



# TALENT MATCH BLACK COUNTRY

Social Impact Evaluation Report Dec 2019

January 2020

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## 1 INTRODUCTION

- 1.1 During the past five years, Talent Match Black Country (TMBC) have supported more than 300 young people from offending backgrounds, often these young people have low levels of self-esteem and confidence, they can find it difficult to secure employment due to employer misconceptions.
- 1.2 Talent Match Black Country have secured continuation funding and during the next 3 years they will target and work with at least 600 young people aged 17 – 29 who are:
  - Due to be released from offender institutions - through the gates
  - Have served a custodial sentence of 3 years or less.
  - Self-declare as having an offender background
- 1.3 The project will provide safe places where young people can go to receive intensive mentoring support as well as accessing information, advice, guidance and a wide range of bespoke support packages. ***The project mission “working alongside Young Adults who are experts through experience so that No one is left behind”***
- 1.4 The project aims to help young people:
  - Increase confidence, optimism and resilience
  - Reduce levels and avoidance of re-offending
  - Progress nearer and into sustainable employment
- 1.5 Young people will be supported for up to 12 months. Mentors provide solution focused support to help them identify and overcome barriers, cease their offending behaviour, with the aim of securing employment. Mentors are based in community/voluntary sector organisations and will provide support to 12 young people.
- 1.6 There will be a strong focus on the development of resilience and the ability for young people to adapt and bounce back when something difficult happens in their lives. This will involve the use of a psychometric measure called MTQ48 this measures an individual’s Mental Toughness and assesses control, commitment, challenge and confidence. Mentees complete questionnaires and this will help mentors assess the distance travelled as a result of training and development interventions.
- 1.7 ARK have worked closely with TMBC to assess and evaluate the Social Return on Investment achieved as a result of the interventions and support provided through the programme. The evaluation completed at the end of year five evidenced £27.5 million pounds worth of social return on investment which equates to an average of £17,610 per participant, this represented an excellent return on investment value.

- 1.8 ARK are continuing to work with TMBC over the next three years to capture the SROI and measure both the qualitative and quantitative outcomes and savings. We will be working closely with the Hubs, to capture and evaluate individual case studies, which can often provide greater insights to individual's experiences and journey. This report will provide an evaluation of the programme data, outcomes and the social return on investment value for the period April 2019 – December 2019.

## 2 SOCIAL RETURN ON INVESTMENT EVALUATION

- 2.1 ARK have been commissioned to independently measure and evaluate the social return on investment outcomes and financial impact achieved as a direct result of the support and interventions provided by TMBC. The main aim is to be able to demonstrate that the interventions and support provided has addressed the main programme aims in ensuring that young people do not reoffend, removing barriers to training and employment and evidencing the added social and economic value.
- 2.2 We have undertaken a review of the SROI Framework that was initially developed for TMBC to reflect changes in the programmes aims and objectives, capture current best practice and included additional health and wellbeing and personal stabilisation measures.
- 2.3 The SROI Framework captures the outcomes and applicable social value for individuals, communities and stakeholders, this is based on the Housing Association Charitable Trust (HACT) methodology, DWP Data, The New Economics Foundation and the Centre for Crime and Justice. This includes Wellbeing valuations which reflect health and wellbeing factors.
- 2.4 The SROI Framework has been separated into four main categories:
  - Skills
  - Employment
  - Life
  - Future

**Appendix one** details the framework, the descriptors, evidence required and financial values.

- 2.4 Wellbeing valuations enables organisations to measure the success of a social intervention by how much it increases people's wellbeing and how personal circumstances have stabilised as a result of support and interventions. This is done using the results from large national surveys including:
  - British Household Panel Survey
  - Understanding Society
  - The Crime survey for England and Wales
  - The Taking Part Survey
- 2.5 This isolates the effects of a particular factor on a person's wellbeing. Analysis then reveals the equivalent amount of money needed to increase someone's wellbeing by the same amount.
- 2.6 The Local Hub Data is used to assist in identifying the base line data and project wide interventions and the number of outcomes. The case studies provide more enhanced individual qualitative information which is then assessed and evaluated.

- 2.7 Mental resilience assessments and the distance travelled will be undertaken and assessed throughout the programme. This will provide an excellent normative measurement for individual's and the programme overall.

### 3 PROGRAMME OUTCOMES

#### 3.1 REFERRALS & BASELINE DATA

3.1.1 Since April 2019 to the 31<sup>st</sup> December 2019, 624 referrals have been received, an average of 70 referrals per month. 536 (86%) met the criteria, 78% were male and 22% female. 3% of TM participants are aged 17, 49% are aged 22 or under and 25% are over the age of 25, 330 people accepted the TM offer. This performance has exceeded the overall annual target of 448.

3.1.2 The period of time that people had been unemployed at the point of referral varied.

- 6 – 11 months unemployed – 36%
- 12 – 23 months unemployed – 23%
- 24 – 35 months unemployed – 10%
- 36+ months unemployed – 31%

3.1.3 The baseline data captured from participants highlighted that:

- 19% participants confirmed they had a disability
- Of those 19% with a disability 62% stated that their disability limits their activities
- 23% have or care for children
- 26% were not in receipt of benefits
- 0.6% do not receive benefits due to sanctions
- 44% live independently or with a private landlord, Housing Association, Local Authority, hostel or other supported accommodation

3.1.4 Participants indicated that they had experienced the following:

- 13% had been in Local Authority care
- 41% had an offender background
- 23% had substance misuse issues
- 44% experienced mental health issues
- 18% homelessness

3.1.5 When comparing with the previous five years data, there has been an increase in people presenting with substance misuse and mental ill health issues.

#### 3.2 PROGRAMME OUTCOMES – 2019 CONTINUATION YEAR ONE

3.2.1 We have reviewed the local hub data which provides information on the quantitative outcomes achieved during the period April to December 2019, 904 follow ups were completed by means of a questionnaire. We have assessed data captured by the individual Hubs to calculate the actual jobs per individual secured for the purposes of the social impact evaluation.

Table 1 - Young people activities/outcomes 2019- Follow up questionnaire - CDF data base:

Activity/Outcome	Number of young people	% of young people
Work Experience	69	21%
Volunteering	59	18%
Additional Training	112	34%
Applied for Jobs	191	58%
Had at least one interview	108	33%
Completed an Apprenticeship	0	0%
Completed a formal college course	13	4%
Completed training	46	14%
Gained employment - Full time 59 outcomes - Part time 19	78	7%
Set up own business	0	0%
None of these	54	16.4%

3.3 Comparing the Hub data Wolverhampton secured the highest number of jobs 27%, Walsall 25%, Dudley 13.5% and Sandwell 8%.

## 4 SOCIAL RETURN ON INVESTMENT EVALUATION

- 4.1 ARK have reviewed the data captured on the CDF from the follow up questionnaires completed for 330 people on programme up to the end of December 2019, including the individual job outcomes achieved.
- 4.2 Appendix 2 provides a breakdown of the SROI calculation for the first year of the continuation programme summarised in Table 2 below:

Table 2 - Annual social return on investment calculations: At Dec 19.

	April 2019-Dec 2019
Number of young people outcome data evaluated	330
Social return on investment value	£2,136,607
Average value per person	£6,181

- 4.3 The social return on investment value achieved to December 2019 is **£2,136,607** which provides an average return per individual of £6,474. The 14 case studies detailed in section 5, provides a social value of £769,776 the average social value is £54,984 per case study, we can capture greater detail from the case studies which enables us to calculate a higher value than captured in the CDF information. These values combined culminate in a social return on investment value of **£2,906,383**.
- 4.4 Expenditure to date is in the region of £1,397,641 if we compare with the social return value achieved to date of £ can evidence a social value ratio of £2.08 for each £1.00 spent.

## 5 INDIVIDUAL CASE STUDIES

- 5.1 ARK have assessed 14 Case studies during year one of the continuation programme which have provided some invaluable insights into individual's life experiences, the challenges and barriers they have experienced, and how the support and interventions available from TM have helped to change their lives, aspirations and dreams. We have captured the changes and impact resulting in outcomes for those individuals.
- 5.2 The total SROI value in relation to those case studies to date is £769,776 an average individual value of £54,984 amount is significantly higher than previous case study calculations which averaged £29,331, primarily this is due to those individuals who have previously been convicted and are at risk of re-offending, have ceased drug or alcohol addictions and have improved confidence, overall health and reduced anxiety reflecting the public savings element of the valuation. The ability to capture more information on the case studies enables us to maximise the social impact and public sector savings.
- 5.3 The feedback from young people clearly demonstrates that the mentoring support provided gives them confidence and self-belief in their own abilities to achieve and change their lives. The work experience and employability support assist them in preparing for job interviews and securing employment.
- 5.4 The case studies are powerful examples demonstrating how young people's lives have changed as a direct result of TMBC.

## 6 OBSERVATIONS

- 6.1 Whilst the focus on the next 3 years is to support those young people being released from offender institutions or former offenders, there continues to be support for those young people furthest from the labour market, often presenting with multiple and complex needs, which cross over the thematic groups. The focus on solution focused support provides an excellent range of interventions and activities for participants.
- 6.2 The excellent work with employers continues to provide work experience and employment opportunities for young people resulting in 78 employment outcomes being achieved during this evaluation period.
- 6.3 The case studies continue to highlight the complex needs demonstrated by young people engaging with TMBC, and the high level of resource and resilience required by mentors when supporting individuals. The introduction of mental resilience assessments for programme participants will provide an excellent indication of the distance travelled as a direct result of support provided.
- 6.4 Engagement with young people as part of the Steering Group has helped them to gain skills, whilst influencing the direction of the programme through feedback and wider involvement.

## 7 RECOMMENDATIONS

- 7.1 The Steering Group note the content of the report and the Social Return on Investment values contained within.

ARK Consultancy Limited  
January 2020

## APPENDIX 1 – TALENT MATCH BLACK COUNTRY- SOCIAL VALUE FRAMEWORK 2019

### SOCIAL RETURN ON INVESTMENT HACT WELLBEING AND UNIT COST DATABASE DEFINITIONS

OUTCOME	Value £££	Description of Outcome
<b>Employment &amp; Training</b>		
Full-time employment	£14,433	Moving from unemployment into FT employment 30 hours or more
Self-employment	£11,588	Moving from unemployment into self-employment
Part-time employment	£ 1,229	Moving from unemployment into part time employment 16 hours plus
Government training scheme	£ 9,447	<a href="https://www.gov.uk/career-skills-and-training">https://www.gov.uk/career-skills-and-training</a>
Apprenticeship	£2,353	Record of individuals enrolling on an apprenticeship
Vocational training	£1,124	Record of individuals enrolling on specific training
Regular volunteering	£3,249	Record of individual who regularly volunteer at least once per month for two months
Regular attendance at voluntary or local organisation	£1,773	Record of individual regularly attending groups
General training for job	£1,567	Increase skills for a job
Employment training	£807	On the job training
NEETS	£4,637	Not in Employment, education or training
<b>Health &amp; Wellbeing</b>		
Avoid repeat offending	£34,840	Record that interventions have avoided repeat offending and imprisonment
Alcohol misuse	£3,413	Record that an individual has received support to tackle alcohol dependency issues and reduced dependency.
Smoking cessation	£4,010	Survey question for case studies
YP with drug issues	£16,894	Evidence that drugs misuse or addiction has reduced and/or ceased as a result of interventions.
Relief from anxiety/depression	£36,766	Survey question for case studies

OUTCOME	Value £££	Description of Outcome
Improvements in confidence	£13,080	Use of questionnaires or other measures which evidence changes in behaviours or confidence.
Feel in control of life	£15,849	Survey question for case studies
Rough sleeping to secure housing	£24,467	Rehoused from rough sleeping
Temporary accommodation to secure housing	£8,019	Housing provision
<b>Economic/Benefit Savings</b>		
JSA to entering work	£25,111	DWP Savings
ESA/Incapacity benefits to work	£22,327	DWP Savings
Income support to work	£17,135	DWP Savings

## APPENDIX 2 – SOCIAL RETURN ON INVESTMENT CALCULATION

Talent Match Black Country – Social Return on Investment calculation up to the 31<sup>st</sup> December 201 330 young people. The job information is cumulative since the commencement of the project.

Code	Outcome	SROI Value	No. of Outcomes	SROI Value £££
HACT EMP1601	Unemployed to Full-time employment	£14,433	59	£73,474
HACT EMP1602	Self Employed	£11,588	0	000
HACT EMP1603	Unemployed to Part-time employment	£1,229	19	£23,351
HACT EMP1606	Enrolling on an Apprenticeship	£2,353	0	000
HACT EMP1607	Vocational training – college	£1,124	13	£14,612
HACT EMP1608	Regular Volunteering	£3,249	59	£191,691
HACT EMP1610	General Training for a Job	£1,567	158	£247,586
HACT EMP1611	Employment training (on the job training)	£807	69	£55,683
DWP	NEETS DWP Saving	£4,637.00	330	£1,530,210
<b>Total SROI for young people 2019</b>				<b>£2,136,607</b>

### ASSUMPTIONS:

The assumptions made have been taken from the CDF database at 31<sup>st</sup> December 2019 relating to those 330 young people who have been on programme at the end of December 2019.

The social return on investment value in relation to the 330 young people evaluated for continuation year 1, 2019 outcomes is **£2,136,607** an average of **£6,474 per person**. The total social return on investment value in relation to the 14 individual case studies is **£769,776** an average individual value of **£54,984**.