

Resolution Ventures Impact & Learning Report 2024



REPORT HIGHLIGHTS

- 01** Message from the Director of Ventures
- 02** Executive Summary
- 03** Our Purpose as Investors
- 04** Our Investment Thesis and Criteria
- 05** Our Team
- 06** The World of WorkerTech
- 07** Highlights from 2024
- 08** Our Approach to Impact Investment
- 09** Challenges & Lessons Learnt
- 10** Our Portfolio

Disclaimer

This deck is a financial promotion for the purposes of Section 21 of FSMA.

It is issued by Workertech Investments Limited Ltd FRN:1019320 an Appointed Representative of Kin Capital Partners LLP FRN:656789, an AIFM as defined by the AIFMD, who have approved it, on 13/06/2025, and who are authorised by the FCA. This document is not an offer to buy or sell securities and does not constitute a Direct Offer Financial Promotion.

Applications for investment may only be made on the basis of the relevant Information Memorandum and application form, copies of which are available on request. No reliance is to be placed on the information contained in this document in making such an application. This material is directed only at persons in the UK.

Workertech Investments Limited is expected to invest in unquoted securities, which are classified by the FCA as a Non-Readily Realisable Security (NRRS). As such, these products may only be marketed to limited categories of investors relating to knowledge, experience or financial situation. Sole responsibility for suitability of the investment for an investor, including the legal, regulatory, tax and investment consequences and risks, lies with their financial adviser or with the investor should they choose not to seek advice. If an investor decides to pursue any investment opportunity, they will be investing in unquoted companies.

Investors should not invest unless they are prepared to lose all the money they invest. This is a high risk investment. Past performance is not a reliable indicator of future results. Investment is of a long-term and illiquid nature. It can be difficult to value or sell unquoted investments. Any described tax advantages associated with investing are based on current legislation, are subject to change, and depend on the individual circumstances of each investor.

This document may contain statements related to future business and financial performance and future events or developments that may constitute forward-looking statements. These forward-looking statements are based largely on the current expectations of the (fund/company as of the date of this document and are subject to a number of known and unknown risks, uncertainties and other factors. These may cause the actual results, performance or achievements of the company to be materially different from any future results, performance or achievement expressed or implied by these forward-looking statements. In light of these risks, uncertainties and other factors, there can be no assurance that the forward-looking statements made in this document will in fact be realised.



Louise Marston
Director of Ventures

Message from the Director of Ventures

I'm incredibly proud of the Workertech Portfolio we've built at the Resolution Foundation since 2020. Partnering with purpose-led founders determined to reshape the world of work in the UK remains one of the most rewarding parts of the job. In 2024, the portfolio is stronger than ever. We celebrated our first exit and welcomed two new team members, Martin Carruthers and Aish Moothan.

When we launched the Workertech Partnership, our goal was twofold: to show there's a pipeline of impactful startups improving low-paid and precarious work, and to learn what it means to be catalytic, impact-first investors. Five years on, we've done just that. The need for funding has only grown, and so has our belief that investment can be a powerful tool for change.

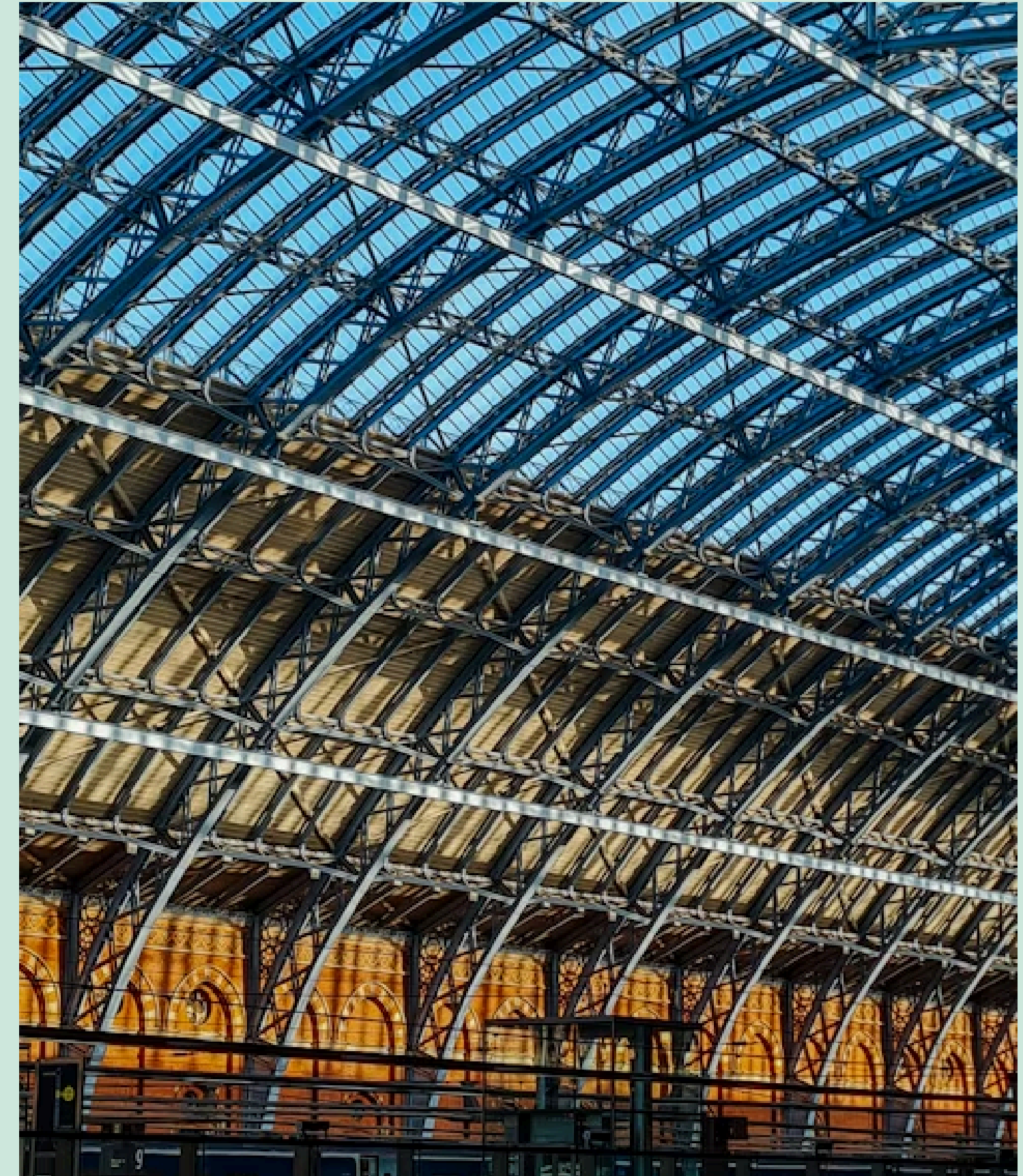
The challenges facing workers remain urgent. Covid-19 reshaped views on remote work and highlighted the importance of undervalued frontline roles. The cost of living has surged, wages haven't kept pace, and the rise of generative AI is creating fresh pressure across industries.

Looking ahead, we're excited to scale our impact even further with the launch of our new investment fund in 2025—driving change in the system of work for years to come.

Acknowledgements

This report was authored by Louise Marston and Aish Moothan of the Resolution Foundation, with support from Nick Andreou of Impact Edge. The authors would like to thank Martin Carruthers and Darren Cockburn for their contributions to Resolution Ventures work throughout 2024. The authors would also like to think Resolution Foundation staff and Trustees for their support of this work, in particular Ruth Curtice, Gavin Kelly and Tina Alexandrou. All errors remain the author's own.

The Workertech Partnership ran from 2020 to 2024 and was supported by funding from the Resolution Foundation, Accenture, Joseph Rowntree Foundation, Friends Provident Foundation, Trust for London and Ufi VocTech Trust.



The Workertech Partnership has established itself as the UK's leading social investment initiative focused on improving pay, progression, power and wellbeing for low-paid and precarious workers. Over the past four years, we've made 21 investments into 15 innovative ventures, creating impact for over 350,000 UK workers to date, and reaching more than 2 million.

Our progress to date

21

**Investments into 15
innovative ventures**

350,000

Workers directly impacted

2m

**People reached
through our investments**

Our portfolio companies are tackling critical issues that directly affect people in low-paid and insecure work, from providing transparent information about hourly-paid jobs through Breakroom, to supporting skilled tradeswomen through TaskHer, and improving care work standards via Equal Care Co-op.

This year saw our first successful exit, with Breakroom's acquisition by ZipRecruiter, proving that mission-driven innovation in the labour market can scale, succeed commercially, and deliver meaningful impact for workers.

Executive Summary

What we've learnt...

Our experience shows that there are viable and growing market opportunities in Workertech. As the sector matures, we're seeing stronger business models that align commercial success with worker outcomes. Significantly, 64% of our current portfolio founders are women and 29% are from ethnic minority backgrounds, demonstrating that diverse teams can excel when they can access the right support.

Early evidence shows our ventures are making tangible impacts: higher wages for participating workers, improved working conditions, greater access to skills and training, and enhanced worker voice. Our approach of combining investment with sector expertise, research insights, and ecosystem connections has proven particularly valuable to early-stage founders.

Building on our success, we're launching a new Workertech Investment Fund in partnership with a coalition of mission-aligned investors. This expanded fund aims to support more than 30 further investments over five years. We are also aiming to continue and expand our pre-investment support programme, including grant funding for early-stage ideas.

The fund will continue our focus on technological innovation that improves prospects for those in low-paid and precarious work, with particular emphasis on the care, hospitality, retail, construction, and logistics sectors - all areas with significant workforce challenges.

What comes next...

Executive Summary

Our purpose as investors



The Resolution Foundation is an independent think-tank focused on improving living standards for those on low-to-middle incomes.

In 2020, we established Ventures as the social investment arm of the Foundation, specifically targeting better work for those in low-paid and insecure jobs.

We identified a crucial innovation gap - while technology was being widely used to transform work in higher-income occupations, there was a severe lack of technology solutions designed to improve low-paid roles.

This led to the creation of the Workertech Partnership, a pioneering impact investment program funding entrepreneurs who can improve pay, prospects, power and wellbeing for the UK's lower-paid workforce.

The world of work faces significant challenges that require innovative solutions. Our ventures are responding to these pressing issue.

Key Themes

Persistent low pay and insecurity in many sectors, despite minimum wage increases

Growing skills gaps in key industries including care, construction, and hospitality

Limited worker voice in many workplaces, with declining union representation

The need for more inclusive, accessible training pathways

Increasingly precarious working conditions in expanding sectors.

Our investment approach deliberately addresses gaps in early-stage funding for ventures targeting these issues, supporting entrepreneurs who might otherwise struggle to access capital - particularly those with lived experience of low-paid work.

As impact investors, we focus on founders committed to improving work for our target groups:

Low-paid workers, paid less than two-thirds of the median wage

Insecure workers on zero-hours contracts, temporary contracts, self-employed, gig workers, or in insecure conditions

Workers lacking voice and representation, including those at greater risk of discrimination

Workers with lower-level qualifications and/or limited access to training

What we invest in

While some investors might reach these groups with a mass-market proposition, we specifically seek ventures that are designed to address the needs of these workers.

When evaluating broader propositions, we look for business models that prioritise these groups rather than moving away from them.

Our investment criteria

We have found that those with lived experience of these issues frequently belong to demographic groups who are least likely to receive venture investment. We aim to address two critical gaps in the system for developing and funding impact ventures that improve work.

We do this by investing early in companies at pre-seed and seed stages, taking on early-stage risk where there is some level of commercial traction, and we can see significant impact potential. We aim to bring in, and co-invest with, other purpose-led venture capital and angel investors.



An innovative technical solution

to improve the lives of low-paid or insecure workers - either new technology or novel applications of existing technology



Accessible and affordable

with a sustainable business model that keeps costs low for end-users



A talented team

of diverse founders committed to the mission, with appropriate technical experience



A strong understanding of the problem and market

ideally with lived experience of the issues being addressed



Evidence that the solution can address the targeted problem,

through user research, prototype testing, or initial customer traction



A commitment to fair employment practices,

including paying the Real Living Wage

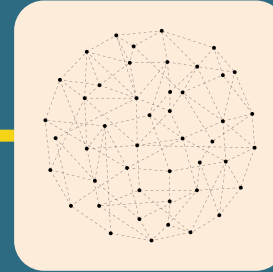
How we add value



Our expertise

As a research-led organisation, we have deep knowledge of living standards, decent work, and labour market dynamics.

This helps us spot opportunities that others might miss and support founders in navigating fast-evolving policy contexts.



Our network

For early-stage ventures, networks are crucial and can be challenging for first-time founders or those with lived experience of low-paid work to build.

Our specific investment focus and research knowledge help us to convene entrepreneurs along with policy experts, potential customers, and mission-aligned investors who understand their value proposition.



Our capital

As a foundation, we have a flexible investment mandate. We can invest in diverse organisational structures (including cooperatives) and back ventures that might not become "unicorns" but aim to achieve meaningful growth and impact at scale.

For each investment, we balance financial outcomes, worker impact, and systems change potential.

Our Team



Louise Marston
Director of Ventures

Resolution Foundation Director of Ventures since 2020. Louise leads the Ventures team, and is responsible for all ventures and investment activities. She has 15 years of experience from senior charity and policy roles at Doteveryone and Nesta, plus venture building experience at Blenheim Chalcot.



Aish Moothan
Ventures Manager

Aish conducts all early discussions with investees and leads our pre-investment programme. She was previously a Ventures Associate at BBC and Bethnal Green Ventures, focusing on early-stage impact investing. Aish also has start-up experience from a fintech incubated at Founders Factory



Martin Carruthers
Investment Advisor

Martin leads on investment analysis and pipeline development. He has 10 years of investment management expertise across equity, debt, and grants for high-growth SMEs, with a recent focus on impact ventures through the BRAN Investments Family Office.



Darren Cockburn
Venture Partner

Darren supports pipeline evaluation as well as portfolio support for the team. Darren is a senior executive with COO/CFO experience at the BBC & Channel 4, and works with startups across media, tech, and energy sectors. He is also a Venture Partner at Bethnal Green Ventures.



The world of WorkerTech

Trends & Observations

The world of work has been particularly turbulent in recent years, with Covid-19 and the cost-of-living crisis transforming employer and worker expectations.

There are several key trends we think will shape Workertech in the coming years.

Regulation & policy changes

The UK Government has put work and employment at the centre of its plans for growth, with the Plan to Make Work Pay and the Employment Rights Bill.

The challenge the Government faces is balancing improved rights with the costs to employers. Labour market lessons from successful policies like the Minimum Wage suggest the value of incremental, evidence-based changes with careful monitoring of their effects.

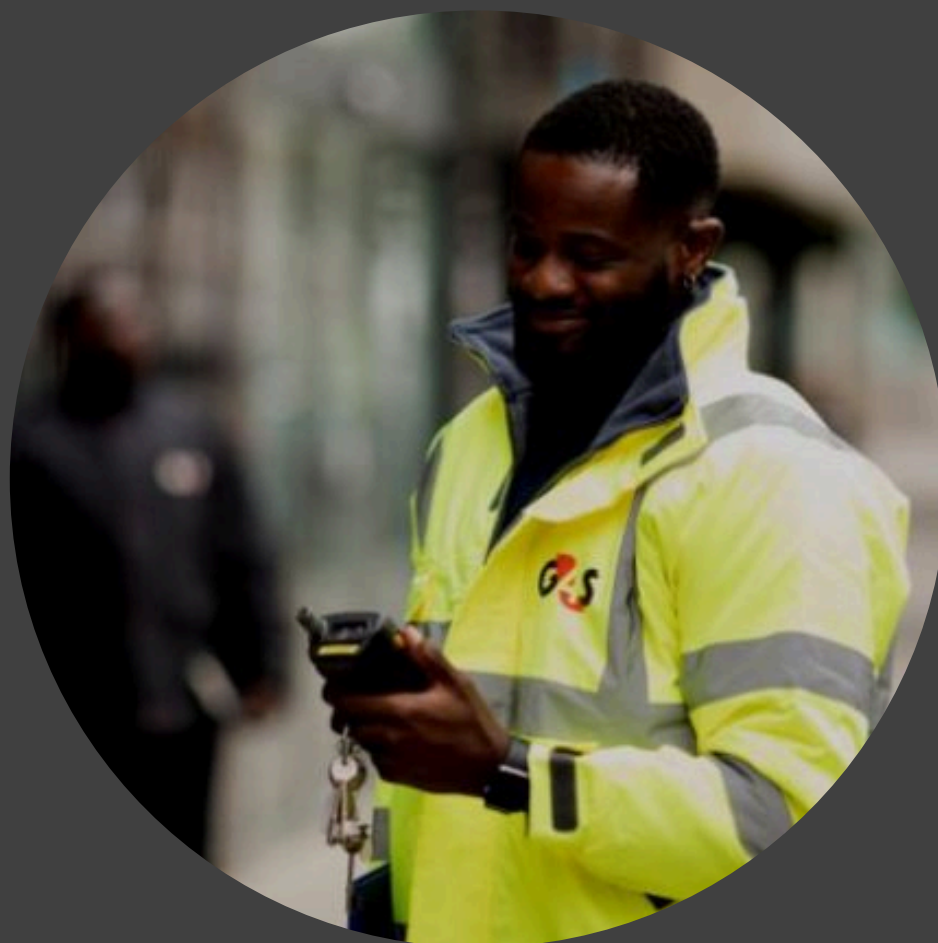
Today, the question of worker status (employed, self-employed, or "worker") remains unresolved, potentially creating incentives to misclassify roles as self-employed in sectors like retail and hairdressing.

There are significant opportunities to use innovation as a tool to support employers adopt progressive practices, build responsible work platforms, and support public service delivery.





“After 18 months of being ignored, we finally have the raise we’ve been waiting for. It’s given me hope again.”
-G4S Security worker



Winning fair pay for thousands of frontline security workers

In early 2024, Organise delivered one of its most significant worker wins to date: securing a pay rise worth over £2,017 annually for G4S night shift workers.

After months of campaigning led by workers themselves, and supported by the Organise platform. Before mobilising on Organise, G4S had spent 3 years campaigning unsuccessfully, but were ignored by their employer at every turn.

Using Organise’s rapid mobilising tools, workers shared their stories anonymously, collaborated on campaign messaging, and launched a petition that quickly gained traction. The campaign reached the national press and put public pressure on both G4S and DWP to act.

This was both a policy win as well as a direct, measurable income boost for thousands of low-paid workers.

This particular instance demonstrates the tangible power of collective worker voices when amplified by technology and powered by Organise’s powerful collective action model.

Portfolio case study



Employer needs & recruitment challenges

Job vacancies have recently started to go back to their pre-pandemic levels but some British employers are still struggling to recruit. Sectors such as care continue to see high staff turnover. Construction firms struggle with an ageing workforce, requiring more than 250,000 more workers by 2028 to meet industry demand. Technology adoption poses additional challenges in digital skills gaps as well as the changing landscape of AI tools.

New approaches are emerging in response: employer-led training academies, flexible "work when you want" platforms, skills-first hiring that focuses on capabilities rather than qualifications, and AI-enhanced recruitment tools that reduce bias and improve candidate matching.

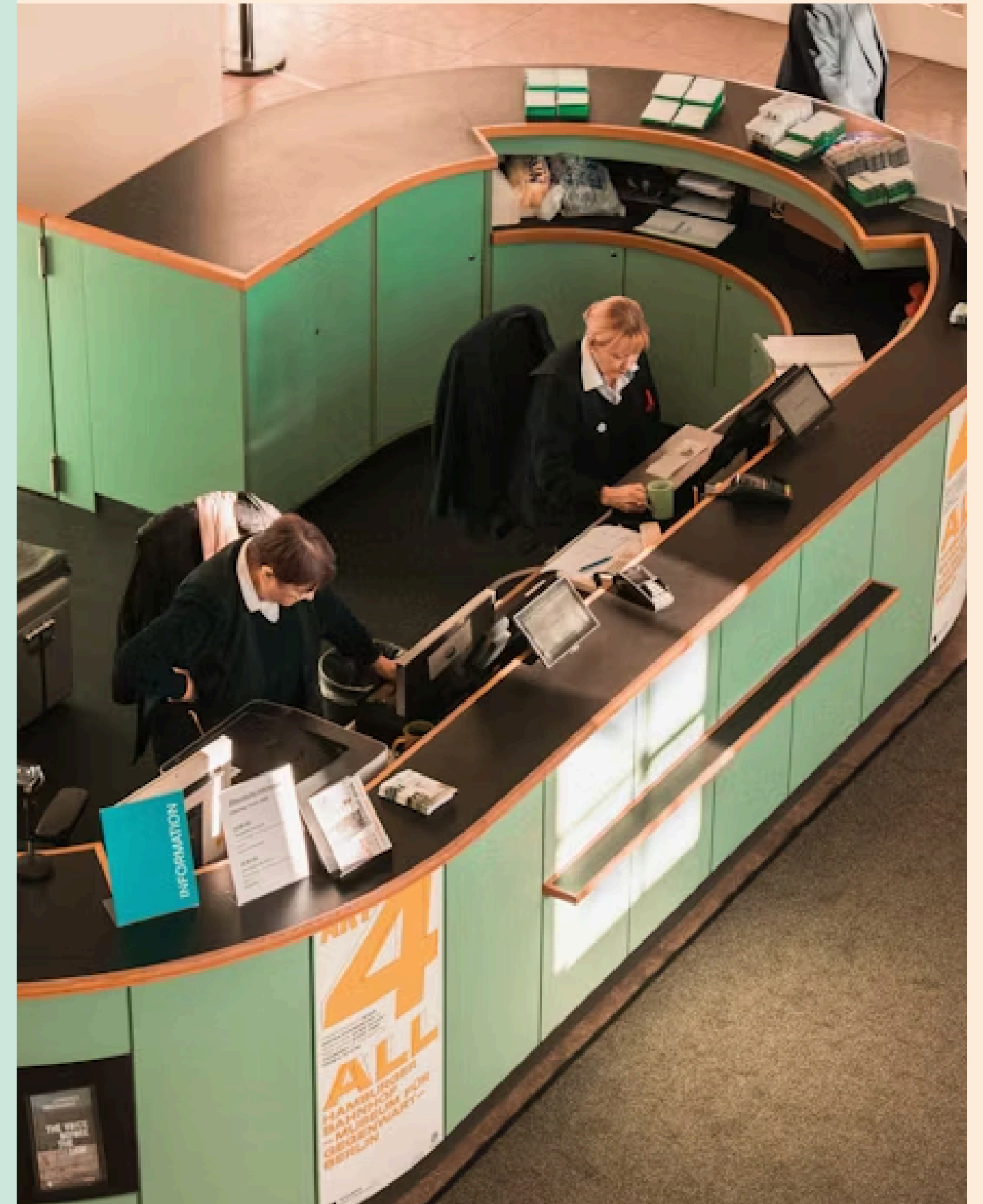
These innovations are particularly necessary for sectors facing workforce sustainability issues.

AI innovations for equality and access

AI has dominated both venture investment and workplace discussions over the past year. We see significant opportunities in AI tools that augment human support and widen access by lowering costs or enhancing support.

Careful scrutiny is needed regarding training data sources, labour used to create AI models, and energy costs of deployment to ensure positive impact isn't undermined by negative consequences.

There is also concern that even in an augmentation role, automating the more straightforward tasks might lead to work intensification in some roles. However, when designed for augmentation, developed responsibly, and introduced with the involvement of existing staff, we believe AI tools can create positive change in many areas.





“We had a vision to guide our sector through the noise of AI hype and offer something deeply thoughtful, human-centred, and grounded in practical experience. We executed - and it’s making waves.”

-Claudine Adeyemi,
CEO & Founder of Earlybird



Shaping the future of AI in employment support

In late 2024, Earlybird took a leading role in guiding the employment support sector through the rapidly evolving landscape of artificial intelligence. With the publication of their flagship report, [Employment Support Services in the AI Era: Insights, Lessons and Advice from Leaders in the Sector](#), the team sparked a sector-wide conversation about the risks, opportunities, and responsibilities tied to deploying AI in services that support some of the most underserved job seekers.

The report brought together insights from senior leaders across government, the third sector, and employability providers. Through roundtables and in-depth interviews, Earlybird surfaced urgent questions about digital exclusion, bias, and the role of human connection in tech-enhanced services.

At a launch event hosted at Resolution Ventures’ offices, the team presented the report’s findings and called on the sector to approach AI with integrity and a focus on positive outcomes for those they’re servicing. The report has cemented Earlybird’s place as a thought leader in a sector that is still working out how AI affects their ways of working.

Earlybird’s approach to AI reflects their founding values; centering user experience, championing accessibility, and leveraging technology to empower frontline professionals, as they have for years using their voice technology. Their report has already influenced commissioning discussions and helped shape guidance from providers seeking to adopt responsible AI tools.

Portfolio case study



Workforce inactivity and inclusion

The UK labour market shows higher employment among low-income households than 20 years ago, but with concerning increases in economic inactivity due to long-term sickness, particularly related to mental health.

Addressing inactivity among those with health conditions requires removing workplace barriers through improved flexibility and management understanding, alongside better employment support from job centres.

Employers need new tools and approaches to successfully integrate a wider range of people, especially in sectors with existing skills shortages like hospitality and construction.

Highlights of 2024

Here's a look at what we got up to in 2024. We've collaborated, partnered and built within our network and seen a milestone exit within our portfolio.



No Wrong Door challenge: partners with Allia and GLA

As partners with Allia on the Mayor of London's No Wrong Door programme, we provided advice, workshops, and network access.

We led a workshop in October on Funding & Leveraging Resources with the finalists: FaceWork, Earlybird and Tailored Futures. This helped develop fundraising strategies, frame impact as a source of commercial value, and find appropriate funding for their growth plans.

ImpactVC

We remained active members of the ImpactVC community, co-hosting an event in June for London Tech Week, and then developing one of the evening's themes, on Impact Risk, in a deep-dive session with Dama Sathianathan from Bethnal Green Ventures.



Milestone exit: Breakroom sold to ZipRecruiter

Our first portfolio exit saw Breakroom acquired by U.S. recruitment platform ZipRecruiter. Since our initial investment in 2019, Breakroom has built a community-driven data platform that empowers shift workers to make better employment decisions. This acquisition creates opportunities to expand impact in both the UK and US markets.



Portfolio Day

We hosted our first dedicated Portfolio Day in October 2024, bringing together founders to discuss sector developments, economic changes, and the challenges facing early-stage ventures. The event concluded with networking drinks with our wider community of founders, investors, and Workertech experts.



WorkerTech Market Map with Bethnal Green Ventures

Together with Bethnal Green Ventures, we published The State of WorkerTech in the UK, charting the current funding landscape and sharing insights from five years of venture support, and convened a round-table discussion with other investors to discuss the results.

The accompanying WorkerTech Market Map is a first-of-its-kind database of ventures working to improve the lives of low-paid and precariously employed workers. We found significant challenges with identifying impact ventures in this space from existing data sources, so we think this map understates the size of the sector and we seek to improve this data in the future.

Portfolio case study



Giving workers the tools to stand up to unlawful treatment at work

When Kira, a Black disabled woman in her twenties, was forced out of her job after being repeatedly denied reasonable adjustments, she didn't know where to turn. Like thousands of workers every year, she couldn't afford legal representation and struggled to find support navigating the UK's employment tribunal system. "I felt overwhelmed and alone," she said. "It felt like the system was built to exhaust me."

That changed when she found Valla.

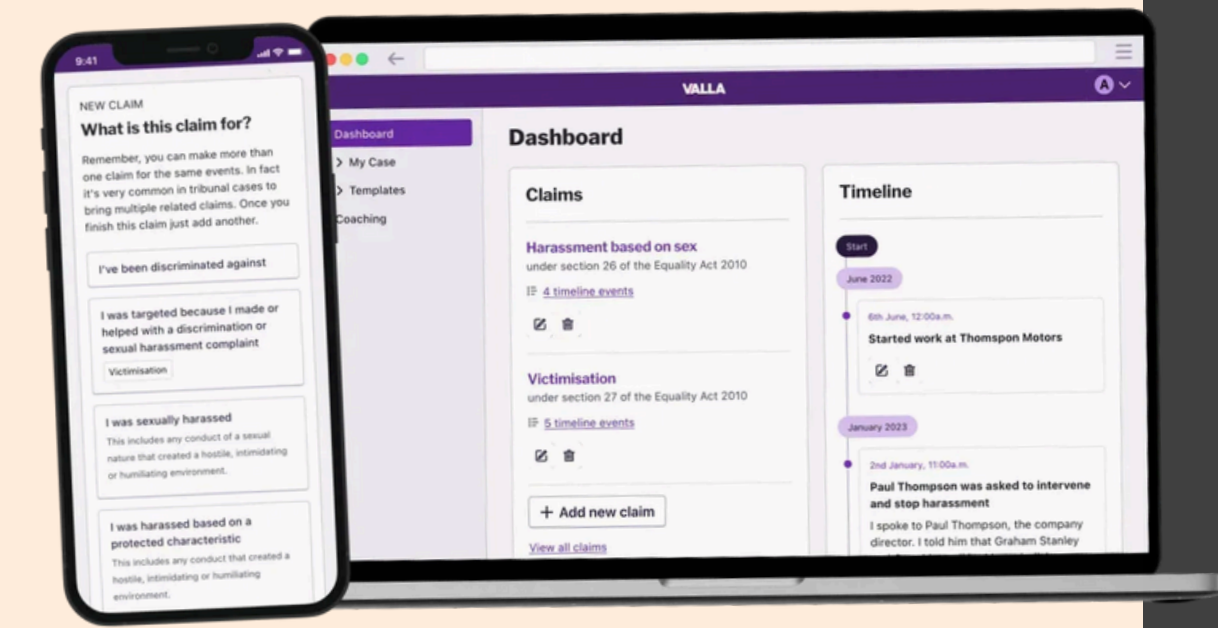
Valla is a legal tech platform that helps people resolve workplace issues without the need for expensive lawyers. Through their digital tools, users can build their own legal case, access tailored guidance, and generate documents to support everything from grievances to employment tribunal claims. The platform lets workers regain control over their legal rights, a process otherwise hindered by high costs, complex regulations, or limited access.

With Valla's support, Kira built a compelling disability discrimination case and submitted it to the tribunal. She eventually received a settlement offer, providing both financial compensation and a sense of closure. "I felt empowered for the first time since leaving my job," she said. "It gave me my voice back."

This is just one of over 10,000 cases that Valla has supported since launch. Many involve workers who have been bullied, unfairly dismissed, or discriminated against, and who would otherwise never be able to afford legal support.

Valla has expanded its services to offer affordable AI-powered tools that guide users step by step through the legal process, helping level the playing field in one of the UK's most unequal legal playing fields.

“It gave me my voice back.”
-Kira,
Valla user



Resolution Foundation Research

The research work of the Resolution Foundation continues to underpin our insight and decision-making in the Ventures team. During 2024, the research team published a range of outputs relevant to low-paid and precarious work, including:



We've only just begun

Action to improve young people's mental health, education and employment

34% of young people reported symptoms of common mental health disorder, making them more likely to be out of work and have low qualifications compared to their peers.



A U-shaped legacy

Taking stock of trends in economic inactivity in 2024

The recent rise in UK economic inactivity has been U-shaped by age: those aged 16-24 and 50-64 account for nine-tenths of the rise in economic inactivity among working-age adults since the end of 2019.



Firm foundations

Understanding why employers use flexible contracts

At the end of 2023, more than one-in-eight (13 per cent) employees in UK were working on some form of flexible contract that can be viewed as 'precarious', accounting for 3.8 million workers nationwide.



Low pay Britain 2024

The new government's aims to address Employment Rights take aim at a number of aspects of work insecurity. This insecurity tends to affect low-paid workers more than high-paid workers: for example, 8% of low-paid workers are on zero-hours contracts, versus 0.6% of the highest paid.



A hard day's night

The labour market experience of low-to-middle income families

While the employment 'gap' between people living in the poorest and richest families in Britain has fallen over the past few decades, workers in poorer households remain less likely to be satisfied with their job, and more likely to have an insecure employment contract.



Our approach to impact combines the Resolution Foundation's understanding of low-paid labour market issues with the robust Impact Frontiers framework.

Our central thesis is that we can achieve direct impact on workers by investing in promising ventures that support individual and collective action.

Better work is a crucial element of improving living standards for low-to-middle-income households through:

1. **Poverty reduction:** Better pay directly increases workers' incomes, helping families afford necessities
2. **Improved health:** Better working conditions lead to improved physical and mental health
3. **Skills development:** Training opportunities help workers acquire qualifications that enhance employability
4. **Community stability:** Access to decent work and stable incomes strengthens communities

Beyond direct support to workers, we aim to influence wider systems by:

- Encouraging employers to adopt better practices
- Informing public policy on employment issues
- Inspiring other investors to support worker-focused ventures

Our Impact Framework

Our Impact Framework

Our Theory of Change identifies how our investments and support create both direct impact for workers and broader ecosystem changes. We measure impact across four dimensions of **Pay**, **Prospects**, **Power** and **Wellbeing**. In each of these dimensions, we measure impact we measure three levels of impact depth: **Connected**, **Improved** and finally, **Transformed**.

Type of impact	Pay Increasing income or salary	Prospects Improving future potential and career development	Power Enhancing collective or individual agency to improve conditions	Wellbeing Improving the experience of work and resilience
Depth of impact	Connected Understanding of ways to increase income	Accessed skills assessment identified pathway	Becoming a member or joining a group	Engagement with support or active participation in a group
Improved	Work experience completed	Complete training module	Active membership or action taken within a campaign	Active steps to make changes or taking up offers of support
Transformed	New job attained or pay increase secured	Re-entering education or completing significant training. Earning a promotion	Significant improvement in conditions at work	Change in outlook or a measurable improvement in wellbeing at work

Our approach to impact measurement



We tailor our impact measurement approach to match the realities of early-stage ventures. During the crucial pre-seed and seed stages when startups are racing to prove viability, we take a proportionate approach that aligns with business priorities. We also aim to support companies in building a culture of impact at the early stages, which integrates impact as a source of value as part of the core value proposition. This includes impact workshops with portfolio companies.

For very early ventures, we focus on basic metrics that also provide commercial value. As companies grow, our measurement becomes more comprehensive and sophisticated. This ensures we develop the most detailed understanding of impact for the ventures that achieve the greatest scale.

“Impact as a source of value as part of the core value proposition”

We structure our thinking around the five dimensions from Impact Frontiers and use the ImpactVC measurement framework to capture:

Who benefits
What outcomes occur
How much change happens (in terms of both scale and depth)
Contribution towards those changes
Risk factors that might prevent impact





Breakroom has been able to nudge large employers to better employment practices and higher standards with their jobs rating software. Organise has been able to coordinate across policy changes and grassroots worker movements to create behavioural change.



Equal Care Coop is also a good example of this: through their work funded by the London Office for Technology and Innovation (LOTI) they have published a playbook to equip both local authorities and community groups with practical tools and guidance for developing cooperative home care services.



Earlybird has been engaged with the development of responsible AI in employment support, publishing a report on this topic with the Employment Related Services Association (ERSA) and the Institute of Employability Professionals (IEP) and being part of policy discussions at the GovTech summit and AI Forum.

We also aim to capture signs of systems change generated by the Workertech portfolio, including the impact on policymakers, employers, regulators and public services. To measure this, we monitor policy developments and corporate behaviour shifts linked to our portfolio, documenting both direct connections (like acquisitions or formal partnerships) and wider market movements.

Systems change in motion

Impact Performance

A measure of
our impact
performance
as of
December
2024

358,411

Connected

That's how many workers engaged
with platforms and services in
our portfolio

20,072

Improved

The number of workers actively
using services within our
portfolio to make changes

5,663

Transformed

Workers experiencing significant
improvements due to the work of
our portfolio companies

10

Active portfolio
companies

£6.5m

in follow-on funding
secured by portfolio
companies

8/10

of our portfolio
companies have
female founders



Drivers of growth

Those companies who offer different value propositions where few alternatives exist (such as Organise and Breakroom) have typically grown faster than those competing in established markets. B2B revenue models and tech-led (rather than tech-enabled) approaches, with clear differentiation, have also supported faster scaling.

We've become more intentional about assessing the alignment between impact and revenue models during due diligence, recognising that different alignment patterns carry different risk/return profiles. Even when models are well-aligned, choices made to preserve this connection can result in slower scaling pathways that may limit appeal to mainstream VCs.

Due diligence improvements

We've observed how impact focus can drive commercial value. Breakroom, for example, addressed a problem for low-wage workers that other companies overlooked. Their impact intent led them to persist until they found a viable model where worker-generated data became valuable to employers seeking to improve retention.

Business model and impact alignment

Challenges & Lessons Learnt

Challenges & Lessons Learnt

Drivers of growth

We've learned that startups at different stages need different support. Pre-seed ventures benefit from our market knowledge to accelerate business model iteration, while seed-stage companies need more targeted introductions and strategic guidance.

Most ventures in our pipeline and portfolio focus on five key sectors: hospitality, social care, retail, logistics/delivery, and construction/trades. We're keen to further develop our sector-specific expertise and networks to enhance our value to founders.

Value-add opportunities

We've further developed areas where we think we can add value to the portfolio

- Connecting impact-driven startups to potential enterprise customers, offering alternative ways to fund the business during challenging fundraising periods.
- Providing valuation guidance based on our market knowledge to reduce friction in fundraising rounds.
- Identifying underserved areas and proactively stimulating innovation to fill gaps in the pipeline.

Diversity in our portfolio

Funding for diverse teams remained challenging in 2024. The Atomico State of European Tech report showed little improvement in the proportion of funding going to all-women founding teams.

Despite increased awareness and initiatives to address funding disparities, stark divides persist. In 2023, all-female founder teams secured just 8.2% of UK venture capital investment, while only 0.2% of UK VC funding went to Black founding teams between 2009-2019.

As investors increasingly require more significant traction even at pre-seed and seed stages, entrepreneurs must self-fund early development or rely on family and friends for initial capital. This shift further disadvantages founders from less privileged backgrounds and threatens pipeline diversity.

We aim to be inclusive in our approach to founders, and this includes:

- Open access to book time with the team for initial meetings – no ‘warm intros’ required.
- Building connections and networks with those who can support and work with under-represented founders.
- Monitoring the diversity of our portfolio and pipeline
- Maintaining a diverse investment team and investment committee.



Opening doors for women in the trades — one job at a time

Meet Jade.

Jade is a qualified plumber with years of experience under her belt. But like many tradeswomen in the UK, she's had to fight for recognition in a male-dominated industry. Time and again, she's walked onto jobs where clients assume she's the apprentice, not the expert. She's been second-guessed, dismissed, and looked up and down.

And she's not alone, **just 2.4 % of UK plumbers are women, and stories like Jade's are still the norm.**

TaskHer was built to change that. The platform connects skilled tradeswomen with homeowners who actively want to book women for their jobs, creating a space where gender bias doesn't dictate opportunity. For women like Jade, it's not just a new source of business and bookings, it's a route to credibility, building client relationships based on trust, and creating a career on her own terms.

Since launching, TaskHer has connected more than 650 tradeswomen across skilled trades via its community. It's helping to tackle deep-seated stereotypes while opening up stable, well-paid work for women who've too often been shut out. Customers benefit too: 80% say they book through TaskHer to support gender inclusion in the trades, and 93% go on to recommend the platform to friends and family.

TaskHer is proving that inclusive hiring doesn't mean compromising on quality. It means elevating the talent that's always been there and has been overlooked.



Portfolio case study

Concluding note

This impact report demonstrates how the Workertech Partnership is breaking new ground in using technology to improve conditions for low-paid and precarious workers. By combining focused investment with research expertise and ecosystem support, we're building a movement that benefits workers today while transforming how work is structured for the future.



WorkerTech Portfolio of Ventures



Our portfolio comprises of ventures tackling workers' issues across various sectors and industries.



Earlybird

Voice-centric software delivering citizen services.



Employability providers use Earlybird to support job seekers who are frequently underserved to overcome barriers of accessibility, language and resource constraints to get into meaningful work or to upskill much faster.

Earlybird makes employment advisers more effective and efficient, freeing up time to provide one-to-one support and thereby improving outcomes for job seekers who would have previously fallen through the cracks in the system.

Earlybird has been awarded Innovate UK Inclusive Innovation funding and was selected for the Google for Startups Black Founders Fund 2023. In 2024, they launched their flagship report on AI in the employability sector, won digital solution of the year in the ERSA Employability Awards and were selected as one of three finalists in the Mayor's No Wrong Door open innovation challenge.



A job comparison platform built for and powered by workers. Acquired by US-listed ZipRecruiter in 2024.



Resolution Ventures Portfolio

Breakroom, a job comparison platform for hourly workers, achieved a significant milestone in 2024 with its acquisition by US-listed company ZipRecruiter.

Founded with a mission to "make every job a good job," the company has grown impressively, with ratings available for more than 6,500 British employers covering 986,000 jobs. Over 1M workers have completed the Breakroom quiz to date.

Following the acquisition, the founding team is staying in place and expanding the Breakroom brand into the U.S. market, demonstrating both the commercial potential of impact-first business models and the value of creating transparent data on lower-paid employment sectors. Breakroom continues to provide an important source of data for shift-workers to support them to choose good jobs. There is also some indication that employers take account of their data and rankings when planning their recruitment and retention strategies.

Note: Resolution Ventures exited its investment into Breakroom in 2024.



Equal Care Coop

A new model of governance that empowers care workers.



Equal Care Co-op is a platform co-operative that's aiming to transform the home care model by empowering both care workers and recipients through the cooperative model, that is, shared decision-making and self-managed teams.

Workers have control over which work they take on, and all are paid the Real Living Wage.

Through the success of its model, Equal Care sees a very low care worker turnover rate of 4%, significantly below the industry average of 24%, and ensures continuity of care with service users typically interacting with an average of 1.8 caregivers, compared to the sector norm of 10 to 40.



The platform to train and hire the UK's net zero workforce.



Greenworkx is focused on building the net-zero workforce. They enable employers to hire, train and engage the people needed to power the green transition, such as energy installers and retrofit assessors.

Since launching in 2022, they have recruited over 10,000 individuals into their community and delivered accredited Level 2 and Level 3 retrofit training to over 400 learners, many of whom have gone on to secure net-zero jobs.

In April 2025, Greenworkx was recognised and shortlisted by Unlock Net Zero for their Skills and Training Award.



Ikigai Data

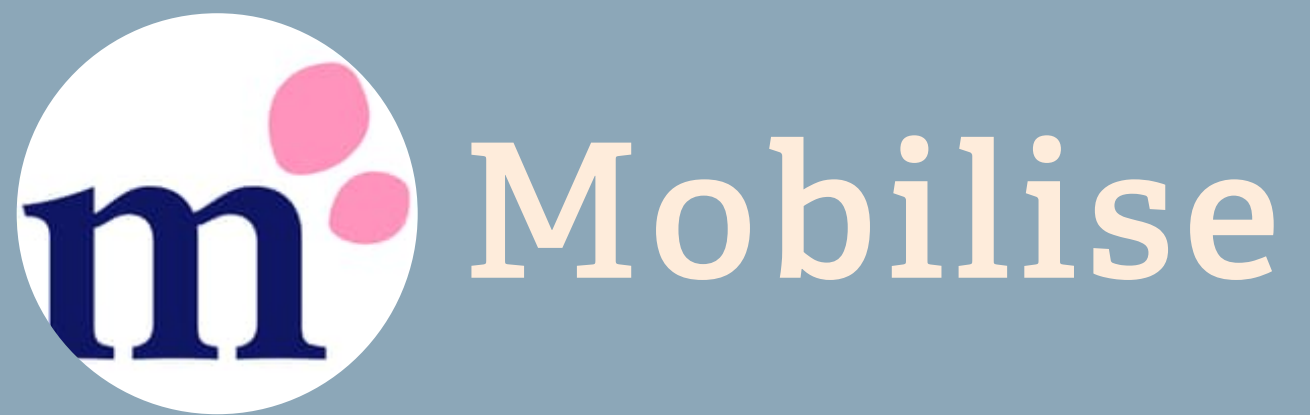
A platform dedicated to helping young people make informed choices about their careers.



Ikigai Data is a careers and data platform that uses the Japanese concept of Ikigai to help young people make decisions about their career.

Their tools help young people identify their skills, passions and interest to discover bespoke career pathways and coaching frameworks. They've designed and run Career Discovery and Design your Ikigai workshops with students throughout 2024, supported by their tools.

They use their technology platform to arrange and analyse data about the job markets current and future, so young people are better informed about their long-term prospects.



Digital tools for caregivers to help them source support, find community and provide better care.

Mobilise provides digital support services for unpaid carers, offering tools and resources to assist them in their caregiving roles.

Mobilise aims to help carers thrive, a large part of which is supporting them to remain in, or return to, the labour market. 76% of users report an increase in confidence after working with the platform over 3 months.

Working with 28 local authorities, Mobilise has worked with 90,000 carers to date, providing peer-to-peer support through their platform, as well as tools such as their Personalised Guide to Caring.





Organise

Worker-led platform that lets employees share information and campaign for better workplace practices.

Organise is a worker-led network empowering employees to campaign for better pay and working conditions.

The platform has grown rapidly, with over 1.7 million UK workers actively using it, accounting for approximately 5.1% of the UK working population. Users engage in around 750,000 actions monthly, including surveys, petitions, and direct communications with employers and policymakers.





Bringing change into the way the hospitality industry recruits and trains staff

Slinger is a hospitality employment platform aiming to modernise the hiring process by replacing traditional CVs with video applications and creative submissions.

In 2023, the company raised £500,000 in pre-seed funding, with backing from investors including Fuel Ventures and the Google for Startups Black Founders Fund. Slinger ensures fair pay by mandating that all job postings meet the UK's Real Living Wage, and supports permanent staff roles through its paid trial shifts product.





TaskHer

An online platform and movement to employ and empower female tradeswomen

TaskHer is an online platform connecting homeowners with skilled tradeswomen for home services, promoting gender diversity in the trades industry. The company reported a 94% increase in bookings in 2024 from the previous year and has onboarded over 500 tradeswomen onto their community.

TaskHer has also garnered media attention, featuring in outlets such as Vogue, The Times, and the BBC.





Valla

Support platform and legal tools for employees raising a grievance at work.

Valla is a legal tech startup offering AI-powered tools to assist individuals in navigating employment law issues. As of 2024, has processed 10,000 cases and has expanded its AI tools to offer lower-priced entry points for their services. Valla's innovative approach leverages technology to improve access to justice for workers facing legal challenges.



Resolution Ventures

If you have questions regarding this report or about us, please get in touch with us at ventures@resolutionfoundation.org.