

SOCIAL VALUE STATEMENT

Local Employment and Wage Value:

We work with our local and wider employer groups to promote and encourage the best possible salary outcome for our learners. An example of this, is with a former local employer; who offered a starting salary of £17,000 within their first 12 months of contract, to be reviewed after 12 months. We work with a number of NHS Trusts' to promote their apprenticeship remit and offer a tailor made service to support their individual need. We offer training programmes up to level 7, which supports the existing workforce to progress onto higher band levels, therefore higher salary levels. Further-more, we embed employer core values into the training programme so staff can relate their knowledge, skills and behaviours in accordance to values of that organisation.

In addition, we support learners' health and well-being by providing pastoral support via 1:1 training sessions and an induction module. This module, training sessions and other ongoing activities support the learner's knowledge and self-development around their own physical health and well-being. Examples of training included are; healthy eating, benefits of exercise and health benefits involved with consuming less alcohol, and through stopping smoking. Wider training is also provided by discussing topics that are current and affecting young people; such as being safe online, social well-being, health concerns and providing an impartial advice and guidance service from qualified IAG staff. Learners' are provided with impartial information, for them to make an informed decision.

Local Engagement:

We are always looking at expanding our links with schools, colleges, job centres and youth groups which have been built by our apprentice engagement team so that we are able to promote apprenticeships to local communities within all regions of England. We have worked with a youth clinic at a Greater Manchester NHS Trust to design a training and development programme to give young patients the skills required to progress into full time employment following treatment in hospital and to help support local charities through volunteering and peer mentoring. This and similar schemes can be rolled out to other employers in England. This includes courses such as; IT Skills, Business Administration Skills, Social Media, Employability Skills, Marketing Principles, Event Planning (for fundraising for local charities), Volunteering, Peer Mentoring and Functional Skills (English and Maths). This programme we are looking to pioneer will provide work experience, volunteering experience and develop skills for all involved to support people back to work or into volunteering after their treatment.

At a local level as an example, our staff have delivery experience of working within the Volunteer and 3rd Sector areas; in areas of Lower Layer Super Output and delivered training, traineeships, apprenticeships and employability courses to residents. Our staff have worked with Salford City's Economic Development Unit on the Raising Aspirations Programme targeted at residents from the most deprived wards within the City; this 4 year programme provided residents with opportunities that met local government targets and supported the residents of Salford to raise their aspirations and reach out and embrace learning, social well-being and provide a haven of support and impartial advice within communities. Again these are examples of local provision that we have a grounding of and can easily roll out to connections which we will form within the local areas throughout England.

We have created some key metrics for delivery within the social value space:

Method Statement: Provide online training accessible for prospective apprentices including those who are low paid, unemployed or those individuals facing barriers to training due to learning support needs or locality.

Deliverable 1: Provide online teaching and web-based resources to improve digital literacy, accessed from any location, including libraries. To focus on accessibility to individuals with barriers to learning. Online delivery requires no need for travel; learners can attend flexibly, which will cater for those in rural areas, carers and with low income.

Plan/Process: Utilise existing delivery tools and knowledge (within our existing apprenticeship provision), which are accessible from contract start. Provision Manager and recruitment team to engage with employers, Jobcentres and LAs in targeted areas. Database of Jobcentres has been created and contact will be made on contract offer.

KPI: 25-30% learners from disadvantaged areas. 25% of learners are unemployed.

Monitor/measure/report: Collect data on learner numbers with access to devices, device types and access to community facilities, such as libraries. Collect learner data from disadvantaged backgrounds including carers, those with no transport access, rural areas and applications for courses by postcode and referrals from Jobcentres.

Influence stakeholders: Link with community resources, job centres, LAs and community stakeholders in targeted disadvantaged/rural areas.

Deliverable 2: Target students with barriers to learning, including mental health needs and/or ALS, with individualised support.

Plan/Process: Provision Manager and recruitment team to develop links with local community stakeholders for marketing of courses to those who have ALS needs.

KPI: Minimum 10-15% learners with Mental Health, ALS needs or neurodiverse.

Monitor/measure/report: Collect data on students with ALS or mental health needs and types of learning support.

Influence stakeholders: Create links with job centres, local employers, societies and charities e.g. National Autistic Society Centres.

Deliverable 3: Create tailored opportunities for employment with current apprentice employers/other employers in the local community for work-from-home, contract work/self-employment in IT and smaller businesses, where part-time work is preferred.

Plan/Process: Provision Manager and recruitment team to engage with local employers to support creation of job opportunities and work placements.

KPI: 75% of unemployed learners applying for jobs and/or further courses. 30% of unemployed learners to further training and 15% to employment within 6 months of completion.

Monitor/measure/report: Interview preparation, application workshops, number of jobs applied to and CIAG sessions attended. Learners who progress onto further training and/or employment and/or work placements and/or volunteer roles.

Influence stakeholders: Database of Jobcentres and other community stakeholders is created. Work with our apprenticeship employers to offer short-term work placements or working interviews if possible.