





## Using Social Impact Bonds to Deliver Better Social Outcomes

Wednesday 14 June 15:45 GMT

**Meeting community needs** 

## **Panel**



David Parks
Managing Director
The Skill Mill



Naomi Allen Seales Investment Manager Northstar Ventures



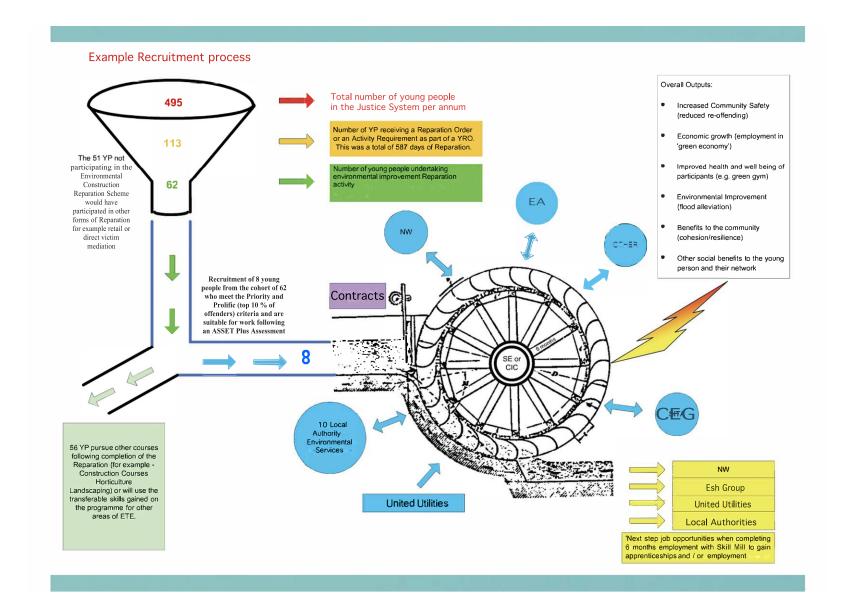
Professor Susan Baines
Professor of Social Enterprise, Public
Evaluation and Research Unit
Manchester Metropolitan University



Lucinda Yeadon
Community Liaison Manager
Commercial Estates Group



## Not a Sausage factory



### The Skill Mill Theory of Change

The Skill Mill provides employment opportunities in construction and water and land-based management, reducing flood risk and improving the local environment. We bring social and environmental benefits to communities by involving children in the justice system directly in the delivery of services. Each Skill Mill cohort receives six months paid employment, invaluable practical real work experience, a nationally recognised qualification, and opportunities for progression with local companies at the end of their time with The Skill Mill



**Skill Mill creates opportunity** and manages the interface between employers and young people

#### Staffing

- Mentoring
- Relationships

#### **Key role of supervisors**

Management / administration

**Employers** 

Communities

Equipment

**Expertise** 

Finance

Insurance

Training and Development

PPE / Uniform

Health & Safety

**Youth Offending Teams** 

**Local Authorities** 

**Commercial Partners** 

**Academic Partners** 

#### **Activities**

#### Skill Mills provides young people real job opportunities in:

- Watercourse & flood management
- · Construction and ground maintenance
- Invasive species clearance

#### Job training

Skills development

Personal development (teamwork,

problem solving)

Building portfolios (AQA)

Health and safety skills

Variety of experience

Achievable tasks

Team cohesion

Having fun whilst learning

#### For employers and communities:

Services and tasks in water and land-based management

## **Outputs**

#### For young people:

Financial independence

Improved employability skills Improved mental and physical

#### health

Sense of achievement and satisfaction of a job well done Recognition of capability accomplishing job tasks Increased self-esteem from positive feedback - customers, partners and wider community Better relationships with peers and families Positive social relations

#### For employers and communities:

Real tasks completed,

Value for money

Trust the Skill Mill to do a good job and to manage all the risks good quality service/product received

#### **Outcomes**

#### For young people:

Positive self image and identity

Feeling empowered, safe and valued

Improved self regard

#### Sense of achievement

Sense of purpose

Have community pride –take responsibility and ownership of their local spaces

Display kindness in their actions They challenge the view of themselves as young offenders Feeling trusted with a chance to

prove themselves

#### For employers and communities:

Changes in perception about the young people Proud of the young people Fulfilment of corporate social responsibility agenda

#### **Impact**

#### For young people:

Feeling part of society and ready to contribute to local community

Increased belief in capacity to change

Belief in ability to work and succeed in life

Improved relationships

Positive outlook for the future

#### For employers and communities:

Improved environments

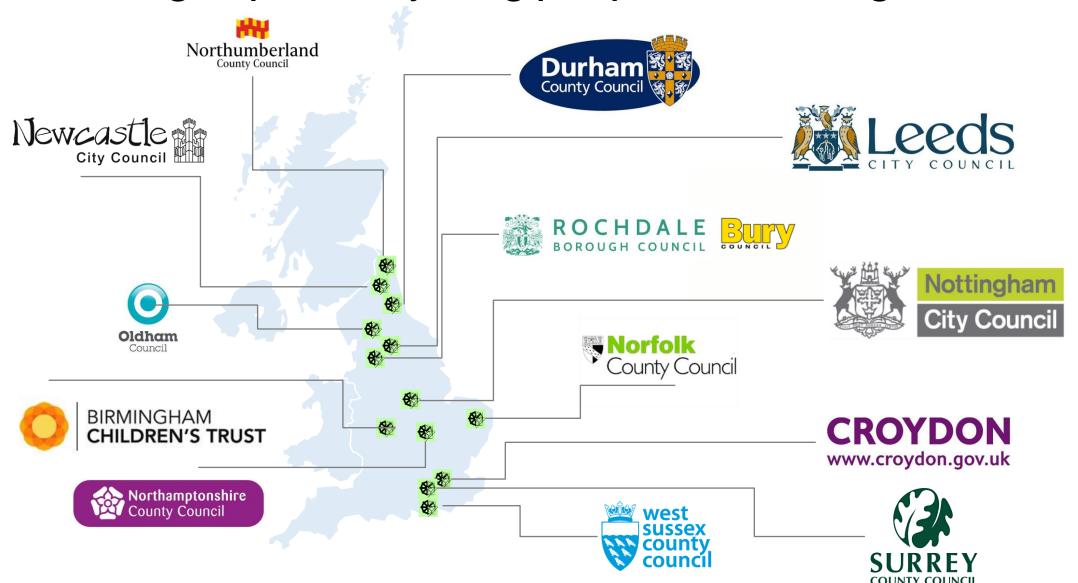
**Reduction in offending 12** months after the programme

Social Return of Investment Young people move from being seen as a challenge or a burden to their community to becoming a visible asset to their families and community

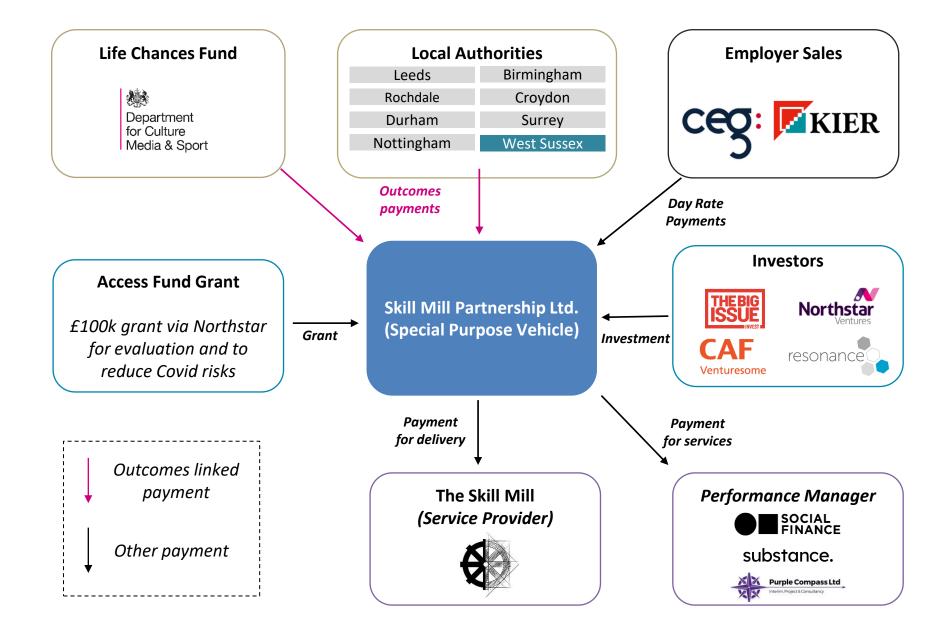
## The Skill Mill supports cohorts of four young people into employment after 6 months of paid work and training



## The Skill Mill is scaling its evidence-based programme, creating impact for young people across England



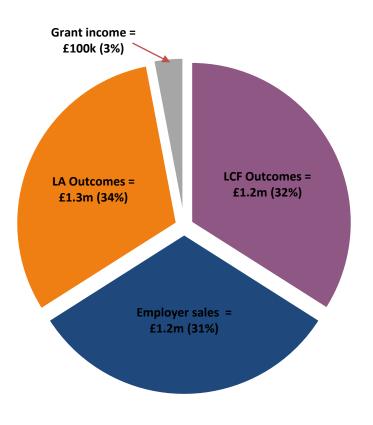
## The Social Impact Bond

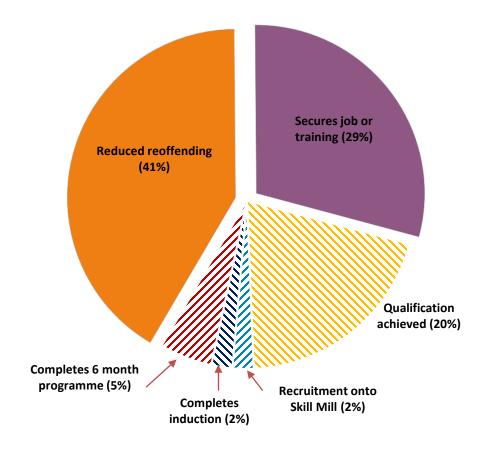


# The SIB offers fantastic value for money for local authorities who only contribute 1/3 of revenue and 70% of their payments are for outcomes

Costs are met from 2/3 outcomes and 1/3 commercial sales. An "Access Foundation" grant enables evaluation and derisks potential Covid spike

Outcomes are principally earned from reduced reoffending and securing future employment / training

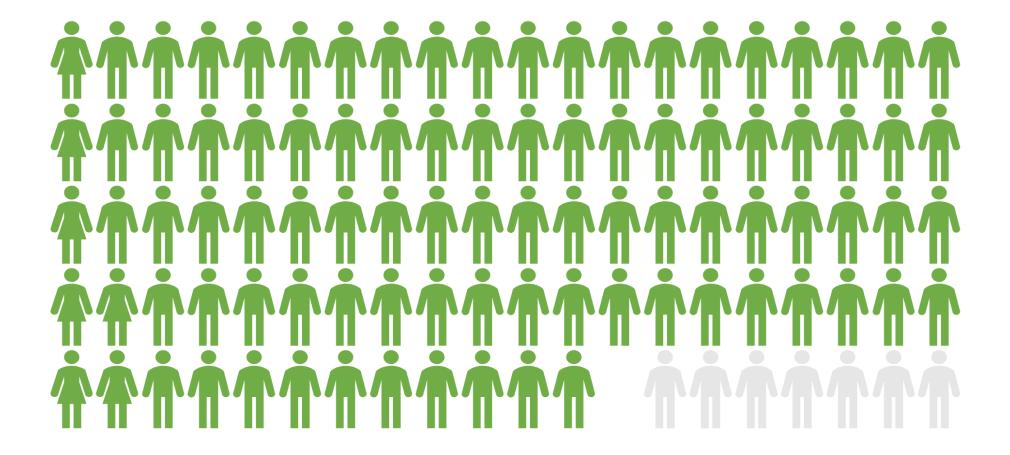




#### Notes:

- · The above is based on the financial model's base case (excl. VAT)
- LCF pays 43.8% of outcomes
- Employees pay day rates for Skill Mill teams of 4 and supervisors of up to £500 / day

### **Impact**

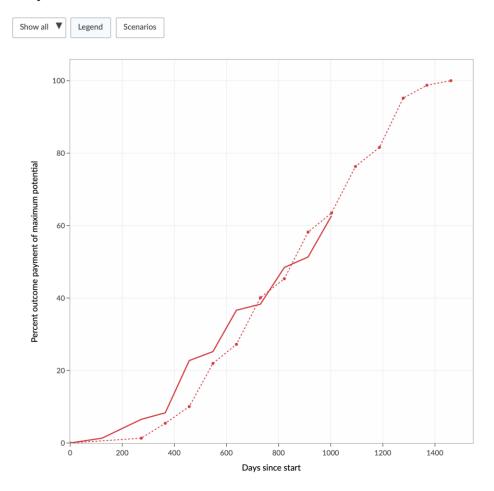


The Skill Mill has employed 402 young people in England over the past 9 years - 29 have been re-convicted. The re-conviction rate is 7.2%, compared to 72% for young offenders with 11+ convictions. 20 have been young women with zero re-convictions.

#### Planned versus actual payments

Skill Mill started delivering services in August 2020 and will finish in September 2024. Data was last updated in December 2022. These are interim results.

#### **Payments**



"We are proud to have worked alongside Skill Mill for 6 years. They provide a win-win service that delivers professional site logistics support whilst also providing opportunities for your people to make a real difference in their lives, learning skills, gaining confidence and contributing to society".

Lucinda Yeadon
Commercial Estates Group



The Skill Mill assists developers and contractors delivering section 106 obligations. Additionally, The Skill Mill will help you achieve 5 star rating for Considerate Constructor.

The Skill Mill deliver site logistics at commercially advantageous rates whilst making a difference to young people's lives. We enhance the profile of developments and construction sector as a result of the social value achievements. The pathways for our young people into the construction sector address the skills gap – *the try before you buy approach that ultimately benefits the contractor!* 



The Skill Mill is a Gold Member of Constructionline. We are the first and only Social Enterprise in the country to achieve Construction Line Gold Accreditation.

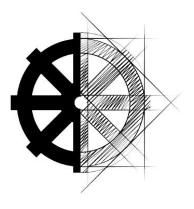


## **Constructionline**

Gold Member



Social Enterprise UK
Certified Member



#### THE SKILL MILL

The Social Enterprise Providing Employment for Young People in Construction



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www.theskillmill.org



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/TheSkillMillUK





#### What is The Skill Mill?

The Skill Mill Limited is a Not-For-Profit Social Enterprise aiming to provide training and employment to enable young people aged 16-18 with a history of offending to change their lives. The model was established in the North of England and following successful outcomes has rapidly expanded across England.

Young people are recruited through the Youth Justice Service. The model is a 4-day working week on site with a day spent participating in training and education, although this is flexible depending on the needs of the job. The Skill Mill will provide:

- A team of four young people with a supervisor on site
- Risk assessments
- Delivery of work on site to an agreed standard
- Van, protective clothing, liability insurance and equipment for the young people
- Mentoring support and pastoral care to the young person to enable them to fulfil their work commitments and progress to training/employment
- · Contact points and regular review of progress
- Participation in publicity work as appropriate
- Education placements for the young people





The Skill Mill has Health & Safety and related policies, available upon request and public insurance liability cover. All supervisors are CSCS accredited, and our young people are working towards the same.

Examples of work that can be undertaken include:

- Repairing dry stone walling
- Bench building and installation
- Tree work
- Fence repairs
- Hedge laying
- Garden maintenance and landscaping
- Vegetation clearance work
- Cleaning services
- Buildings, general painting and decorating
- External site maintenance, painting of railings, bridges, concrete etc
- Ground maintenance
- Site clearance work





#### Why work with the Skill Mill?

The Skill Mill innovatively brings together the private, public and voluntary sectors to co-produce an approach to reduce crime, increase community safety, improving the lives of young people and the local community. We help to remove the barriers to employment by providing a real opportunity to gain education and employment and access to the wider labour market. We positively challenge any discrimination the young people face and raise aspirations.

The work of The Skill Mill is intimately connected with the UN Sustainability Development Goals.



























Environment

Oldham

Council







Youth Justice Board









































#### Academic



University for the Common Good













Civic













## Q&A



David Parks
Managing Director
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Professor of Social Enterprise, Public
Evaluation and Research Unit
Manchester Metropolitan University



Lucinda Yeadon
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# Thank you

