

Upcycle Your Skills Swale

End of Programme Report

July to August 2025



Successes and Strengths

CXK successfully delivered its first Upcycle Your Skills programme in partnership with SUEZ and Swale Borough Council in summer 2025.

Upcycle Your Skills is a five-week programme designed to boost young people's employability and introduce them to local employers. Supporting young people in Swale who were not currently in education, employment, or training (NEET), or at risk of becoming so, Upcycle Your Skills equipped participants with vital skills, confidence, and opportunities. The course paved the way for those who took part towards brighter futures.

The comprehensive programme offered a blend of personalised and group support. Participants began with a one-to-one goal-setting session to set personal aspirations. This was followed by twice-weekly interactive group sessions focusing on essential skills such as team building and communication, CV writing, interview techniques and how to explore local training, apprenticeships, and employment options.

A distinguishing feature of Upcycle Your Skills was the access participants gained to employers. Through meet-and-greet sessions and behind-the-scenes insights, young people learned about the SUEZ operations and the diverse career paths available.

Crucially, SUEZ also provided participants with the direct opportunity to interview for live vacancies, offering a tangible pathway into employment. One CXK beneficiary has already been offered a Street Cleanser role with Suez after impressing them in her interview.



Successes and Strengths



During the programme, we supported 10 local young people who were unemployed and completely disengaged from all provision. With mentoring and guidance from our Engagement and Employability Coaches, we saw their motivation and determination to succeed grow immensely. All participants built the confidence to attend sessions regularly, with three even achieving 100% attendance – a huge step for them and something they had never managed before.

Each participant was supported to successfully engage with, consider, and apply for work or training placements, including opportunities with SUEZ, the NHS, construction agencies, and apprenticeships. Some have already secured offers, including employment as a Care Assistant, Warehouse Operative, and Street Cleanser with SUEZ. In addition, another young person has been offered a volunteering opportunity with a local children and families centre.

Recruitment to the programme was supported by The Education People, Sheerness and Sittingbourne Jobcentres, and the Youth Justice Team, alongside self-referrals generated through our social media channels.

We are incredibly proud of the young people who took part and the journeys they have been on. It has been a privilege to play a role in their stories and to open up the opportunities made possible through Upcycle Your Skills.

Community Partnerships

CXK is always delighted to work alongside partner organisations and community groups, and Upcycle Your Skills has been no exception.

We are particularly pleased to have established a new partnership with SUEZ and Swale Borough Council, whose contribution to the programme has been invaluable. From delivering a Guess My Job session to hosting a Mini Careers Fair, as well as engaging in informal conversations throughout, they have provided young people with meaningful exposure to a wide range of career options and brought different pathways to life.



The Summer 2025 programme also benefited from the support of The Pyramid Project, Jacobs, Community Church Sheppey, Seashells Children's and Family Centre, Oasis Community Hub, the NHS, and Sheerness County Youth. Each organisation offered something unique, helping participants take important steps forward in their journeys. We are deeply grateful for their commitment and collaboration.

We are incredibly proud to have teamed up with CXK and SUEZ to offer this much-needed support to the young people within Swale. A huge thank you to our partners and the young people who took part in the training, committing their time and effort to helping themselves succeed.” - Swale Borough Council

Impact

Beneficiaries were asked to rate their skills on a scale of 1-5 at the beginning and end of the programme. Look how many more said they rated their skills as good or above by the end of the programme compared to the start!

Survey Statistics	Rated Good or Above	Rated Good or Above
	Week 1	End of Programme
Do you feel confident, and that you can succeed in achieving your goals?	50%	100%
Do you feel that you can learn what you need to achieve your goals?	66.7%	75%
Do you feel prepared to successfully find work?	66.7%	100%
Do you feel like you have people that you can contact, who can support with your career and future aspirations?	66.7%	75%
Do you feel able to access help to support with your current situation?	66.7%	100%
Do you feel that you can overcome various challenges thrown at you?	50%	100%
Do you feel like you can easily communicate with people from different settings?	50%	100%

Good News Stories

Here are some of the key milestones and outcomes achieved by the young people who took part.

Georgina - From Exploration to Employment

When Georgina joined Upcycle Your Skills, she wanted to explore the career options available to her. During an interactive group exercise, her eyes were opened to roles such as mental health nurse, carer, and travel guide. At the mini careers fair, she spoke with a qualified nurse, gaining valuable insight into NHS opportunities. Before the programme had even finished, Georgina successfully interviewed for a Carer position and was offered the job.

“It’s been helpful to know I’m getting something out of this course.”

Steven - Building a Future

Steven joined Upcycle Your Skills determined to make positive changes for himself and his new family. He showcased leadership and initiative throughout the sessions and learned more about apprenticeships as a route to earning while gaining qualifications. Initially unsure about the idea, Steven gained a clear understanding of the benefits and was motivated to apply for his first apprenticeship role by the end of the programme.

“This course has given me more understanding about what skills I have and what skills I need.”



Sian - Back on Track

After a period of ill health, Sian was eager to return to work. She seized every opportunity available through Upcycle Your Skills and, by the end of the programme, secured full-time employment as a Warehouse Operative.

Katy - Rebuilding Confidence

At just 18, Katy came to Upcycle Your Skills after leaving college due to a traumatic life event that had derailed her dream of becoming a midwife. Through the programme, Katy regained her confidence and began exploring opportunities in healthcare once again, as well as considering other possible career paths.



Good News Stories



Jesse Finds His Voice

With a poor experience of school, a diagnosis of ADHD, and low confidence around new people, Jesse set himself the goal of speaking in front of a group. Through Upcycle Your Skills, he achieved this on multiple occasions and grew in confidence with every session.

Dan Discovers His Potential

Referred by the Youth Justice team, Dan joined Upcycle Your Skills to improve his communication skills and connect with others. Interested in scaffolding and construction, Dan was surprised when his peers identified qualities suited to roles such as social worker, site manager, or counsellor. His natural curiosity shone through as he spoke up in group discussions and grew in confidence during employer visits.

By the end of the programme, Dan had the motivation and self-belief to pursue opportunities and secured a promising employment lead.

“

I loved the experience, it was very eye opening. I learned a lot of different things about finding jobs but also about myself as well and everyone I met was so lovely. I am glad I had the chance to do it.

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Paul Gets interview Ready

Paul joined Upcycle Your Skills to improve his skills and job prospects. He took part in a mock interview with an international employer - something he had never done before.

The experience and positive feedback gave Paul new confidence, and he now feels much more prepared for real job interviews.

Ricky - Growing in Confidence

Ricky joined Upcycle Your Skills to build skills and gain new experiences, as he lacked confidence in meeting and speaking with new people, especially in groups. Week by week, Ricky's confidence grew, and he became an active contributor in group discussions. By the end of the programme, Ricky had secured a new volunteering role at a local children's centre.

