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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.
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| **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 coursesSupported 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.
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| **What problems are tackled and how?** | * New management plans to measure success and self-sustainability.
* Moving people onto next steps.
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| **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.
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| **Links to National Strategies** | * Investors in people.
* Wellbeing
* People into employment
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