

The Gendered Reality of Job-Seeking

The Smart Works Index 2025

GREATER MANCHESTER FOCUS



Index Sponsor



Ged Mason OBE

Executive Chairman of Morson Group

We are proud to sponsor 'The Smart Works Index 2025 - Greater Manchester Focus', an initiative that aligns so closely with our own values. Smart Works' mission to support women into employment by building confidence, providing opportunity, and removing barriers reflects the very purpose of our organisation: helping people realise their potential and access meaningful, sustainable work.

At Morson, we're not just in the business of recruitment. We're bridging the gap between today and tomorrow. From engineering to energy, infrastructure to defence, transportation to technology, we connect the brightest minds with the biggest challenges.

People have always been at the heart of what we do. As a business built on connecting individuals with opportunity, we understand the transformative power of meaningful work, not just for careers, but for confidence, wellbeing, and long-term life outcomes.

As a people-focused business, we understand that talent exists everywhere, but opportunity does not. Many individuals face structural and societal challenges that prevent them from entering or re-entering the workplace, despite having the skills, ambition, and determination to succeed. Organisations like Smart Works play a vital role in addressing this imbalance, and we are proud to support their work through this initiative.

Our approach to social value is shaped by listening, learning, and supporting initiatives where we believe we can make a positive contribution. Whether through charity sponsorship, volunteering, community engagement, or inclusive employment practices, we aim to make a meaningful contribution that delivers real outcomes for individuals and communities. Supporting Smart Works Greater Manchester and the insights captured in this Index is one way we can help drive wider awareness, learning, and action across industries.

I am proud of our colleagues, partners, and the charities we work with, who collectively demonstrate the power of collaboration in creating change. By investing in people and communities and partnering with visionary companies, we strengthen society and we drive real progress in building better, more inclusive businesses for the future.

Acknowledgements

Smart Works Greater Manchester would like to thank every client who contributed to this research. We are especially grateful to Andrea, who shared her powerful story and gave her time so generously.



With thanks to 360 UK Business Solutions for their generous support in donating the printing of this Index. Their partnership has made it possible to share this vital work and its impact.

Foreword

'The Smart Works Index 2025 - Greater Manchester Focus' offers a vital, unfiltered view of the realities women face when they try to enter the workforce.

This year's findings are stark. Women are applying for more roles, feeling their confidence diminish throughout the process, and receiving less feedback in return. On average, it now takes 43 applications to reach the interview that leads to a job.

Yet even in this increasingly challenging landscape, Smart Works Greater Manchester continues to support more than 1,000 women each year, with 64% securing employment. Consistently, 100% of our clients tell us that their Smart Works Greater Manchester support has increased their chances of getting a job.

This is not a coincidence. It is evidence that when women receive personalised, human support at the moment they need it most, their trajectory changes.

What resonates most throughout this Index is not only the scale of the challenge, but the resilience of the women behind every statistic. They persist, even as confidence wears thin. They adapt, even as expectations shift. They keep showing up, even when recruitment practices shut them out too quickly and too often. But talent should not have to fight this hard to be recognised. The data is unequivocal: women are ready to work. The real question is whether hiring processes are ready to see them.

Smart Works Greater Manchester exists to close that gap. As demand grows, so must our capacity to meet it. This Index is both a call to action and a reminder of what becomes possible when women are met with belief, encouragement, and the practical tools they need to move forward.



Victoria Cronquist
Head of Smart Works Greater Manchester

We are proud to share the inaugural 'Smart Works Index 2025 - Greater Manchester Focus', capturing the real-life experiences and barriers faced by unemployed women from across the city region. The 2025 findings are sobering: the labour market is tightening, inequalities are deepening, and the confidence cost of unemployment is growing year by year.

Yet across this challenging landscape runs a thread of hope - the clear evidence that targeted, human support changes outcomes. In a year where women applied for more jobs with fewer returns, Smart Works Greater Manchester increased its job success rate. This is testament to the strength of our model and the dedication of our volunteers, staff, partners and supporters.

We are reaching and helping the unemployed women most in need and are focussed on making a significant difference in those areas to maximise our impact. In Greater Manchester, 25% of the population live in the 10% most deprived areas in England*, the highest levels of deprivation, and 38% of our beneficiaries live in these neighbourhoods with over a quarter of our beneficiaries being young women (under 25 years old). Smart Works' early intervention at the start of women's working lives plays a crucial role in tackling structural inequality and reducing the long-term impact of unemployment. To deepen this impact and reach even more women across the region, sustained and expanded funding is essential. Continued investment will allow us to extend our outreach, strengthen our services, and ensure that no woman is left without the support she needs to move into work.

The Index delivers actionable insights for those involved in employment and we encourage you to read through and think about what changes you can make. With your support, we can help build a future where every woman has the opportunity to thrive and where the job market recognises the ability and determination we see every day.

*Source: *English Indices of Deprivation, 2025*



Emma Pickering
Chair of the Board of Trustees,
Smart Works Greater Manchester

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Executive Summary

Now in its fourth year, the Smart Works Index provides a detailed, human-centred view of women's job-seeking experiences across the UK. While the national Index draws on insights from more than 4,600 clients, this inaugural Smart Works Index 2025 – Greater Manchester Focus edition focuses on the 743 women who contributed to the Index out of over 1,000 women supported by our two centres in 2025. Each data point reflects the determination of a woman striving for stability and sustainable employment.

At a national level, the report signals how effort is rising but opportunity is not. Inequalities persist with those who are already at a disadvantage, experiencing the greatest challenges. Disabled women report the sharpest confidence declines, women from ethnic minority backgrounds apply for more roles but achieve lower success rates and parents and women aged 50+ continue to be pushed to the margins by a lack of flexibility in roles and tolerance for career breaks.

The consequence is a collapse in confidence in many women, created by the job search process. Women describe silence, unclear expectations and repeated rejection as the hallmark of job-seeking in 2025. Yet, these findings reflect only the women Smart Works can reach; many more navigate the process alone, without tailored support or human contact.

Despite these challenges, one finding is consistent: with the right support, women succeed. In 2025, 68% of Smart Works clients secured a job, outperforming national trends of falling vacancies and rising long-term unemployment. This demonstrates the impact of targeted, human-centred support.

The Index shows how current hiring practices shut women out, with long-term consequences for financial security and wellbeing. The emotional and financial toll of unemployment stems from a system that demands too much, gives too little, hides human contact, rejects without explanation, penalises caring responsibilities and amplifies inequality.

These findings make it clear that current hiring systems are not yet enabling women to succeed. Meaningful change is still required.



Our Clients

Women come to Smart Works through a trusted network of referral partners, including Job Centres, training providers, women's charities, refugee organisations, mental health services, prisons, and community groups. Every woman represented in this Index was unemployed and preparing for a job interview at the time of her appointment.

Demand for our support continues to rise. In the last calendar year, Smart Works Greater Manchester supported more than 1,000 women, including 876 who received interview preparation appointments. This reflects both the pressures within the job market and the trust placed in our service.

Our clients represent a wide range of experiences and identities: young people entering work for the first time, women balancing caring responsibilities and employment, women returning after time out of the labour market, disabled women and older women. All are united in their determination to work and have encountered systemic challenges which have prevented them from doing so. Importantly,

1. Nearly half of the women we support come from ethnic minority backgrounds
2. Nearly 1 in 5 women we support have a disability, a group who at a national level report the sharpest confidence loss because of their job search

This data is relevant to underscore that the women who are already marginalised by structural inequality, are those who most benefit from Smart Works support.

6

Sample size

743

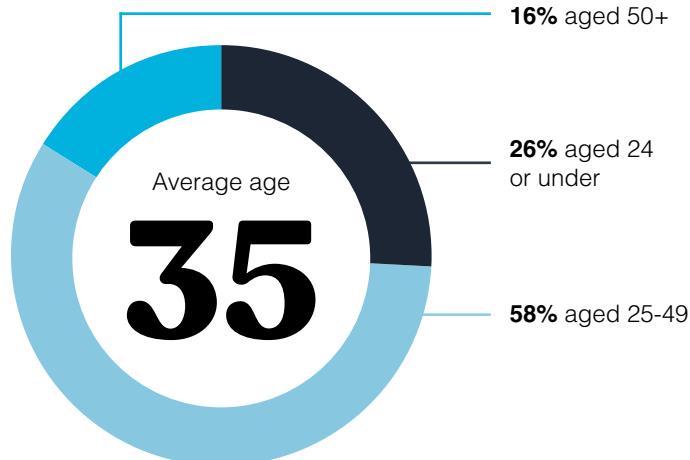
The 2025 dataset provides a robust, diverse and relevant sample



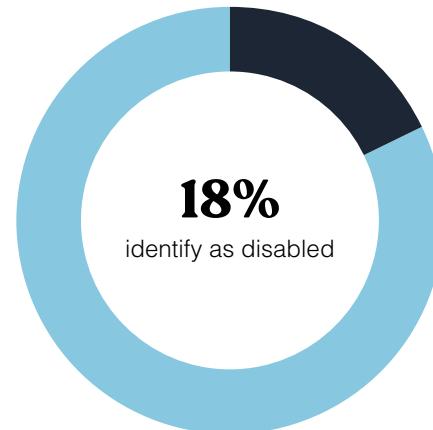
How Clients from Smart Works Greater Manchester Feature in The 2025 Index

The National 2025 dataset (sample size 4651) provides a robust, diverse and nationally relevant sample. 743 clients from Greater Manchester were included in this data set and their composition is as follows.

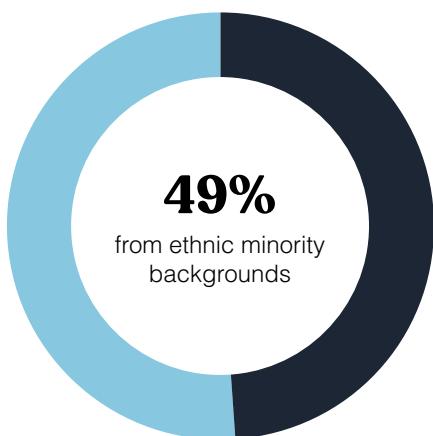
Age



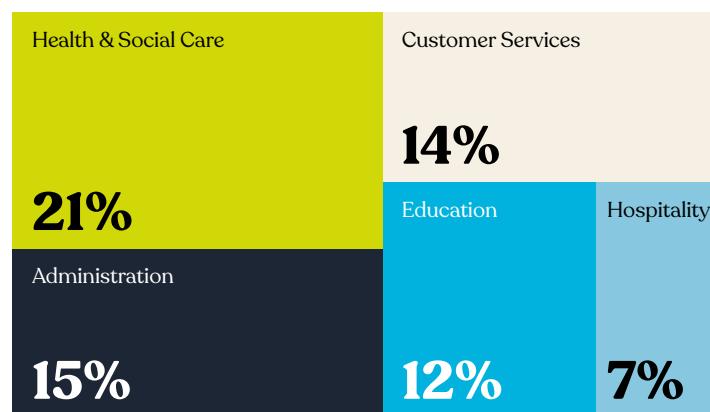
Disability



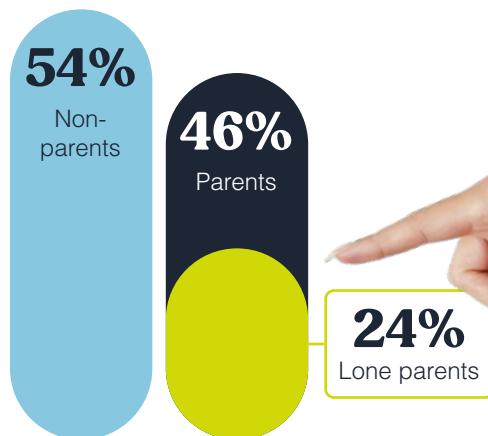
Ethnicity



What jobs our clients apply for



Parenthood



This illustrates the sectors in which our clients secured employment at a national level.

Client Picture Across the Greater Manchester Region

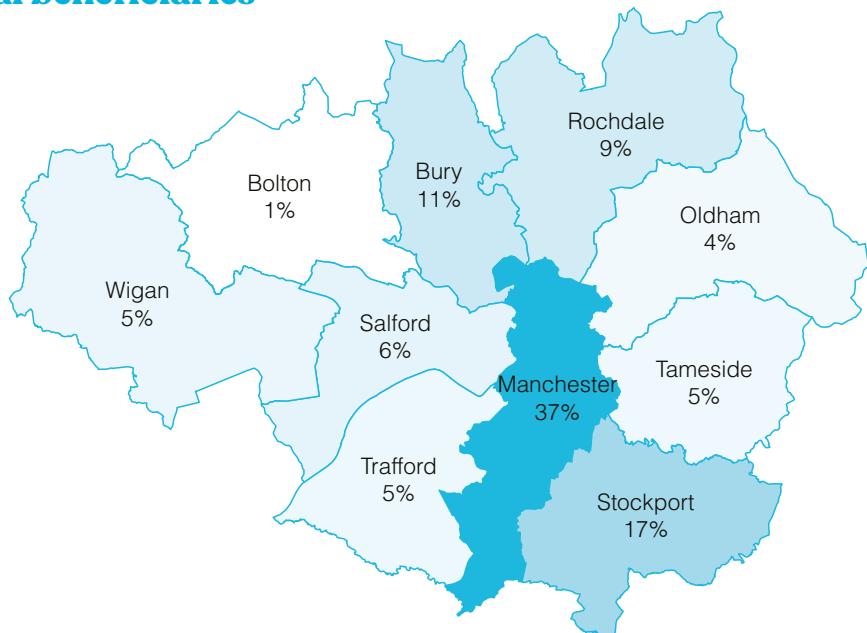
Smart Works Greater Manchester first opened its doors in June 2015 in Stockport town centre, before expanding with a second centre in Manchester city centre in May 2023. Over the last decade, we have supported over 6,000 unemployed women across all 10 Greater Manchester boroughs and the wider North West.

Since opening our Manchester city centre site in 2023, our services have reached many more unemployed women across the region, with particularly strong growth in the northern half of Greater Manchester, including North Manchester, Bury and Rochdale.

Each year, Smart Works Greater Manchester seeks vital funding to deliver focused outreach programmes, ensuring we can support unemployed women living in the region's most socially deprived communities, including women aged 50+, as well as young women leaving the care system, schools, or colleges who are - or at risk of becoming - NEET (Not in Education, Employment or Training).

A strong example is our Bury Outreach Project in 2024 and 2025, which funded a locally based young Outreach Assistant working directly in the Bury community. This targeted approach led to a threefold increase in the number of local women supported. As a result, unemployed women from Bury now represent **11%** of all Greater Manchester clients.

Total beneficiaries



Reaching Targeted Groups Through Measured, Impactful Campaigns

In 2025, deprivation was a defining feature of the job-seeking landscape for women supported by Smart Works Greater Manchester. **25%** of the Greater Manchester population live in neighbourhoods ranked in the **10%** most deprived in England, and postcode analysis shows that **38%** of our beneficiaries live in these neighbourhoods.

According to the English Indices of Deprivation data, the Manchester borough ranks first in England by the extent of deprivation, meaning it has the largest proportion of its population living in the most deprived neighbourhoods. It ranks third in the country on the scale of employment deprivation, meaning it has the third highest number of people who are involuntarily excluded from the labour market.

The Index shows that Manchester was both our largest source of clients and the borough with the highest concentration of women experiencing deprivation. In Manchester, more than half of all clients (**54%**) lived in the most deprived neighbourhoods, compared with around **43%** of the borough's population.

In Manchester specifically, outcomes for clients from the most deprived neighbourhoods (**62%**) even exceed the borough-wide average (**60%**), showing that targeted, confidence-building employability support can effectively mitigate the impact of disadvantage.

Clients residing in the most deprived neighbourhoods in Greater Manchester achieved a job success rate of **60%**, close to the overall client success rate of **64%**. This demonstrates that Smart Works Greater Manchester delivers consistently strong outcomes, even for women facing the most significant barriers to employment. Crucially, deprivation does not lead to poorer performance: success rates for women from the most deprived areas remain closely aligned with the Greater Manchester average.

Smart Works Greater Manchester remains firmly focused on supporting unemployed women most in need, particularly those living in areas with the highest levels of deprivation across the region. We have already demonstrated that our approach works, yet the scale of need far exceeds current resources. Additional support would allow Smart Works Greater Manchester to grow its service, and reach the many more women who would benefit from our services.

Young women (16–24) made up **21%** of our clients in 2023, rising to **26%** in 2025. This meaningful increase reflects both growing need and the effectiveness of our targeted outreach. Youth unemployment remains a significant challenge across Greater Manchester, and young women often face additional barriers such as limited work experience, caring responsibilities, disrupted education, or a lack of professional networks. These factors make our tailored, confidence-building support particularly vital in helping them take their first steps into sustainable employment.

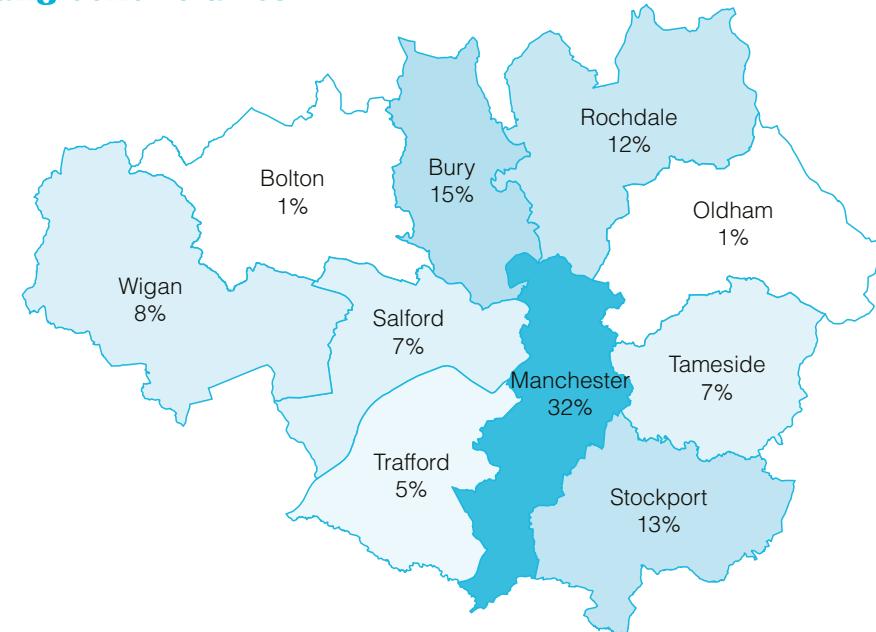
Our clients come from every borough of Greater Manchester, with especially strong engagement from Manchester, Stockport, Bury and Rochdale, reflecting focused outreach in these areas aligned with the funding we have received. In 2025, around one in four clients supported by Smart Works Greater Manchester were young women aged 16–24. In some boroughs, including Rochdale and Bury, this rises to more than one in three, highlighting both the depth of need and the success of our targeted investment and local partnerships.

Smart Works' early intervention at the start of women's working lives plays a crucial role in tackling structural inequality and reducing the long-term impact of unemployment. Supporting young women at this pivotal stage not only boosts their immediate job prospects but also strengthens their long-term economic independence, wellbeing and resilience. To deepen this impact and reach even more young women across the region, sustained and expanded funding is essential. Continued investment will allow us to extend our outreach, strengthen our services, and ensure that no young woman is left without the support she needs to move into work and build a brighter future.

“

Smart Works has been the best experience I have ever had whilst being in care. The service really helped me prepare for my interviews and feel confident within myself. It was obviously a positive/successful experience as I got the job I interviewed for and came for my second dressing.

Young beneficiaries



These maps are based on all clients in 2025 who completed an interview preparation appointment.

The Gendered Reality of Job-Seeking in the UK

Across the UK, women are working intensely to secure employment, yet the recruitment practices they encounter are often not designed with their realities in mind.

Three key trends emerge from the Index 2025 data.

The Mechanics of Job-Seeking Exclude Women:

- Women apply for an average of **42** jobs before seeking support; **1 in 3 apply for 50+**.
- Automated screening, inflated criteria and inconsistent processes mean many are rejected before a human ever sees their application.

Solutions:

These simple, scalable adjustments would help employers find talent more effectively, and prevent capable women from being filtered out before their potential is recognised:

- Make applications simpler and clearer so candidates aren't exhausted by unnecessary steps.
- Add meaningful human connection at key moments to build confidence and reduce drop-off.
- Use automation carefully to support, not replace, fair judgement, especially for those with non-linear careers.

Identity Predicts Outcome:

- **Women with disabilities:** 72% say applications damage their confidence — the highest of any group.
- **Parents:** 50% unemployed for over a year; 27% for more than three years.
- **Women from ethnic minorities:** apply for more roles: **43** (vs **41** for other clients) but have lower job success: **66%** (vs **70%** for other clients).
- **Older women:** 70% feel less confident after applying.

These patterns reflect structural disadvantage, not individual shortcomings.

Solutions:

These simple actions help ensure talent is recognised fairly and consistently across all groups:

- Build flexibility into roles and interviews so parents, carers and women with disabilities are not excluded before they even apply.
- Prioritise skills over linear career paths, giving candidates space to demonstrate transferable strengths rather than being screened out for gaps.
- Sense-check shortlisting patterns to spot where strong candidates may be unintentionally overlooked.

The Human Cost is Overlooked:

- **63%** of women say job searching reduces their confidence - of these, **30%** feel much less confident.
- Financial strain forces many to cut essentials, use savings, take on debt or struggle to afford childcare, transport or broadband.
- Many apply for roles below their skill level - **16%** feel overqualified for the role they have applied to.
- **41%** of Smart Works clients have been out of work for over a year, describing shrinking routines and a sense of becoming invisible.

Solutions:

These simple actions reduce the hidden cost of job seeking, support wellbeing and confidence, and strengthen the overall candidate experience:

- Keep assessments focused and proportionate so candidates aren't spending hours on unpaid tasks that don't reflect the needs of the role.
- Minimise financial barriers by avoiding unnecessary costs and offering virtual or supported interview options where possible.
- Acknowledge the emotional impact of long-term job searching through human-centred communication and brief, constructive feedback.

What happens when women get the right support

- In 2025, nationally **68%** of Smart Works clients secured a job.
- Their success shows women are ready to work, and that when recruitment systems are fair, human-centred and accessible, talent rises.

The question is no longer whether women are trying hard enough, but whether the systems they face are designed to recognise their potential.

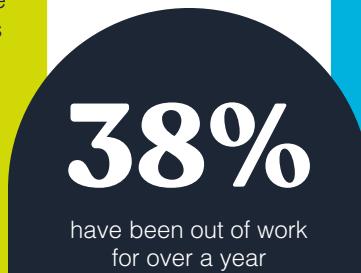
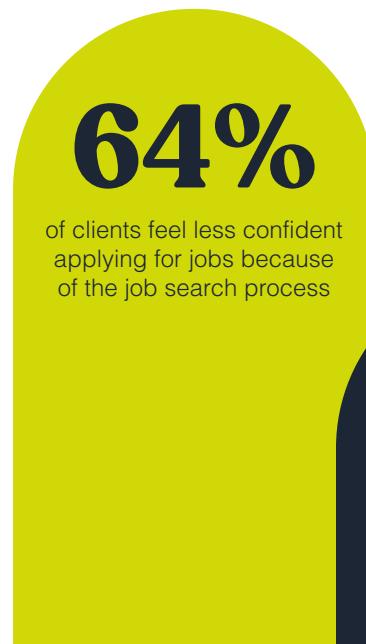
The Gendered Reality of Job-Seeking in Greater Manchester

The challenges facing women nationally are mirrored across Greater Manchester, where determination is high but opportunity remains uneven. Women supported by Smart Works Greater Manchester spend an average of **24 hours a week** searching for work and apply for a greater number of jobs before reaching us - **43** (vs **42** for national Smart Works Clients), evidence of the sustained, unpaid labour required simply to stay visible in today's recruitment landscape. Despite this effort, **38%** have been out of work for over a year and **17%** for more than three years, showing how prolonged unemployment continues to shape women's confidence, stability and prospects across the region.

The emotional toll is clear. **64%** of clients feel less confident applying for jobs because of the job search process, and many enter interviews feeling misaligned with the roles available: **26%** feel under-qualified for the upcoming position, while **14%** feel overqualified. These mismatches reflect a system that often fails to recognise women's potential or provide clear, accessible pathways into work.

Yet the regional data also highlights the transformative impact of tailored, human-centred support. After working with Smart Works Greater Manchester, the 2025 average shows that **94%** of women feel clearer about their skills and experience, and **97%** feel more confident in their interview outfit, small but powerful shifts that rebuild identity, self-belief and readiness. Most importantly, **64%** of clients go on to secure employment, demonstrating what becomes possible when women are met with encouragement, empathy and practical support.

Greater Manchester's story echoes the national one: women are putting in extraordinary effort. The question is whether the systems around them are designed to recognise and reward that effort. The evidence shows there is still progress to be made.



Andrea

Age 60



“I didn’t realise the biggest reinvention would come at 60.”

📍 Oldham, Smart Works Greater Manchester Client



I turned 60 last week. I've had a long and varied career. For most of my life, I worked in the leisure industry - running nightclubs, bars, pubs and live venues. Back then, work came through people knowing you: someone would ring me, or I'd call around and ask if anything was coming up. I worked hard, especially as a woman in that industry, and for a long time it suited me. My whole working life has been about reinvention. In my late forties, I made a big pivot and joined the police. Joining gave me brilliant experience, especially in licensing and modern slavery. But policing wasn't quite what I hoped it would be.

Eventually, I came back to what I knew best: people. I started looking for part-time or flexible roles, anything where I could bring my experience into a new chapter. When I left my previous role, I expected it might take a little time to find something new.

What I didn't expect was how brutal and isolating the process would become. I was applying every single day, sometimes twenty applications in one go. I'd spend hours rewriting cover letters, tweaking key words, trying to stand out in a sea of rejections.

Being at home a lot wasn't good for my mental health, and job hunting on top of that was a real challenge. It wasn't weeks of unemployment - it was months. In the end, it was close to 20 months of applying, searching, scrolling, getting my hopes up and being knocked back again. Some days I felt positive; other days it took everything just to fill out one application.

The way job hunting works now has completely changed. It used to be simple: a CV, a phone call, or the local paper on a Thursday. Now it's endless websites, repeated listings, algorithms, and being dragged off in the wrong direction if you click on the wrong thing.

I was competing not just with people, but with algorithms.

I remember applying for a job I was more than qualified for, and within twenty minutes the rejection came through. There was no way a person had even read my application. That's when I realised I was competing not just with people, but with algorithms. I still used my real experience, but I had to learn to use AI to put my words together more clearly.

Even with decades of experience, I couldn't get a job in a supermarket. It didn't make sense. You'd think employers would value older workers more - reliability, stability, commitment - but it didn't feel like that at all.

Blind applications helped. When they strip out your age, gender, background, everything, you feel like you're being judged on your skills alone. But the minute you get to interview, it's no longer blind. People still make assumptions.

Every rejection chipped away at me. I started to question everything - my skills, my worth, whether I'd ever get another chance.

And then I came to Smart Works Greater Manchester. By the time I arrived, I was running on empty. The first thing they did was make me feel seen, not as someone unemployed, but as someone with something to offer. The outfit was lovely, but it was the conversation that changed me. Through coaching, I regained my self-belief and focus.

Within weeks, I secured a new role. I'm thriving again, but I'm under no illusion about the system I survived. Without Smart Works, I might have given up.

“

Smart Works allowed me to look amazing, taught me great interviewing skills and more than anything, has given me the extra confidence boost to help me to secure a role.



The Smart Works Effect in Greater Manchester

When women get the right support, they succeed.

Despite the toughest labour market since this Index began, Smart Works Greater Manchester clients continue to secure jobs at consistently high levels. At a time when the hiring practices are demanding more and offering less, our model proves something essential:

Support works.

Human connection works.

Being seen works.

In 2025, our job success rate at Smart Works Greater Manchester stood at a proud 64%, as women applied for more jobs, faced more rejection, and spent more hours searching than ever before. This achievement is not just happening in spite of the challenges of the job market.

It is happening because the Smart Works model gives women what prevailing recruitment practices do not.



100%

of our clients tell us that their appointment has increased their chances of getting a job

1120

women supported across our two centres
in Stockport and Manchester City

64%

job success rate

Diverse reach:

- **49% from ethnic minority backgrounds**
- **18% disabled**
- **46% parents**
- **Clients aged 16 to 60+**

These results demonstrate a simple truth: women are not failing, rather, the existing system is not designed to give women the best chance of succeeding.

But with the right support, women can overcome the barriers the system puts in their way.

Why the Smart Works model works

Where the system is automated, Smart Works is human.

Where the process is rigid, Smart Works is tailored.

Where confidence collapses, Smart Works rebuilds it.

Our quantitative and qualitative data show that clients struggle most when recruitment is, impersonal, automated, inconsistent and confidence damaging. These are characteristics of a hiring process lead to a decline in confidence. The Smart Works model directly addresses the consequences of such hiring practices.

1. Human contact

Real conversation, empathy and guidance, everything the online process removes.

2. Tailored support

Coaching that reflects each woman's strengths, circumstances and goals.

3. Confidence building

Evidence from our clients shows the transformative impact of being seen and believed in.

4. Skills translation

Helping women articulate transferable skills in a way which means they are not overlooked by automated systems.

5. Interview preparation

Mock interviews, personalised feedback and practical guidance that the system does not provide.

6. Visible empowerment

Professional clothing that reflects competence, credibility and self-belief.

7. Emotional resilience

Support that helps women absorb rejection, regain motivation and keep going.

8. Professional presentation

Equipping women with the tools, verbal, non-verbal and visual to present their best selves at interview.

9. Client value

“

Smart Works helped me incredibly, I could not have afforded a smart outfit for my interview or professional clothes for my first month. I don't think I would've secured the job had I attended the interview in the clothes I already had as they were too big and damaged.

Smart Works Greater Manchester shows what is possible when these barriers are removed. This is the missing piece in employment support for women.



About Smart Works Nationwide

Smart Works is a UK-wide charity that exists to help women realise their potential, secure employment and transform their lives.

Founded in 2013, we were created to address a simple but persistent truth: too many women face the job market with talent and determination, but without the tools, networks or confidence that open doors.

We support all women, including transgender women and non-binary people whose gender expression aligns with our service. Whether she is preparing for her first interview, returning to work after time out, or navigating a change later in life, Smart Works is here to ensure that every woman has access to trusted, personalised support through our services:

Career Coaching:

One-to-one coaching to tackle job-search barriers, strengthen applications, and build core workplace skills.

Interview Preparation:

A high-quality outfit to keep, plus tailored interview coaching focused on confidence, practice questions, and role-specific advice.

Second Dressing:

Additional workwear for clients who secure a job, helping them build a small, versatile wardrobe until their first payday.

Over the past decade, Smart Works has grown into a national service rooted in local communities. With 11 centres across the UK and over 52,000 women supported since launch, we are a charity powered by volunteers, partnerships, and the belief that confidence changes everything. Our footprint has expanded significantly in recent years, with new centres opening in London and Manchester City, and in 2025, Smart Works launched a centre in Bristol.

Smart Works is built on a simple, enduring mission: to ensure that every woman has the confidence, clothing, and coaching she needs to succeed at interview and begin a new chapter.

Our newly launched national 2025-2030 strategy sets out five priorities that will shape our next chapter: reaching more women, strengthening our foundations, evolving our offer, raising our voice, and becoming the leading national service for unemployed women. As this Index shows, the need is growing but so too is our capacity to meet it.

Smart Works is local in feel, national in reach, and powered by the voices and stories of the women we support.

Everything we do is shaped by one belief: when women are seen, supported and equipped, they can change their lives.



Why Smart Works Greater Manchester Needs Support Now

In a fair labour market, Smart Works would not need to exist.

But in 2025, as competition intensifies and women's confidence collapses, our service is not just relevant, it is essential. Women are doing everything the system asks of them. They are showing up, trying again after every rejection, and still being shut out. Smart Works is the difference between a woman giving up and a woman getting the job.

Despite the worsening job market, 64% of Smart Works Greater Manchester clients secure employment. This is not luck. It is the impact of targeted preparation, expert coaching and a moment of human connection at exactly the right time.

Demand for our support has never been higher, and over time we have evolved our services to better support women at every stage of their journey into work. In 2025 Smart Works Greater Manchester supported over 1,000 women, delivering 876 interview preparation appointments, which provided women with clothing and coaching ahead of their job interviews. In addition we delivered a further 297 career coaching appointments in 2025, along with 237 second dressings for women who had secured a job. These appointments were offered both in person and virtually, ensuring women across the city region could access support in the way that worked best for them.

To meet the growing demand Smart Works must:

- ✓ reach more women, in more communities
- ✓ train and support more volunteers
- ✓ invest in our wardrobe and coaching teams
- ✓ expand our centres, so distance is never a barrier
- ✓ strengthen our voice, so the system changes too

We can only do this with partners who believe in women's potential as strongly as we do.

Partner with us. Donate. Stand with women.



Smart Works exists because fairness does not.

With your partnership, we can help build a future where it does.

Support our mission





The Gendered Reality of Job-Seeking | The Smart Works Index 2025 | Greater Manchester Focus

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and commitment to our work.