



LHCPG & Thrive Academy – Overview

About Thrive Academy

Thrive Academy is a social mobility and employability initiative that helps individuals from underrepresented or disadvantaged backgrounds access careers in housing, construction, and the built environment. Through training, mentoring, and partnerships with employers, Thrive creates pathways into sustainable employment.

How the Partnership Works

LHCPG and Thrive Academy have developed an informal relationship designed to:

Signpost opportunities: Regional LHC staff can recommend Thrive as a social value option in tenders and early project discussions.

Enable flexible engagement: Clients and Appcos can support Thrive through direct collaboration, volunteering, in-kind contributions, or financial donations.

Share knowledge: Joint case studies, roundtables, and events will promote good practice in community benefit delivery.

Track impact: Data sharing and success stories can evidence the real value created for communities.

How it works for customers

Opt in: Clients or AppCos can pick traditional or new approach to community benefits

Agree a value: The Social Value sum agreed at contract start between LHC/Client/AppCo

Nominate: Chose an individual or value for the Thrive Academy to support.

Impact Report: Social Value generated from each placement can be calculated and reported

Contract Community Benefit: An option for either a specific individual, activity or donation to be agreed as deliverable community benefit clause as part of public sector contract (either requested by the client, or offered by the Appointed Company)

Community Benefit Fund (CBF) project: In this year (25/26) Regional or board members may wish to consider investing in, or putting individuals through the Thrive Academy with the CBF grant they are allocated. From 26/27, this can also be an option for associate partners eligible for rebate CBF.

Regional Delivery

The partnership supports our regional approach, meaning:

- Activities can align with client and/or local economic and social priorities, ensuring impact is locally relevant and measurable.
- Thrive can be invited to local events, site visits, and planning sessions.
- Regional teams can tailor opportunities to community needs and project goals (aligned to LHCPG Social Value Strategy outcomes).

Benefits for Clients & Appcos

- **For Clients:**
 - Ready-made, credible social value partner to meet KPIs.
 - Reduces the time and burden of identifying initiatives.
 - Delivers meaningful, long-term community outcomes.
- **For Appcos:**
 - Practical, flexible route to enhance social value commitments.
 - Opportunities for staff volunteering and community engagement.
 - Positive brand association with an established social mobility programme.

Tracking

LHCPG aim to track all referrals to the Thrive Academy and would measure the impact of the partnership with the number of individuals supported, the amount of money spent or donated to the Thrive programme, and the social value this creates.

For CBF projects, these outcomes will be measured in line with current processes and social value reporting measures. For Framework project that are using Thrive as an associated 'community benefit' clause - we would ask for regional teams to add this to the Social Value Priority section on the projects CRM page.

The Opportunity

Embedding Thrive into framework delivery adds tangible value to contracts by:

- Strengthening bids with robust social value offers.
- Enhancing framework appeal for clients seeking impactful community outcomes.
- Demonstrating LHCPG's leadership in delivering real, measurable social impact.

In short, this partnership is a low-barrier, high-impact way to enhance local delivery, deepen regional engagement, and support social mobility across the UK.