

# Fuse

*Unlocking the potential  
of refugees through the  
business community*



**BREAKING  
BARRIERS**

*Integrating refugees through employment.*



# About Breaking Barriers

**Breaking Barriers was founded by Matthew Powell in 2015 after he recognised a lack of effective and comprehensive employment support for refugees in the UK.**

Our mission is to empower people of refugee background to acquire the knowledge, confidence and experience they need to secure stable and fulfilling employment.

We give a central role to businesses, involving them directly in finding employment solutions and providing support that get refugees into work.



# What is Fuse?

**Launched by Breaking Barriers, Fuse brings like-minded businesses together to form a new network to share best practice and collectively learn, grow and take action, to achieve more for refugees in the UK.**

Fuse exists to unite the private sector in common goals to improve the lives of refugees in the UK through meaningful and sustainable employment.

Together, we can support people of refugee background to achieve their aspirations and fulfil their potential.



# Challenges faced by refugees in the UK

**The UK is home to approximately 374,000 people from a refugee background.**

Refugees flee from persecution, violence and war. Once they reach the UK, they face many more challenges to rebuild their lives.

One of these challenges is access to employment, created by:

- Gaps on their CV due to the lengthy asylum process
- Lack of UK work experience or education
- Lack of English language skills, and;
- Limited understanding of the UK job market and no professional networks.

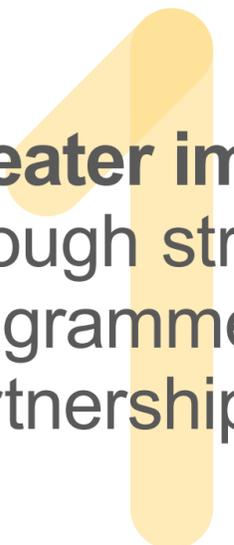
This has led to the refugee unemployment rate in the UK being over four times higher than the national average and refugees being disproportionately affected by employment challenges as a result of Covid-19.

We know refugees make valuable contributions to businesses and society, and that finding a stable job is the single most important factor in helping refugees to rebuild their lives.



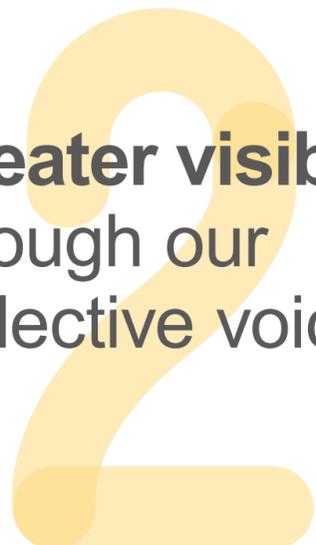
# What will Fuse achieve?

Fuse will unite like-minded businesses to create:



**Greater impact**  
through stronger  
programmes and  
partnerships

We will solve real barriers to employment for people from a refugee background, inform our programmes and enhance our impact.



**Greater visibility**  
through our  
collective voice

We will amplify and celebrate the valuable contribution made by refugees, dispel myths and normalise the hiring of people from a refugee background.



**Greater leadership**  
through inclusive  
and responsible  
business

We will advocate businesses to address the wider systemic barriers and open more employment opportunities for people from a refugee background living in the UK.

# Social challenge to business opportunity

“There is no national strategy to support refugees in the UK to take their first steps into work. This leads to unemployment, exclusion, and untapped potential. Together, we can transform this social challenge into a business opportunity and create lasting impact for refugees, as well as your employees, customers, business, and the wider community.

Inspired by the work of our corporate partners and their commitment, Fuse will unite the private sector in common goals to accelerate effective change for people from a refugee background living in the UK.”

**Matthew Powell, CEO and Founder, Breaking Barriers**



# Why should your business join Fuse?



## Increase your impact

Solve real barriers to employment for refugees and shout about their positive contributions



## Enhance brand visibility

Boost awareness and opportunities to celebrate your social impact



## Thought leadership

Support your business and others to develop inclusive and responsible business approaches



## Grow networks and collaboration

A forum to connect, inspire, and learn with like-minded businesses



## Specialist solutions and best practice

Exclusive workshops, events and guidance to take action for refugees



## Invest in your future workforce

Unlock the talent and potential of people from a refugee background



# The Fuse pledge

As a Fuse member your business pledges to:

## Participate

Join Fuse events and workshops to share best practice and enhance our impact.



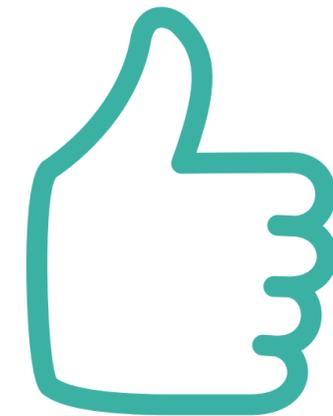
## Commit

Raise awareness of the positive contributions made by people from a refugee background.



## Act

Advocate for inclusive and responsible business approaches to support refugee employment.



# Fuse in action

In our first year we aim to deliver:

## Greater impact

- ✓ Two exclusive Fuse member workshops
- ✓ Two best practise Action Plans published to help businesses support refugees

## Greater visibility

- ✓ Event to mark World Refugee Day in June
- ✓ Assets to amplify refugee voices and your impact

## Greater leadership

- ✓ Opportunity for senior decision makers to support high level influencing
- ✓ Participate in and deliver thought leadership events

# How to join Fuse

1

## Engage your business

Fuse is free to join and adds value to your partnership with Breaking Barriers

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2

## Sign the pledge letter

To signal your commitment to join us, this must be signed by your senior sponsor

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3

## Join us

You will receive assets to promote your support along with information on up and coming Fuse activities

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# Celebrate the value of refugees

“I know first-hand the challenges faced by those looking to establish a new life of safety and belonging. Refugees are too often undervalued, underrepresented and overlooked. Yet, there is a huge amount of talent and potential waiting to be unlocked.

I believe the private sector can, and must, play a role in helping refugees to find meaningful employment. We have an economic and moral responsibility.

By supporting Breaking Barriers and joining Fuse, you’ll connect with like-minded organisations to celebrate the value of refugees in our business and society, and explore what more we can do together to improve the lives of refugees in the UK.”

**Hani Kablawi, Chairman of International at BNY Mellon and Chair of Fuse**



# Join Fuse and unlock the potential of refugees



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