Transitions Hub

Opening doors to inclusive careers in the UK



IMPACT REPORT

2024 - 2026

Inclusive Talent | Diverse Workforces | Measurable Impact

SUPPORTING GLOBAL & LOCAL TALENT

CONNECTING DIVERSE TALENT

INCLUSIVE CAREER DEVELOPMENT

EQUITABLE ACCESS TO GROWTH

SOCIAL VALUE & WORKFORCE DIVERSITY

DELIVERING MEASURABLE OUTCOMES

transitionshub.uk

Transitions Hub

About Us & Who We Support



About Transitions HUB

Transitions Hub is a London-based social enterprise supporting refugees, asylum seekers and migrants to restart their professional careers in the UK. We work with individuals across many sectors, such as engineering, IT, finance, business services and other sectors, helping them move into meaningful employment and integrate confidently into UK society.

Who We Support

We provide free career support for skilled refugees and migrants to build their future in the UK.

- Refugees or migrants living in the UK.
- Degree or master's level qualifications or equivalent professional experience.
- At least two years of professional experience, including overseas.
- Business-level English.

Our Support Offer

- **Personalised career coaching**
- **CV and job application guidance**
- **Interview preparation**
- **Connections to inclusive employers**
- **Interactive workshops**
- **Three-month mentoring**

Sectors We Work With

We support skilled professionals across a wide range of sectors, including:

- **Engineering**
- **IT & Digital**
- **Finance**
- **Business Services**
- **Other Sectors**

2024 – 2026
AT A GLANCE

112
DISPLACED PROFESSIONALS SUPPORTED

74
SECURED SKILLED ROLES (66%)

450+
HOURS OF EMPLOYMENT SUPPORT

33
ASYLUM SEEKERS SUPPORTED

150+
1-TO-1 ESOL SESSIONS

15+
COUNTRIES REPRESENTED

Our Partners

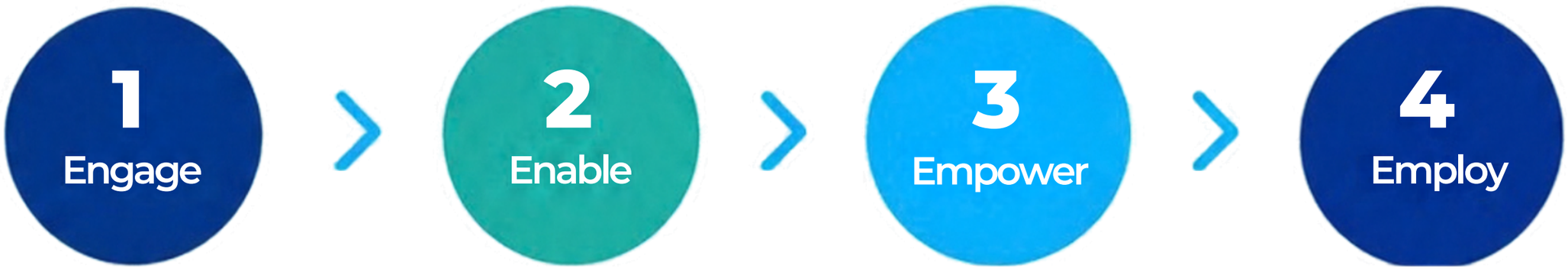
We work with a range of employers, grant funders and supporters who provide opportunities and support for our participants.

Balfour Beatty · R5 Consultants · Amey · NetworkRail · amazon · OLIVER WYMAN A MARSH BUSINESS · AXA · 10x · BEST START IN LIFE · Family Hubs TOWER HAMLETS · TOWER HAMLETS · Good Things Foundation · COMMUNITY FUND

and more.

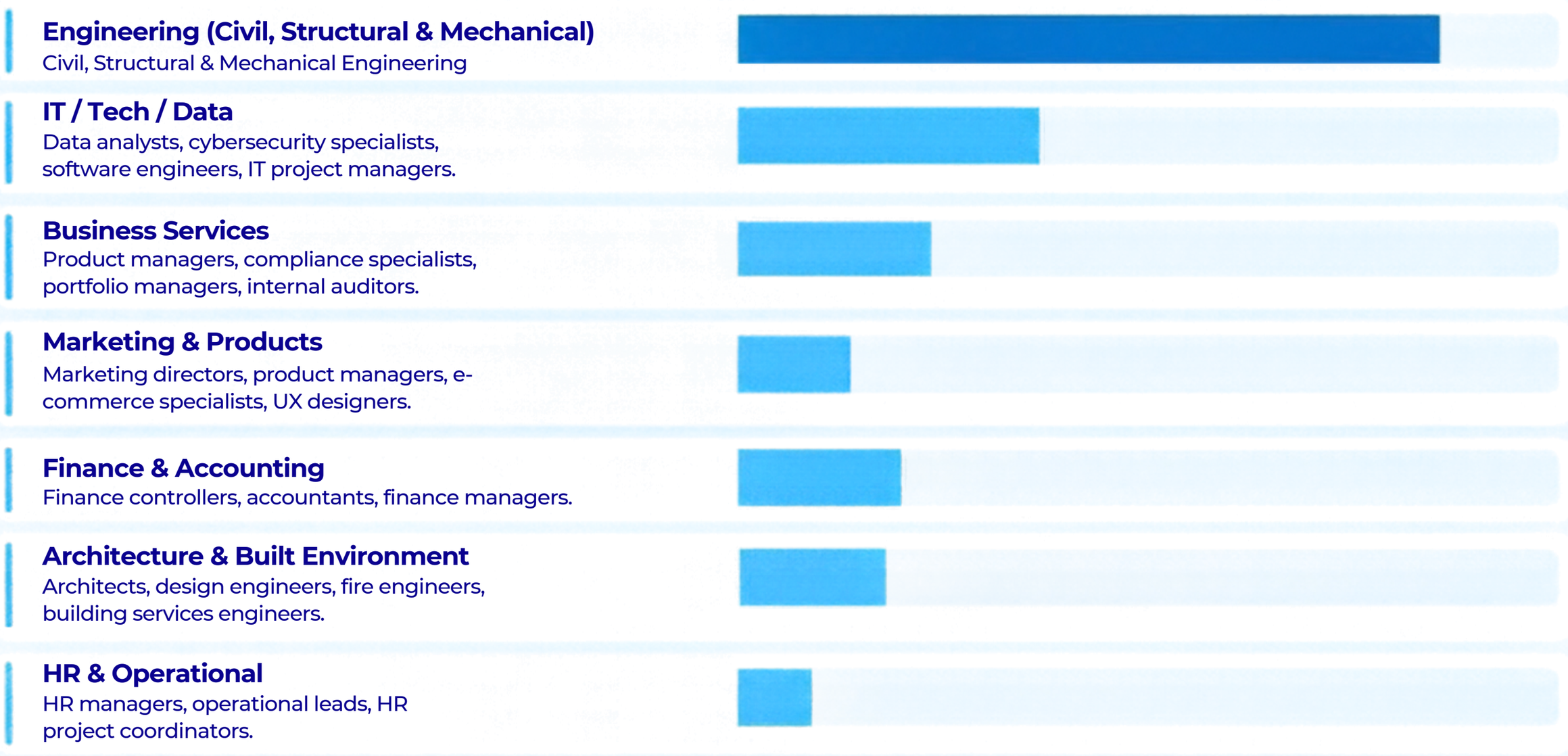
Inclusive Recruitment

Our model supports internationally trained professionals in overcoming both systematic and personal employment barriers from non-recognition of overseas qualifications, limited UK experience, and employer misconceptions to disrupted career pathways and confidence loss. This inclusive approach enables fair access to skilled employment and helps rebuild professional identities in the UK.



Sector Breakdown

112 Candidates



Employment Outcomes

57
PERMANENT HIRES

17
PAID PLACEMENTS

66%
JOB SUCCESS RATE

Employer-led Workshops



We collaborate with leading employers to design bespoke workshops that strengthen inclusive recruitment and workforce development. Each session provides practical insights, professional skills, and real world learning experiences, helping employers achieve measurable social value outcomes while empowering participants to build confidence, networks, and career readiness.

Workshops Delivered

Amazon – CV Surgery

30 participants. Sector-specific CV and ATS coaching at Amazon's London office to support recruitment and hiring.

Oliver Wyman – Building Your Career in the UK

16 participants. Personal branding, live interview with Head of Talent, plus AI, LinkedIn, and networking insights.

10x Banking – Virtual Conversation Club

10 participants. Weekly discussions on UK life, culture, and work to build confidence, expand networks, and gain insight from volunteers on volunteers on the UK labour market.

Additional Employer-Led Sessions

Career readiness workshops, interview preparation, industry insights, and networking with professionals across multiple sectors.

Impact

72 ATTENDEES

6 EMPLOYERS AND PARTNERS

23 HIRED DIRECTLY FROM THESE WORKSHOPS

20+ COUNTRIES REPRESENTED

What We Delivered

Workplace English
Profession-focused language and communication support.

Workplace Confidence
Confidence, resilience, and safe participation in employer settings.

Employment Skills
CVs, interviews, sector insights, and recruitment preparation.

Employer Engagement
Workshops, networking, and inclusive recruitment sessions with partners.

Case Studies
Inclusive Recruitment

Our employer-led workshops and partnerships create real opportunities for refugees and migrants, while helping employers build more diverse, inclusive and skilled workforces. These case studies highlight how collaboration leads to meaningful outcomes for individuals and organisations.



Ahmad Alqadami

amazon

Temporary Works Coordinator

—

“I am truly glad and proud to be part of Amazon.”

Ahmad arrived from Syria with a civil engineering degree and five years' experience, but faced barriers including lack of UK-specific certifications and UK experience, as well as financial constraints. With career coaching, interview preparation and confidence building from Transitions Hub, he secured his dream role at Amazon — proof that inclusive recruitment unlocks skilled talent that would otherwise be overlooked.



Saberin

ARUP

Civil Engineer

—

“Overcoming UK recruitment norms and confidence barriers to secure a role at Arup.”

Saberin's story highlights the power of employer recognition and inclusive hiring. Overcoming unfamiliar UK recruitment norms, confidence barriers and a lack of representation, she worked with Transitions Hub on interview preparation, professional development and sector-specific coaching. She secured a role at Arup, demonstrating how inclusive recruitment transforms careers and strengthens employer teams.

What Participants and Volunteers Said

“The Amazon CV Surgery gave me practical advice and confidence to tailor my CV for the UK job market. I feel much better prepared now.”

Workshop Participant

“It was inspiring to hear directly from the Head of Talent and get practical advice on personal branding and LinkedIn. The session boosted my confidence and gave me a clearer path forward.”

Workshop Participant

“Volunteering at the Conversation Club has been incredibly rewarding. It's inspiring to see participants gain confidence, improve their English, and build their networks each week.”

Workshop Volunteer

“Supporting interview preparation sessions has shown me the huge potential within this talent pool. It's a privilege to contribute and help open doors to new opportunities.”

Workshop Volunteer

Impact for Employers

Access to Talent

Connect with skilled, motivated and diverse candidates.

Inclusive Hiring

Practical insights to strengthen inclusive recruitment practices.

Social Value

Deliver measurable CSR and social impact through meaningful engagement.

Stronger Teams

Build diverse, innovative and resilient workforces for the future.

Retention & CSR Impact

90%

of employers report improved staff retention and measurable social value outcomes after partnering with Transitions HUB.

Why Inclusive Recruitment Matters

Inclusive recruitment is not charity - it is **strategic talent acquisition.**

Employers benefit from:

- Access to highly skilled international professionals
- Multilingual and cross-cultural capability
- Global experience and perspective
- Proven resilience and adaptability
- Strong retention and loyalty
- Diversity of thought and innovation

Candidates benefit from:

- Fair access to skilled employment
- Recognition of overseas qualifications and expertise
- Confidence and stability in career progression
- Long-term professional growth
- A sense of community and belonging

Transitions Hub demonstrates that when employers open doors, everyone benefits.

Future Priorities

To strengthen inclusive recruitment pathways, Transitions Hub will:

- **Strengthen** employer engagement and business service pipelines
- **Expand** bespoke employer-led workshops
- **Increase** sector-specific training opportunities
- **Enhance** professional registration support
- **Grow** partnerships with major UK employers
- **Scale** support programmes
- **Build** community-focused initiatives that advance inclusion and social value

Transitions Hub

Thank You
For Being Part of Our Journey

This Impact Report 2024 – 2026 showcases the difference we have made together. Through the support of our participants, volunteers, employer partners and community connections, Transitions Hub continues to create opportunities, build confidence and improve lives.

Get in Touch

To find out more about our work, explore partnership opportunities or get involved, please contact us:

transionshub.uk

info@transionshub.uk

linkedin.com/company/transitions-hub

UK Wide

Transitions Hub