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| **Name** | **BITA Pathways** |
| **Learner Group** | People with poor mental ill health who wish to take up education, volunteering and employment support. |
| **Place** | 201-206 Alcester Street, Digbeth, Birmingham UK |
| **Website** | www.bitapathways.co.uk |
| **What does it do?** | Offers accredited courses, volunteering and employment support in carpentry, packing services, textiles and horticulture. |
| **Duration of learning programme** |  |
| **How often do they attend?** |  |
| **How are people referred?** | Mental Health teams, social services, self referral. |
| **Aims** | **BITA Pathways engages with adults experiencing mental health problems on a pathway towards recovery using a person-centred approach through education, volunteering, employment.** |
| **How is success measured?** | * Attendance * Taking next steps into volunteering or employment. * Gaining qualifications. * Gaining employment. |
| **Evaluation techniques used** | Group discussion, learner feedback forms, focus groups of learners, volunteers and referral agencies. |
| **Name of organisation** | Bita Pathways (Birmingham Industrial Therapy Association) |
| **Governance and Management** | 9 Trustees, 1 Chief executive, 3 managers.  Charity Status |
| **Learning pathways/progression routes** | Participants can progress to being a volunteer.  Participants go on to further courses  Supported employment. |
| **How is it funded?** | Grants, donations, sales, contracts for work such as packing nails and screws for a national DIY company.  Social enterprise such as a garden centre, florist, manufacture of textile items. |
| **What is the cost per learner per day?** | £45 day. |
| **Typical activities** | Gardening, floristry, textiles, packing products, carpentry, horticulture. |
| **Challenges** | * Managing several enterprises successfully * Balancing the need to bring in income and provide a service for people with mental ill health. Some participants have severe and enduring mental ill health meaning that they cannot really contribute to the social enterprise effectively. * The skills of the board being appropriate for the development of a sustainable organisation * Achieving sustainability through social enterprise to be less reliant on grants. * Moving participants on to next steps – people want to keep attending forever and the project is designed to promote recovery and move people into volunteering or employment. |
| **What problems are tackled and how?** | * New management plans to measure success and self-sustainability. * Moving people onto next steps. |
| **Social Impact** | * Improve education, job skills. * Improve social skills, confidence, self-esteem. * Improved health and wellbeing * Keeping people well and reducing the cost to the National Health Service. |
| **Links to National Strategies** | * Investors in people. * Wellbeing * People into employment |