

Job Directions Limited **Directors' Report**

The trustees present their report and financial statements for the year ended 31 March 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

The financial statements comply with the Charities Regulations (Northern Ireland) 2015, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102) (effective 1 January 2015).

The trustees, who are also directors for the purpose of company law and who served during the year end and up to the date of this report are as follows:

Christina Mullen
David Canning
Paul Crawford

Sandra Pollock
John McCosker
Eamon McCay

Principal activities

The charity's principal activity during the year was to provide work for unemployed adults in the Strabane District Council area with the mentoring, advice, guidance and training required to improve their prospects of gaining employment. The aim is to give individuals the opportunity to obtain employment or advance their educational training goals. The charity administers various schemes which operate on the above principles.

Objectives and Activities

Job Directions Limited has been established for over 20 years and is renowned for their grass roots level approach in supporting the community by providing a range of services that provide vital support to people within the community who are unemployed and may become employed, job seekers, apprentices, trainees, or persons who may come into the foregoing categories. The charity assists by competing for and securing employment through the provision of relevant education, training, guidance and experience.

Job Directions Limited has been successful in placing multiple individuals in employment and training and education programmes through the 'Ready4Work' and 'Empower' programmes during the year.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning for future activities and setting the policy for the year.

Public Benefit Statement

The direct benefits which flow from purpose the purpose is to assist those persons who are or may become employed, job seekers, apprentices, trainees, or persons who may come into the foregoing categories, in competing for and securing employment through the provision of relevant education, training, guidance, experience and or for the advancement of any such category of person in the labour market, such activity to include any part of the European Union. We also aim for unemployed people or economically inactive people to gain employment or take up education and training. Employment income helps relieve poverty. The charity's beneficiaries are the unemployed who live in the European Union, who claim out of work benefits. The economically inactive who live in the European Union, who claim benefits. The economically inactive who live in the European Union, who do not claim benefits. The only private benefit flowing from this purpose is that individuals will gain employment or access to education and training and this is incidental and necessary because Job Directions purpose is to assist all those who are unemployed or economically inactive to achieve this purpose.

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Achievements and performance

Job Directions secured on-going funding for the 2023-24 financial year to enable it to deliver all existing programmes, Ready4Work and Empower.

The "Ready4Work" programme assisted young people completing year 12 to transition into the world of work whilst furthering their education. It is targeted to support young people who are at a disadvantage due to health conditions, poor attendance at school, living in kinship care, sexual orientation, low educational attainment or other disadvantage.

The Empower programme is delivered in partnership with Disability Action, funded by the UK Shared Prosperity Fund and is designed to support people with long term ill health or disability who are economically inactive to enable them to participate in the labour market. Job Directions recruited 70 customers from within the Derry City and Strabane District Council area. 27 customers obtained employment, which represented 70% of those leaving the programme. Customers on Empower were able to access one to one mentoring and support regarding employability together with access to mental health counselling and professional benefits advice.

Financial Review

During the year 31 March 2024, the charity received total income of £122,091 and had an overall deficit of £72,398. Income from grants showed an decrease of £436,071 during the year. Investment income has increased by £19,177. No fixed assets were purchased. The charity had reserves at 31 March 2024 of £1,212,541. The charity is in a solid financial position and there are no concerns about its ability to continue as a going concern.

Reserves Policy

Job Directions Limited needs a reserves policy to have sufficient cash reserves should the charity experience cash flow problems, to service lease agreements on property, to honour service contracts in place or costs involved in any potential wind up of the charity and/or provision for redundancy costs.

It is recommended that reserves for the running costs of core activities be retained. The target set and realised in the previous year is £500,000. The level of reserves are reviewed by the trustees and management regularly throughout the year. The minimum level of reserves for the on-going needs of the charity is reviewed by the trustees on annual basis.

Plans for the future

As we enter into 2024/25 the organisation will continue to provide services, whilst new sources of funding are sought. The on-going plan is to:-

Maximise the potential income from Empower having now secured an increase in the total number of customers Job Directions could recruit from 70 to 100.

Implement a strategy to maximise income generated from reserve funds.

Explore the potential involvement in the delivery of 'Workable' as a partner of Disability Action.

Explore the potential to derive an income by charging for advertising on Job Directions social media pages.

Job Directions will continue to seek funding opportunities to provide services to the unemployed and economically inactive across the district in 2024/25.

Actions have been taken to reduce costs, downsizing premises and reducing the overall staffing levels via voluntary redundancy, no staff were made redundant on a compulsory basis.

The charities reserve policy has been revised and the trustees are clear that there is sufficient funding to met the demand for services form beneficiaries for the next 3 years, even in the absence of new funding sources.

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Structure, governance and management

Job Directions Limited is a company limited by guarantee with charitable status, incorporated on the 4th May 1995, and registered as a charity in Northern Ireland on 17th September 2015. The company was established under Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the winding up of the company each member is required to contribute no more than £1.

The trustees of the charity when elected serve until the next annual general meeting at which they must be re-elected.

The trustees of the charity seek to appoint new charity trustees by contacting individuals who have shown an interest in the charity activities and have sufficient knowledge or skills to carry out the role of a trustee.

The management operate a system of internal control designed to provide reasonable assurance, but not absolute assurance against material misstatement or loss. They include the;-

- regular consideration by the trustees of progress reports regarding operational activities. These are carried out detailing performance indicator levels such as participant numbers and financial breakdowns. Any deviations from targets are highlighted and contingency actions are implemented.
- delegation of authority and segregation of duties among staff.
- identification and management of risks to which the charity is exposed.

Statement of trustees' responsibilities

The trustees (who are also directors of Job Directions Ltd for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under the law the trustees have elected to prepare the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities [SORP 2019] (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act (Northern Ireland) 2008, the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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Independent Examiner

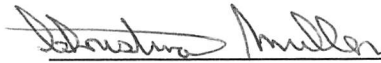
FMC Accountants were appointed independent examiners to the charity and a resolution proposing their reappointment will be put to the Annual General Meeting.

Small company exemption

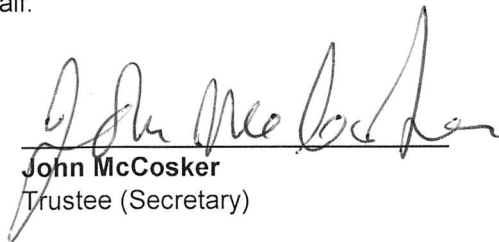
This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

The directors are of the opinion the company is entitled to exemption from audit in accordance with section 475(2) and section 475(3) of the Companies Act 2006.

The Trustees' Annual Report, and the Strategic Report included therein, was approved by the board on 23 November 2024 and signed on its behalf.



Christina Mullen
Trustee (Chairperson)



John McCosker
Trustee (Secretary)