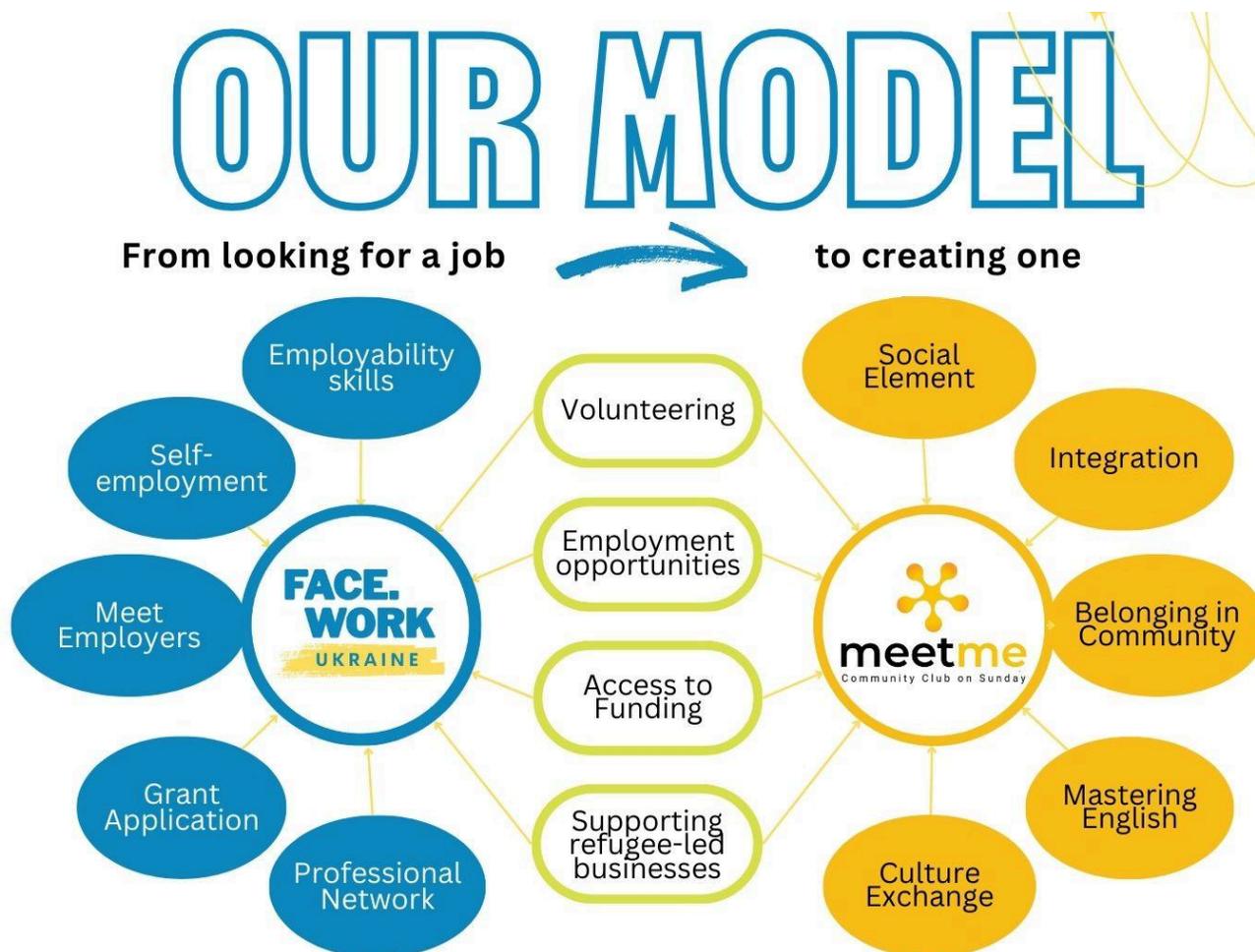
Facework Ukraine created a practical platform where participants could:

- apply existing skills in real-world settings;
- gain recognised UK work experience;
- rebuild professional confidence through practice, not simulation.
- and transition from service users to contributors, facilitators, and leaders.

This approach challenged traditional employability models by embedding work experience, leadership, and income generation within programme delivery itself.

## Meet Me Community Club as a Systemic Intervention

The **Meet Me Community Club** functioned as a core innovation within this model — not simply as a social space, but as **social infrastructure** enabling employability, integration, and enterprise to intersect.



**Meet Me Community Club** is a grassroots initiative created and led by participants of Facework Ukraine – individuals with lived experience of migration

The concept for Meet Me emerged organically from Facework Ukraine participants and was subsequently developed through external business incubators, including **TERN Social Enterprise Training** and **Lewisham Changemaker**. With support from **Facework Group**, the initiative later secured **National Lottery funding**, enabling year-round delivery and the creation of **two paid roles for Ukrainians**.

Meet Me operated as a **low-threshold entry point** into work, volunteering, and leadership, particularly for individuals excluded from mainstream employment pathways.

## Refugee-Led Delivery and Market Participation

A defining feature of the model was the integration of **refugee-led freelance work** into programme delivery.

Many sessions and activities were delivered by Ukrainians operating as freelancers or refugee-led micro-businesses, including:

- artists and creative practitioners;
- psychologists and wellbeing specialists;
- lawyers and legal advisers;
- marketing and communications professionals;
- IT specialists;
- business coaches and career advisers.

This approach repositioned lived experience as economic and **professional expertise**, enabling participants to:

- generate income;
- build UK professional profiles;
- test and develop services;
- and gain visibility within local markets.

At a system level, this disrupted extractive models of service delivery by ensuring value circulated **within the community**, rather than being outsourced externally.



## Access to Funding as a Pathway to Agency

Facework Ukraine further innovated by addressing a key systemic exclusion: limited access to public funding and commissioning knowledge.

Through structured workshops and mentoring, participants were supported to understand:

- how public and charitable funding systems operate;
- how social impact is articulated and measured;
- how to design, budget, and deliver community projects;
- and how to report on outcomes and learning.

This led to the development of a **Small Grants Campaign**, enabling participants to secure funding for community-led initiatives, gain paid work experience, and build transferable project delivery skills.

For many, this was their first engagement with public funding systems — transforming them from passive recipients into **active agents within local civic and funding ecosystems**.

**FACEWORK UKRAINE**

# SMALL GRANTS, BIG CHANGES:

**How Facework Participants Turned Ideas Into Opportunities**

At Facework Ukraine, we believe employment is not just about sending out CVs and waiting for responses — sometimes, it's about creating opportunities for yourself. Of course, with the help of supporting organisations.



Grants transform people's talents into employment opportunities — even if they've just arrived in a new country or sector.

- \* While many are still just exploring grant programmes, we already have real results.
- \* 6 projects for Refugee Week, and 3 more slightly larger initiatives — all funded through **small grants** by the Lewisham Borough of Sanctuary. For most participants, this was their first-ever experience applying for and implementing a grant.
- \*

**FACEWORK** Lewisham is proud to be the UK's first **Borough of Sanctuary**

Small grants can create powerful change. They enable people to transform their skills, talents, and ideas into **real employment and leadership opportunities** — even when they are newly arrived in a country or entering a new sector.

## Turning Ideas into Action

Through targeted guidance and mentoring, Facework Ukraine supported participants to develop and deliver **community-led initiatives funded by Lewisham Borough of Sanctuary**.

- **6 small-scale projects** delivered as part of Refugee Week
- **3 slightly larger initiatives** developed and implemented beyond the festival period

For the majority of participants, this marked their **first-ever experience of applying for a grant**, managing a budget, and delivering a funded project from start to finish.

## Impact Beyond Funding

These grants did more than fund activities. They enabled participants to:

- test entrepreneurial and leadership skills in a real-world setting;
- gain UK-based project delivery experience;
- build confidence, professional credibility, and local networks;
- move closer to self-employment, freelance work, or community leadership roles.

Crucially, participants did not work in isolation. Each project was delivered with the support of **Facework Ukraine and partner organisations**, ensuring safeguarding, accountability, and learning throughout the process.

## Why This Matters

Small grants acted as a **bridge between potential and participation**, allowing displaced individuals to move from ideas to implementation — and from beneficiaries to contributors.

This model demonstrates how modest investment, when paired with structured support, can generate **lasting employability outcomes, community impact, and pathways to sustainable work**.



*“Facework has become a real place of welcome and belonging for the Ukrainian community, creating an environment where people feel supported and valued. It has been wonderful working with Facework Ukraine on various Borough of Sanctuary projects, ranging from Sanctuary Ambassadors to small grants-funded initiatives.*

*Your unwavering support and dedication have empowered individuals to start their own projects and create supportive networks for others. These efforts have not only provided practical assistance but have also fostered a strong sense of community and hope among those involved.”*

— **Katya Griffin**, Borough of Sanctuary Programme Manager, London Borough of Lewisham

## Integration, Belonging, and Language as System Outcomes

Economic participation within the programme was inseparable from wider social outcomes. By embedding employability within community-based activity, the model contributed to:

- improved integration and sense of belonging;
- strengthened community coherence and peer networks;
- meaningful cultural exchange;
- and increased confidence in spoken English through real-life application.

These outcomes reflect a systems-change approach in which employability, wellbeing, and social participation are treated as interdependent, rather than separate policy areas.

## From Practice to Systems Change

The impact of this model extended beyond Facework Ukraine itself. Learning from the programme directly informed the development of Facework's RESET Programme, which was piloted as a peer-led employability model supporting other displaced communities. **Facework Ukraine contributed to shaping the social design and core communications principles of RESET**, demonstrating how community-rooted practice can influence wider delivery models.

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## 10. Social Impact: Self-Driven and Supportive

The programme fostered participant ownership, peer support, and reduced dependency. Many participants became connectors, mentors, facilitators, and community leaders — strengthening confidence, belonging, and employability readiness.

FWUA measured impact using a **mixed-methods approach**, combining quantitative monitoring data, participant feedback, qualitative insight, and progression tracking. This reflects the reality that employability for displaced people is **non-linear**, with meaningful outcomes often emerging over time through confidence, networks, and exposure — not only immediate job starts.

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## 11. Case Study: Different Pathways into Sustainable Employment

### Nataliia — Retraining, Confidence, and Steady Progress

**Pathway:** Vocational retraining + ESOL + ongoing community support

**Outcome:** Progressing through a new sector and moving towards sustainable employment

Nataliia arrived in the UK as a single parent with a strong academic background as a qualified Economist, but with limited English, low confidence, and no clear entry point into the UK labour market. Although highly motivated, she felt overwhelmed by the complexity of retraining, unfamiliar systems, and language barriers.

Through Facework Ukraine, Nataliia explored realistic pathways aligned with labour-market demand and enrolled in a Domestic Retrofit / Building Energy Efficiency Assessor course with Lewisham Works support. The early stages were challenging: theory-heavy content, technical language, and the intensity of study alongside caring responsibilities led other learners to withdraw. Nataliia stayed.

What enabled her to continue was **ongoing, relationship-based support**: regular check-ins, translation assistance, reassurance, and help understanding expectations. Parallel ESOL attendance strengthened both her English and confidence. Practical field visits marked a turning point, helping her feel capable and included.

*“At the beginning, I was very scared. Everything felt too difficult. But the support helped me believe I could continue and understand step by step.”*

Nataliia is now completing her final practical assignment and reports strong motivation to continue studying. Her journey demonstrates that **career transitions take time** — and that integrated training, language support, and emotional reassurance significantly increase retention and success.

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## Amina — From Isolation to a Creative Career Path

**Pathway:** Wellbeing + community belonging + retraining + UK experience

**Outcome:** Reconnected with purpose, gained UK experience and built a creative career foundation

Amina joined Facework Ukraine shortly after arriving in the UK, feeling isolated and uncertain about her future. Although she had a background in marketing, limited English and anxiety made her doubt she could continue in the same field.

Her entry point was not a job search, but **community and well-being**. Through the psychological support group, Amina rebuilt confidence and trust in herself. Career planning sessions helped her reconnect with a long-standing interest in fashion design, which she had previously dismissed as unrealistic.

With guided support, she applied to a Pattern Making & Garment Construction course at Morley College and volunteered with ethical fashion **brand Edy & Bridge**, gaining UK experience while contributing marketing skills. Alumni stories normalised her non-linear journey, while LinkedIn and digital identity sessions helped her enter the UK professional space with confidence.

*“Being in the group helped me understand that my path doesn’t have to be straight. I stopped comparing myself and started believing again.”*

Amina now feels confident, connected, and actively progressing in the UK’s creative sector. Her case highlights how **wellbeing, peer inspiration, and opportunity creation** unlock employability where confidence alone is the main barrier.

## Employer / Placement Partner Reflection

*“Amina already had a solid professional background and was open-minded, friendly, and full of positive energy. From the very beginning, she showed a strong willingness to work and to learn, whatever task was given to her. Every job she took on, she did extremely well.”*

*“She needed clear instructions at first and asked many questions, which did require time and energy from us as a business. However, the reward was huge. She learned very quickly — and in the process, we learned from her too. She encouraged us to reflect on how we work, because she needed our processes to be explained, whereas we usually just ‘do’ things instinctively.”*

*“She was excellent at reporting back on her work, highly skilled in social media, and brought both marketing expertise and a strong creative sensibility. She contributed to cutting patterns, shared hand-stitching techniques we were unfamiliar with, and*

*was keen to expand her technical skills. This was a genuinely two-way learning experience.*

*She worked extremely hard, added real value to our business, and we would absolutely recommend her to future employers.”*

— Tailor and co-founder of Edy & Bridge, Jenni Redstone, **Placement Hosts / Employers**

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## **Svitlana — Long-Term Support and Recovery After Setbacks**

**Pathway:** Volunteering → training → paid projects → alumni referral

**Outcome:** Secured meaningful employment aligned with skills and ambition

Svitlana joined Facework Ukraine soon after arrival. Although working as a Teaching Assistant, her long-term goal was a marketing career. Over 18 months, she engaged in training, volunteering, and networking, gradually building UK experience and confidence.

After initially securing a marketing role, Svitlana was dismissed following a poor induction and cultural misunderstanding. This setback severely affected her confidence — a common but often hidden risk for newcomers.

Facework responded quickly with a **paid Digital Marketing course**, helping restore confidence and professional momentum. Later, when an FW alumnus sought a marketing specialist, Svitlana was recommended, passed the interview, and secured a role aligned with her ambitions. She has now been in post for over two months and returned to share her story with new participants.

*“If I had been alone after losing the job, I would have given up. The support helped me stand up again and keep going.”*

Svitlana’s journey demonstrates that **peer networks accelerate employment** and that long-term, responsive support is critical when setbacks occur.

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## 12. Learning & Reflections

Four key learnings shaped FWUA's delivery and future direction:

### 1. Employability Is Relational, Not Transactional

Confidence, trust, and opportunity emerged through people and networks, not through applications alone. Peer and alumni connections repeatedly accelerated progress, with some employment outcomes accessed through FWUA community links rather than formal recruitment channels. This reinforced the importance of programmes that actively nurture **alumni networks, peer ecosystems, and cross-community professional relationships** beyond the end of training.

### 2. Wellbeing Is Not an Add-On — It Is Infrastructure

Psychological safety and emotional regulation were prerequisites for learning, risk-taking, and sustained job search. Without this foundation, employability support stalled. Embedding wellbeing support within the programme enabled participants to engage meaningfully with training, interviews, and networking, confirming that mental health support is a **core employability enabler**, not a parallel service.

### 3. Creating Opportunities Works Where Matching Fails

Traditional job matching was often insufficient for participants facing structural barriers such as visa precarity, lack of UK experience, or employer hesitation. Embedding **work, leadership, volunteering, and income-generation opportunities within the programme itself** allowed participants to rebuild confidence through practice rather than simulation. Creating and supporting participant-led initiatives proved to be an effective route to local experience and professional credibility. The Meet Me activities and awarding small grants for creating opportunities have been a crucial part of this.

### 4. Career Transitions for New Arrivals Take Time — and Long-Term Support Works

For highly qualified participants, effective integration into the UK labour market required **time to adapt, reskill, relearn, or upskill** in response to new professional, cultural, and regulatory contexts. While training courses, apprenticeships, and work placements offered valuable pathways, outcomes were sometimes constrained by time-limited visas, including instances where participants faced rejection despite strong engagement.

Work placements delivered positive outcomes, but also highlighted the need for **continued employer engagement and support** around onboarding, expectations, and cultural understanding. Where external opportunities were limited, locally created or community-supported initiatives provided alternative routes to gaining UK experience.

This learning reinforces the importance of **long-term, relationship-based employability support**, rather than short-term or one-off interventions, to enable sustainable outcomes for displaced residents and maximise the return on public investment. Having a trusted safe 'space' is crucial to developing a sanctuary and nurturing community-based support.

FWUA adapted delivery continuously in response to participant feedback, reinforcing relevance and responsiveness rather than fixed programming.

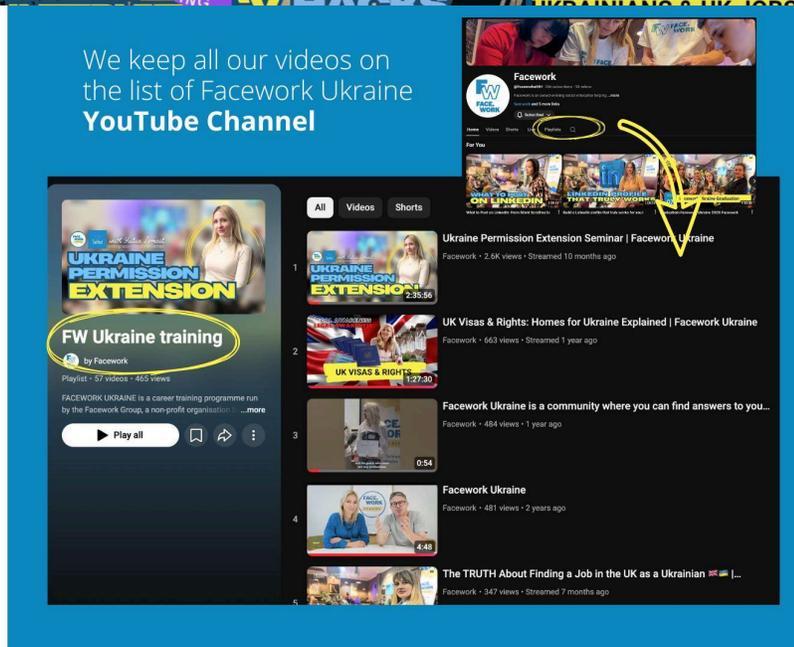
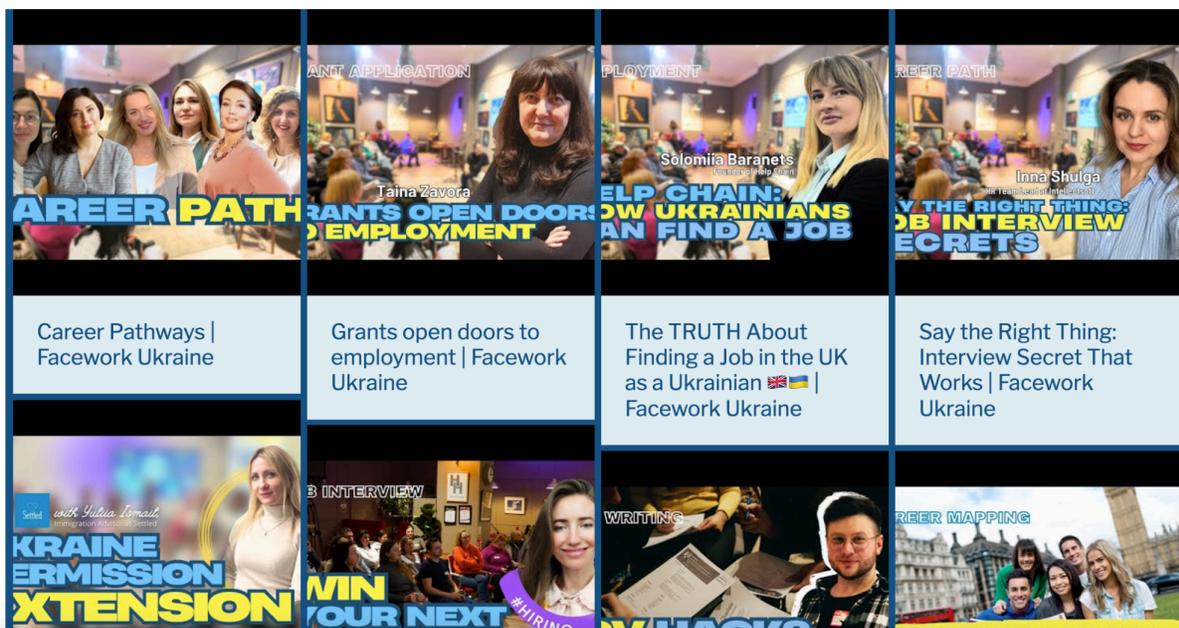
### 13. Sustainability, Legacy & Next Steps

FWUA created a lasting digital legacy through:

- a structured [YouTube learning library](#) - 57 videos;
- a curated [catalogue](#) of 93 sessions by theme (materials, recordings, speaker contacts);
- **social platforms** reaching over 3,000 people (approx. 870 Facebook; 2,000 Instagram).

These assets ensure continued access to trusted information, opportunities, and peer support beyond funded delivery. The programme generated a clear ripple effect, reaching Ukrainians across the UK and creating a structured, accessible repository of trusted information that continues to support people independently of place and time.

#### VIDEOS





## TRAINING RESOURCES CONTENT

You will find all our resources on the website  
[www.face.work/ukraine](http://www.face.work/ukraine)

The screenshot shows the website's navigation menu with options: HOME, ABOUT, SPACES, PROGRAMMES, RESOURCES, and INTERNATIONAL. Below the menu, there are sections for 'WHAT WE HAVE LEARN'T' and 'RESOURCES'. The 'WHAT WE HAVE LEARN'T' section includes articles like 'Self-employment: From First Steps to Financial Readiness', 'MEET THE EMPLOYERS: Key Takeaways From Our Session', and 'Professional Pathways in the UK'. The 'RESOURCES' section lists various materials such as 'Job Search & Career Mapping (1)', 'Soft Skills (6)', 'CV Writing (8)', 'Job Interview (7)', 'Education in the UK (3)', 'Guidelines for Jobseekers (5)', 'Legal Awareness & Employment', 'Work Applications (7)', 'Self-Employment (7)', 'Meet Employers (5)', 'Work Transition & Cultural Adaptation', and 'CV for jobs (5)'. A large yellow arrow points from the text above to the website screenshot.

All Posts Job Search & Career Mapping Soft Skills CV Writing Job Interview More



Oct 8, 2025 · 2 min read

Job Interview

### Job Interview: How to prepare yourself with AI?

Our third Facework Ukraine session focused on a crucial stage of the employment journey — the job interview. Building on what participants had already developed i...

0 comments



Jun 11, 2025 · 2 min read

Job Interview

### Interview secrets that works

Say the Right Things to Be Heard by Recruiters: How to Decode Recruiter Questions and Answer with Impact PRESENTATION VIDEO PHOTOS Preparing for a job...

0 comments



Feb 24, 2025 · 2 min read

Job Interview

### How to Win Your Next Job Interview

Key Takeaways from Anzhela Savchenko's Exclusive Session A well-crafted CV may get you noticed, but acing the interview is what truly lands you the job....

## FINAL REFLECTION

*“The Facework Ukraine programme has taught us that employing and empowering those with lived experience of migration is the single most important ingredient in creating a successful, authentic, impactful training programme for sanctuary seekers.*

*Halyna Skvortsova’s management of the programme and her empowerment of others from her Ukrainian community to support and, indeed, lead aspects of the programme have been outstanding. Whether in mobilising a Ukrainian videographer to live-stream the sessions on Instagram and YouTube, or in her exceptional use of social media, which has been so important to recruiting and promoting activities, her work has been personal, professional and highly progressive.*



*Stephen Carrick-Davies, CEO of Facework with Halyna in Lviv, Ukraine, when running a FW Youth Employability programme in July 2023*

### **Teach once, learn twice**

*The transformation change is not just in those who attend the courses, but also in those who contribute. When Halyna asked Ukrainians to share their experience of working in the UK (including past members who returned having secured a job), they gave their time free of charge and used the exposure and acknowledgement of their professional expertise to boost their confidence and grow their career, often sharing their success on LinkedIn.*

*This notion of ‘teach once, learn twice’ is at the heart of Facework’s methodology and has helped inspire others who can see that securing work is possible despite the considerable barriers they face.*

*The learning and detailed feedback given in this report will help inspire others to replicate this Facework model of People-centred, Place-based, Peer-Led and Progressive employability support. “*