

We use work-based training to change lives.

**Three13 Training
Annual Review 2025-26**

Three13 Training & Enterprise Ltd
Registered Charity No: 1113499
Company No: 05642155
The Oakwood Centre, Stockton-on-Tees TS16 ORD



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Quick word from the Gaffer.

It is an amazing thing to have a heart for training people who need a fresh start. However, from its inception, Three13 has been about more than just training, but rather about changing lives.

As Christians, we believe everyone is created with value and purpose, so our approach to helping people move forward starts and ends with restoring that sense of worth.

And it works!

The last 8 years have seen us go from training in neighbourhoods, to welcoming 150 people a year onto accredited programmes at our two thriving training hubs in Teesside and Sunderland.

Day-to-day, we see how our simple community approach to adult learning is increasing the skills, confidence and hope of local people. Celebrating with them as they move forward into work or further training. Hearing their stories of restored trust and sharing in their joy of new friendships and purpose.

This year, we've been thrilled to have our impact recognised at a national level, as we've been shortlisted as a Centre for Social Justice Award finalist.

It really is an exciting time to journey with us.



DAVE MUMFORD
DIRECTOR | THREE13 TRAINING

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 CSJ Award Video



Bit of background.

How the small act of listening to someone's story and asking how can we build capacity, rather than simply respond to need, has led us to where we are... and continues to shape our future.

In 2006, Tees Valley Community Church founded the charity TVCP (Tees Valley Community Projects) to separate their charitable activities from Church responsibilities and share their assets for wider community benefit.

As members of the team were out in the neighbourhood one day, they got chatting with local lads who were pruning bushes and trees to fulfil a Community Payback Order. The team learnt their offences were just the tip of the iceberg. These lads were estranged from family and faced long-term unemployment, isolation and poor mental health. They sought a sense of routine, to feel part of community, the chance to 'go back to school'... to create a more stable life for themselves and their families.

By 2018, the training and employability activities of TVCP became the main offer to the community. We established training hubs in Teesside and Sunderland with programmes of work-based training in kitchen, garden and workshop environments. Taking inspiration from good practices within Alternative Provision, we'd discovered an effective way to engage not just people with convictions, but those experiencing other barriers such as care experience, long-term health conditions or special educational needs. This led us to build referral partnerships with DWP, health professionals and other third sector providers, who recognised the value of our approach.

It was felt the name should better reflect the direction of the charity, so in 2021 TVCP was re-named Three13 Training and Enterprise Ltd. The name comes from the Bible verse Philippians 3:13, as we support those who feel marginalised by their circumstances to 'forget what's in the past and reach forward to those things which are ahead'.

Not forgetting TVCP's roots in seeking wider community benefit, Three13 programmes continue to foster social action. As one Learner put it "Why sit in a classroom when your learning could be helping someone else?" This approach strengthens community, whilst providing learners with relevant work experience, vocational qualifications and skills mobility.

Our team.

The Board (7)

Men and women living in the Tees Valley who bring a range of experience and expertise in Health, Diversity & Inclusion in Education and Leadership. Responsible for controlling the work, management and administration of Three13 as a registered charity.

Martin Dunkley | Steven McFarlane | Matt Biddlecombe | Georgina Chinaka | Leanne Chilton | Dave Marley | Dr Daron Seukeran

Director (1)

Dave Mumford - Responsible for strategic oversight, leading the team and building positive external relationships

Senior Leadership Team (3)

Jill Govier (Sunderland Lead) | Helen Malbon (Teesside Lead) | Hannah Roderick (Growth Lead)

Together with the Director, the SLT operationally manage the Hubs and community projects to implement the strategic goals. They also have individual responsibilities across finance, policy, income generation, safeguarding/ risk management and curriculum development.

Delivery Team (7)

2 Learner Managers + 2 Senior Tutor/ Assessors (pair at each Hub) who oversee the quality of the learning experience - from referral to programme completion.

1 Employability Specialist - bringing expertise in Careers Information, Advice & Guidance.

1 Tutor - working alongside the Senior Tutors to co-design and deliver accredited work-based training

1 Admin Support - arranges learner travel, administrates learner paperwork and gathers progression data.

These are supported by:

Total 11 Staff / 9.65 FTE

Volunteer Team (8)

Members of TVC Church, who volunteer their time to support delivery. They bring a range of relevant sector-based skills, lived experience of long-term unemployment and/or teaching backgrounds to enhance the learning experience and role model the benefits of community.

Our model.

Goal > Enablers > Practices > Impact

Goal: To increase the skills, confidence and hope of people facing barriers to work, to see social and economic transformation.

Enablers:

Community- focused

Recognising the significance of positive social contexts, we bring 'different' people together and practice hospitality in environments where other community activity occurs... so they can get safely and appropriately connected! This helps build the relationships and sense of belonging required to sustain progression.

Values-driven

We foster a healthy, supportive workplace culture that delivers a strengths-based approach and models our values:

- 👤 Tailored & Holistic
- 👥 Relationships
- 👑 Worth
- 🌱 Hope
- ✦ Empowerment
- 🔄 Resilience

Person-Centred Initial Assessment

Work-Based Training

Introducing work-readiness skills and behaviours

We deliver practical, accredited programmes of adult learning in garden, kitchen and workshop environments. Alongside work experience, Learners receive employability support and attend workshops that nurture broader, transversal skills ie. communication, wellness, money skills and workplace health & safety.

WEEKS 1-4

Practices:

Giving Matrix accredited Information, Advice & Guidance

Embedding training in community action
e.g. feeding the hungry, transforming public spaces, etc.

Removing barriers to participation
e.g. tailoring learning, providing travel, lunch & PPE, etc.

Community mentoring
Recognising multiple positive influences can each hold unique value in unlocking potential.

Raising confidence by helping people see the value of their input

Repurposing & strengthening spaces for community learning

Brokering opportunities for the Learners' progression

Sharing learning
Internally to grow our impact and externally to influence decision-makers

Impact:



Restored Trust

Raised Confidence

Recognised Work-readiness

Continued Learning

Sustained Progression

Learning Exchange

... & Learner-led Development

Potential to add value...

WEEKS 5-12

Why Work?

Targeted application of skills and behaviours

Our Work-Based Training (WBT) creates 3 of the 5 stages of positive impact we aim for (see **impact**). Looking ahead, we're seeking funding to launch 'Why Work?' to build on the trust, confidence and work-readiness Learners have developed through WBT, by transferring their personal development into new workplace and team contexts over an extended 8 week programme.

Our delivery.

Hosting hubs and projects in community settings enabled us to support 193 people this year, referred to us by charities, job centres, social prescribers and probation.

Our Teesside Hub offers the largest provision, with work-based training across kitchen, coffee shop, garden and workshop environments. Programmes are between 4-5 weeks in length, with activity, mentoring and qualification opportunities tailored to match the aspirations and need of each learner. The community context also creates space for raising aspirations and building the social capital required to support sustainable change.

83%
retention rate

121
quals achieved

53%
progression rate
including

22
jobs secured

Our Sunderland Hub offers work-based training to equip those furthest from the labour market with the skills to engage in their city's growth sectors. Programmes are between 1-6 weeks in length, delivered in a supportive workshop or kitchen setting that encourages learners to progress through multiple qualifications at their own pace.

91%
retention rate

115
quals achieved

73%
progression rate
including

9
jobs secured

In Northallerton we offered two work-based training opportunities at New Life Baptist Church. One wrapped around the creation of a new community garden and the other to build hospitality skills (a key sector in the area). The project has been particularly effective in supporting community cohesion.

83%
retention rate

22
quals achieved

We delivered a CFO project in Durham, supporting rehabilitation through work-based training. Learners were supported to renovate a courtyard to create a social space for those on a desistance journey.

100%
retention rate

7
quals achieved

No. of Learners by location

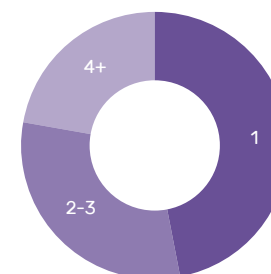


Our Learners

"People who face barriers to work"

Postcodes

Decile 1 represents the most deprived 10% of UK areas (IoD25)



Shared characteristics

 **9%**
care experience

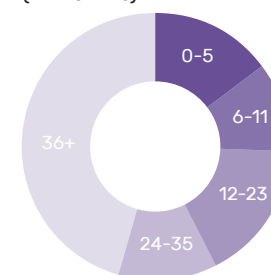
 **36%**
convictions

 **39%**
long-term physical health condition

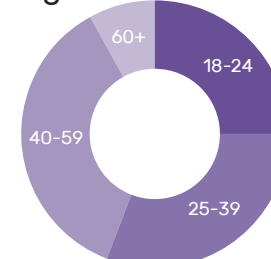
 **55%**
mental health

 **21%**
special educational needs

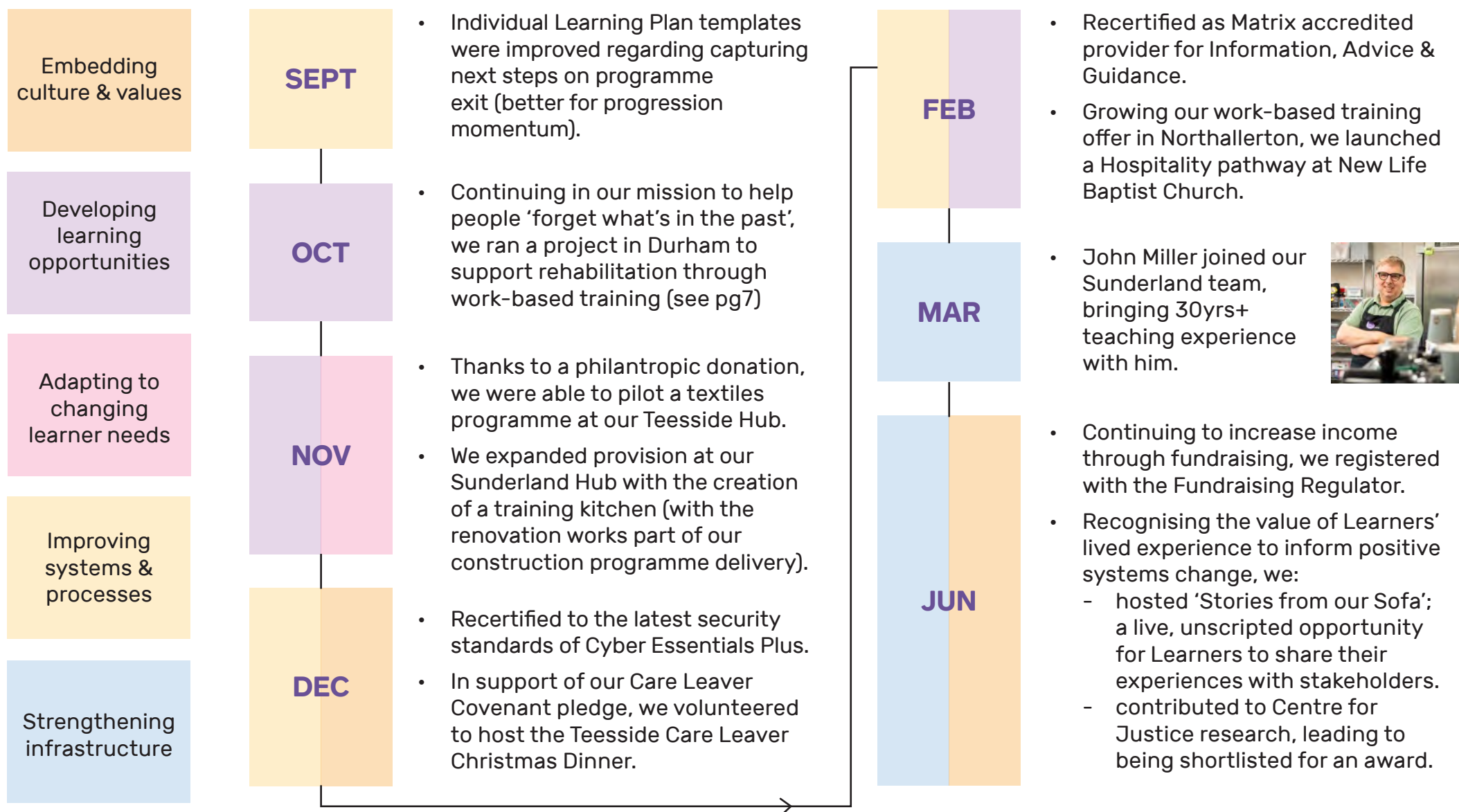
Length of unemployment (in months)



Age



Reflecting on our year through the lens of our Quality Improvement Plan



Values-driven impact.

"Lifelong learning is an issue of social justice... adult education not only contributes to our growth and upskilling agenda, it also improves health, happiness and social cohesion."

CENTRE FOR SOCIAL JUSTICE,
PLAYING THE ACE REPORT

Data capture 06 Sept 2026 (relating to 2025-26)



Tailored & Holistic

Through tailored delivery, 265 sector-based accredited qualifications were achieved by 193 Learners across all our inclusive working environments.



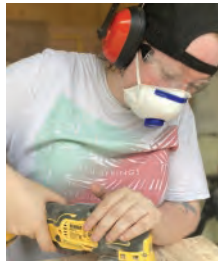
Relationships

Helping the long-term unemployed re-connect with their community, 88% of our Learners said they'd made friends and 86% felt their wellbeing had improved as a result of participating in social action.



Worth

86% of our Learners said their confidence had increased and 86% recognised how their skills had benefitted others.



Hope

92% of our Learners felt they better understood their next steps (on their journey to employment). Across both Hubs, 31 Learners have moved into employment to date, and 71 forward into further training.

**Context: Our tracking continues for 12 months post-programme (at 3 month intervals). Since reporting last year's figures, job outcomes for 2024-25 have increased by +48%, from 27 to 40.*



Empowerment

We want to develop new opportunities for Learners to increase personal agency and capacity. Helping identify and remove obstacles to independence, work, and community life.



Resilience

Resilient individuals return to stable employment significantly quicker than those without coping strategies. We want to help our Learners build those strategies in the context of community.

Looking ahead (see pg15)

Stories behind the impact.



Restored Trust

"Three13 has grounded me. It chilled me out. It gave me purpose to get up on a morning, rather than sleep in all day. I've learnt carpentry, catering - even textiles skills here. I've been unemployed for over 3 years but I felt motivated again. I got an interview and smashed it, but the job offer was withdrawn when they found out about a spent conviction. The team just continued to encourage me- kept me trusting - now I'm starting a new job in a cafe." - Shaz



Raised Confidence

Andy had found himself in a rut after months of unemployment. It had affected his mental health, his relationships and his confidence. He reached out to the team (having dropped-out of a previous programme at the Hub) and was pleased when he found out he could pick-up where he left off. He soon became a huge asset to the kitchen team, even helping new learners find their feet.

This boost to his self-esteem helped Andy restore his relationships and apply for a kitchen job at his local pub, with an immediate start post-programme.



Recognised Work-readiness

One of the obstacles Kayden had was his ability to understand what was required of him. In the small group setting, our team was able to identify Kayden's support needs and tailor the delivery, which helped him feel more confident in the learning environment. This person-centred delivery style really helped unlock Kayden's potential and after achieving his Carpentry qualification, he went on to complete our L1 Health and Safety course and CSCS preparation, which resulted in him getting his CSCS green card.

Once work-ready, Kayden had the confidence to apply for jobs and successfully gained a trial placement which led to full time employment working on various construction sites around the North East.



For the last couple of years we've created a space for the stories at Three13 to be shared live. As part of our commitment to amplifying the voices of lived experience, Stories from our Sofa has been a powerful, unscripted time of Learners sharing their experience of worklessness and recognising all the barriers they've overcome to move forward.

"It was truly inspiring to hear directly from learners about their journeys... From the learner-made cream tea (which was amazing!) to the powerful videos and open, honest conversations, the event really showcased the impact of education, support, and opportunity working together."

Rachel Gray Assistant Principal
Adult & Community Learning and Partnerships at Middlesbrough College

A photograph of a woman with blonde hair, wearing a black top and patterned trousers, sitting on a dark sofa and speaking into a microphone. She is part of a panel discussion. To her left, another woman is partially visible, also holding a microphone. In the background, two men are standing and watching. A large screen behind them displays the text "STORIES FROM OUR SOFA" and the "three 13 training" logo. The entire image has a purple overlay.

“It’s widely recognised there is a clear need to provide alternatives for mainstream education for children. Three13 demonstrate the clear benefit of an alternative learning environment for adults seeking to move forward too. I’m proud to be part of this uniquely inclusive approach to life-long learning”

LEANNE CHILTON, THREE13 TRUSTEE & HEADTEACHER OF RIVER TEES ACADEMY GRANGETOWN

What others are saying about us.

"The support learners receive is very focused and constructive, enabling them to complete and achieve the required outcomes. Learners are given all of the necessary information at induction and are fully involved in the planning and reviewing of their qualification and the outcomes they plan to meet."

NOCN External Quality Assurance Report (2025)

"We found the day [at the Teesside Hub] to be very inspiring and enjoyed seeing your students at work in the kitchen, wood workshop and garden."

We also enjoyed the fruits of their labours over lunch! What you carry out in this area is very important work and the people who come through your program are very lucky to have the support of Three13 and indeed the Church, without whose help, the facilities would not be available."

Nigel Corner DL, The High Sheriff of North Yorkshire (2026)

"It was great to see the work you're doing and meet some of the people whose lives you're helping to change. Your approach of giving people not just support, but practical skills through kitchen and wood workshop gives hope as well as support."

Community organisations like Three13 are such an important part of Sunderland, I want to do anything I can to support the work you're doing."

**Lewis Atkinson MP
Sunderland Central (2026)**

"One thing that really struck me, from a work perspective, from the minute people come to Three13 they're already doing things like looking at their CVs and it's very much a can-do attitude."

People come in and say 'I won't do this' or 'I can't do that' but the team at Three13 are saying 'let's take you to the floor', and suddenly they're doing all the things they said they couldn't do."

Nikita Malik, Head of Work and Opportunity at The Centre for Social Justice (2026)

"Bernicia is dedicated to supporting the communities where our tenants live, which is why we're proud to back the vital work Three13 is delivering. Their hubs are anchoring real change, giving people the practical tools to transform their lives. This partnership perfectly mirrors our values of supporting opportunity."

Jenny Allinson, Director at The Bernicia Foundation (2026)

"A consistent theme throughout interviews with learners in relation to what Three13 does well, was reference to the 'culture' of the organisation. Learners described this as being one of acceptance, warmth & welcome, and genuine care for the individual. They spoke of feeling safe, relaxed, respected and valued – "They let us be ourselves". Creating this environment ensures learners are more open to engagement and are therefore more likely to seek and utilise the Information, Advice and Guidance provided."

Matrix Accreditation Body Assessment (2026)

Community action.

Using training as a tool to build community is a big part of what we're about. That means we're not shy when it comes to aligning our programmes with community action.

Here's some of the ways, this year, we've joined the dots between the needs of the Learners and the neighbourhoods they come from...

  @three13training



Refreshing a community hall in Hendon



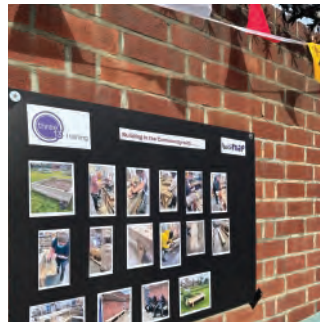
Building a training kitchen at our Sunderland Hub



Creating bat-box kits for a youth wildlife project



Hosting a team building session for Connect360



Designing and building various benches and planters for 'Back on the Map' community park in Hendon



Sewing and gifting bags to Rubies' girls



Renovating a youth bus for a local Church



Food waste demos for local school groups



Sharing our garden produce and preparing 1562 meals, distributed by community partners across Middlesbrough and Darlington as food aid.



Transforming a courtyard in Durham

Looking ahead.



If you follow the news, you won't have missed headlines about a report investigating the increasing number of 16-24 year olds not in education, employment or training 'NEET'.

Most commentaries will focus on the economic cost, but what we're confronted with most, day-to-day in our Hubs, is the human cost. The loss of self-worth, confidence, connection & routine. These are the foundations that have to be re-built in order for young people to move forward.

The community context of our work-based training isn't an accident. It provides opportunities for establishing these foundations - and a springboard for a future that's both achievable and sustainable.

In fact, in the Tees Valley, 10.5% of the working age population are not working and would like to work (42,000 people). Our regional authority is championing the Government's Connect to Work scheme as the solution, promoting a one-size-fits-all 'place, train and support' model with mainstream employers. We feel the scheme fails to recognise the systemic and personal barriers faced by those furthest from the jobs market.

The reality is that mainstream jobs require a level of stability that many disadvantaged and underrepresented people just don't have yet. Long-term unemployment has caused hardship e.g. unstable housing, poor health, lacking resources for travel or childcare so keeping a job is difficult. Children growing up in workless households often face social disadvantage... so the cycle repeats.

Our response

We are going to keep flying the flag for alternative provision. Providing accessible, one-stop-shops for more people to come together, build confidence and move forward in their journey to employment - no matter the complexity of barriers they face.

In 2026/27 we will continue to develop programmes like 'Why Work?' (see page 6) in response to the changing learner needs we see through frontline delivery.

“I was able to be myself.
I haven’t been myself for
a long time.”

LISTEN TO MARK’S STORY 

Explore us
on the
Charity
Commission 

Please think carefully before printing.
We’re hoping most of you will just enjoy this review digitally!

With thanks to our funders (alphabetically)

Benefact Trust • Bernicia Community Fund • Bettys & Taylors Group Family Fund • Bramall Foundation • CABWI • Catherine Cookson Trust • County Durham Community Foundation • Energy Savings Trust • Garfield Weston Foundation • Hadrian Trust • Jerusalem Trust • Lauderdale Trust • Morrisons Foundation • MSE Charity • Regional Outcomes & Innovation Fund (HMPPS) • Sky • Stockton Borough Council Food Aid Fund • Sunderland Connect Network • The National Lottery Community Fund • The Weavers’ Company

and contracts with Ingeus • Sunderland City Council (NEMCA) • TVCA



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