IN4.0™

Group

Fair Access to Technology Futures

Social Impact
Report 2023

Produced by

socialvalue
BUSINESS

Contents

Foreword

IN4 Group is an award-winning technology group, driving prosperity for businesses and communities.

Delivering a unique technology talent acquisition solution, IN4 unlocks the potential from within diverse and disadvantaged communities and maps this into organisations that are scaled through its innovation hubs and programmes.

At the heart of this is the Group's commitment to ensuring fair access to technology futures for all.

IN4's unique innovation blueprint develops a technology talent pipeline that fast-tracks people into highly skilled tech career pathways. This activates industry technology adoption and nurtures start-ups to scale through innovation and investment.

IN4 is committed to embedding social value and local economic benefit through the activities it delivers. This report aims to capture and demonstrate the social impact that has been created through its Skills City and CyberFirst operations for the benefit of individuals, local communities, and businesses.

IN4's Values

Humanising

We humanise technology by providing local people with fair access to technology futures

Belonging

We create a sense of belonging in technology, connecting the place to the people

Culture

We champion a culture in technology that is equitable, diverse, and inclusive
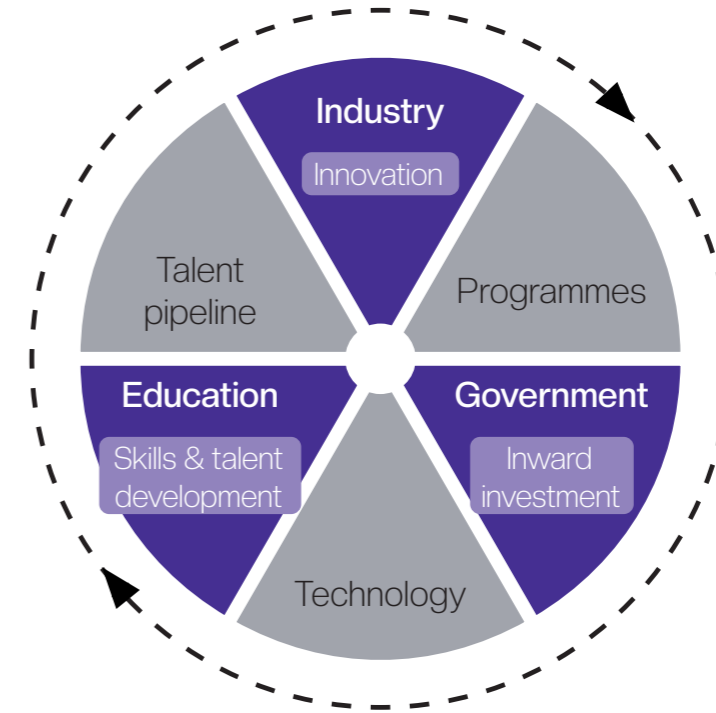
More than a skills provider

The IN4 regional blueprint

Education

CyberFirst Schools & Colleges

TalentFirst in college and on campus scholarships

Industry

A leading operator of innovation hubs serving governments, enterprises and SMEs through applied innovation labs and adoption programmes. Creating organic demand for Skills City talent by supporting business growth

Government

Convening regional government and public sector partnerships, and optimising inward investment to create a coordinated, collaborative and outcomes-driven working dynamic

SKILLS CITY
Fair Access to Technology Futures

Cyber First

Executive Summary

Social Value Business (SVB) was commissioned by **IN4 Group** to undertake a **Social and Local Value** evaluation of its 2023 **Skills City** and **CyberFirst** operations to establish if the programmes had achieved social value impact or benefits for those involved.

CyberFirst

The CyberFirst Schools & Colleges programme was delivered across the North West on behalf of the National Cyber Security Centre (NCSC). The desired outcomes for this year focused on establishing a solid foundation and a route towards achieving CyberFirst aims. Programme deliverables were set by the NCSC and included: responsibility for identifying and engaging with key local stakeholders, industry partners, local schools, colleges, teachers, and students; providing events; forming an industry advisory group; and assisting with the process for education establishments to become CyberFirst recognised, so they can be assigned an industry partner to continue reinforcing and growing the scheme for years to come. An analysis of activities shows that each target had either been achieved or surpassed. The feedback from key stakeholders confirms the programme has already begun to make a real difference and is seen as a true strategic investment to ensure that there will be an appropriately skilled talent pool available to fill future opportunities in the cyber and tech sectors.

Skills City

Skills City is a unique digital skills powerhouse transforming talent diversity across the UK and providing fair access to technology careers.

It provides leading digital technology Skills Bootcamps and is open to all, including people from the most diverse backgrounds, who wish to upskill, retrain, or launch a tech career.

An analysis of activities shows Skills City has benefitted over 600 individuals over the past 12 months across the North West and West Midlands through Skills Bootcamps from its two faculties: Digital Engineering and Gametech. This resulted in improved wellbeing, the removal of barriers to education and employment, easier access to training provisions, bespoke employment support, the gaining of new skills and qualifications, interviews with businesses and the securing of employment. Feedback from stakeholders confirms the programme has been a great success for all parties, increasing job-ready numbers and the filling of existing and new tech career opportunities.

Key Results

SVB has adopted the UK's widely recognised social accounting methodologies, Social Return on Investment (SROI) and Local-Multiplier (LM), to account for value. A Social Value Impact evaluation was undertaken, aligned with the principles and standards set out by the Social Value Quality Mark and its Level 2 criteria.

SOCIAL VALUE QUALITY MARK®
VALUE DISTINCTION

Based upon information supplied, analysed, and verified, it was calculated that the programmes listed delivered **£14.27m** of value in 2023, giving a social return on investment (SROI) of **£5.42** for every £1 invested.

£14.27m
Social Value

£5.42
Social Return on Investment

Evaluation Methodology

This evaluation is based on Social Return on Investment (SROI) and Local Multiplier (LM) principles. These were chosen as the most appropriate methodologies to monetise the impact of the programmes and convert them into value. Social Return on Investment is measured through seven key principles.

Social Return on Investment

Seven key principles

Involve stakeholders

Understand what changes

Value the things that matter

Only include what is material

Do not over-claim

Be transparent

Verify the result

Data Review

The report's information and data to identify project outcomes, impact, and aligned value originated from IN4 Group and comprises stakeholder interviews, case studies, testimonials, course content, learning outcomes, and financial and performance data. The independent analysis of this information has led to the conclusions drawn within this report.

Method

Step 1
Map stakeholders

Step 2
Consider what stakeholders value

Step 3
Develop social commitment and indicator measures

Step 4
Stakeholder engagement and consultation

Step 5
Define what has changed for stakeholders

Step 6
Define the difference that the change(s) made:

(a) Education and Skills
(b) Employment and Volunteering
(c) Health and Wellbeing

(d) Environmental
(e) Housing
(f) Crime and Justice

(g) Social and Community
(h) Economic

Step 7
Define where the value has been created

Step 8
Allocate a financial value

Step 9
Allocate a non-financial value

Step 10
How influential has IN4 Group been?

Step 11
Where has value been created?

Step 12
Define if it would happen anyway

Step 13
Define who else is responsible for changes

Step 14
Define if the changes cause a negative effect

Step 15
Define how long the change(s) will last

CyberFirst North West

CyberFirst aims to ensure the UK has a sustainable supply of diverse and high-quality individuals joining the cyber workforce of the future. Together with the UK government, it strives to equip young people with the digital awareness and skills they need to enable them to pursue a career path in the sector.

CyberFirst Evolution

2018
NCSC piloted a Cyber Schools Hub (CSH) programme in Gloucestershire, with a collaborative aim of encouraging young people to engage with computer science and the application of cyber security in every day technology

2020
The pilot of the now CyberFirst Schools & Colleges scheme was extended to Gloucestershire and Wales

2021
The scheme was further extended to include secondary schools and colleges in Northern Ireland, South West of England and North East of England

2022
The scheme was rolled out to the North West of England and delivered by IN4 Group

CyberFirst

Schools & Colleges Scheme Pathway

School or college express an interest in scheme

Invited by IN4 to discover more about scheme

School or college supported to apply for CyberFirst recognition

Rigorous assessment process to gain bronze, silver or gold recognition

Once formally recognised, school or college can be assigned an industry partner

Industry partner works with recognised schools to create individual action plans

School or college progress and are given access to wider CyberFirst opportunities

"Gaining cyber college status will not only allow us to highlight our current work in this area to parents and future students, but also create new links with industry partners to offer further experiences for our learners. Our students join us by wanting to work in cyber security, but will hopefully leave with an understanding of what is required, a skillset to begin that journey and knowledge of the next steps."

Winstanley College

CyberFirst Outputs

177 — Schools and colleges engaged

698 — Students attended CyberFirst Days

131 — Expressions* of interest received

35 — Schools and colleges attended IN4's events in Salford

15 — Recognition applications

**13** — Recognition awards

"The CyberFirst Day in Salford was well received by the students who attended from Moor Park. I have noticed a much more engaged student body from those who attended, which shows their interest in computing improved after the visit. I would happily bring students back for another CyberFirst Day."

Moor Park High School & Sixth Form

Schools & Colleges Locations

Greater Manchester: 51%

Lancashire: 31%

Merseyside: 6%

Cheshire: 10%

Cumbria: 2%
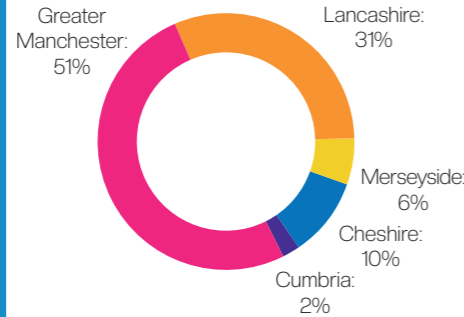
"Recognition for Kingsway Park High School is a great step forward for us and reinforces our motto of 'We co-operate - We Pioneer - We Belong.' We feel this recognition is part of our pioneering spirit. It allows us to give our students opportunities we would not be able to offer otherwise."

Kingsway Park High School

CyberFirst Events

29 — Events facilitated

1562 — Students participated

95% — Female representation

65% — Ethnic minority backgrounds

33% — Disadvantaged groups*

"The variety in workshops and how interactive they were was brilliant. The students engaged really well, and it allowed them to explore their curiosity in regard to cyber. It also allowed them to understand the various pathways they could take."

"Brilliant event! Inspiring the future tech wizards of the world! A great day all round!"

"Just wanted to say a massive thank you again for inviting us to your event. The kids had a very eye-opening and educational experience, which I am sure they will remember for a long time to come."

Blackburn Central High School

"Seeing everybody, seeing the number of females here, and just seeing the girls come to life outside of a classroom. You try and teach them as much as you can in the classroom but bringing them to an event like this, you can see that spark happen and even if only two or three of them go into a tech career then we've done our job."

St Ambrose Barlow RC High School

*Based on the number of pupil premium participants

"We feel immensely privileged to be able to volunteer time supporting the CyberFirst Schools & Colleges programme. It is such a thrill to be able to inspire young people, especially those from underrepresented groups, to consider a future in tech."

IBM

Partnerships

IN4 Group's CyberFirst Schools & Colleges scheme has seen great success in its first year. This has been helped by the excellent partnership work and support from a variety of key partners, including:

Apex Partners

IBM

KPMG

NORTHROP GRUMMAN

QINETIQ

BT

ROKE

Strategic Partners

University of Central Lancashire UCLan

MANCHESTER 1824 The University of Manchester

Edge Hill University

Lancaster University

University of Salford MANCHESTER

Manchester Metropolitan University

Salford City Council

THE CAREERS & ENTERPRISE COMPANY

GMCA GREATER MANCHESTER COMBINED AUTHORITY

Lancashire Enterprise Partnership

Social Impact Summary

CyberFirst - 2023

We have spoken with a variety of key stakeholders throughout the evaluation process and made a robust assessment of activities in line with the Social Value Quality Mark (SVQM) nationally recognised standards. We are confident in the results established through our independent evaluation, identifying over **£1.57m** of social value being created along with a social return on investment (SROI) of **£2.57** against every £1 invested.

£1.57m
Social Value

£2.57
Social Return on Investment

The main areas for the creation of social value revolved around education and skills development along with charitable activity from IN4 Group and industry partners.

This has enabled individuals from some of the most deprived areas of the country (based upon the government's Index of Multiple Deprivation), the chance to begin their journey to become trained and upskilled to take advantage of the future opportunities that will become available within the North West Cyber Corridor.

This strategic investment is invaluable to ensure demand can be met for the industry partners who will be offering these opportunities. It also helps schools and colleges to shape future provision, giving their students both an improved outlook and prospects with the goal of becoming part of the new workforce of the future in cyber and tech.

Dave McGuinness - Social Value Business

It is expected that it will take around five years for industry to begin to feel the reward of the CyberFirst programme in the North West

NCSC Key Year 1 Targets for IN4 Group	Year 1 Target	Year 1 Output	Achieved
Number of schools/colleges applying for CyberFirst recognition	5	15	✔
Recognised schools/colleges paired with industry partners & continued engagement	5	13	✔
Industry advisory group engagement	12	12	✔
Provision of events that promote & encourage cyber security	4	29	✔
Number of CyberFirst Days held	12	24	✔

Department for Education

GMCA GREATER MANCHESTER COMBINED AUTHORITY

Lancashire Enterprise Partnership

IN

SKILLS CITY
Fair Access to Technology Futures

West Midlands Combined Authority

Coventry University

SKILLS FOR LIFE

Skills Bootcamps are developed in partnership with local employers, providers, and authorities to help fill skills gaps and vacancies in local areas.

Designed to be flexible, to fit learning around family or other commitments.

Learners will also have a guaranteed job interview at the end of the course.

Skills City

As one of the country's largest digital Skills Bootcamps operations, Skills City delivers a unique technology talent acquisition solution. By unlocking the potential of highly skilled local talent from within diverse and disadvantaged communities, it drives prosperity for businesses and communities.

Operated by IN4 Group, Skills City helps employers build a diverse, ambitious, and highly skilled workforce for their businesses.

It focuses on an employer-led approach, working closely with partners to offer up-to-date digital skills through its bootcamps. By understanding the needs of employers, Skills City can satisfy demand and ensure that individuals from all backgrounds have a clear path to tech career opportunities.

Backed by the Department of Education (DfE), Skills City has delivered digital bootcamps in the North West on behalf of the Greater Manchester Combined Authority (GMCA) in Cloud Engineering and Software Engineering, and with the Lancashire LEP, it provides local talent with Data Analytics and Cyber Security Skills Bootcamps.

In the West Midlands, it has developed the first-of-its-kind Greentech bootcamps

in partnership with Coventry University, funded by the West Midlands Combined Authority (WMCA). The bootcamps upskill digital talent from the most diverse and disadvantaged backgrounds in sustainability to future-proof jobs and support the region's drive to become a net-zero carbon economy by 2041.

Skills City's DNA

Humanising	Belonging	Culture
Accessing the talent	**Showcasing the talent**	**Understanding the talent**
Widening the talent search and building a pipeline of diverse talent to benefit the UK's future digital technology workforce	Focusing on capability not qualification by showcasing talent that would often be overlooked due to lack of experience	Unlocking hidden potential in our communities, enabling employers to work directly with individuals and nurture their growing talent

Skills Bootcamps

Journey

Aged 19+ and looking to update or build new skills

Apply directly to Skills City and select a digital Skills Bootcamp of choice

Complete a Skills Bootcamp, including industry related project experience

Have a guaranteed interview with industry employer

Potentially progress into employment or further learning within the tech sector

Skills City Outputs

799
Learners enrolled

623
Skills Bootcamps interns

155k+
Learning hours accessed

20
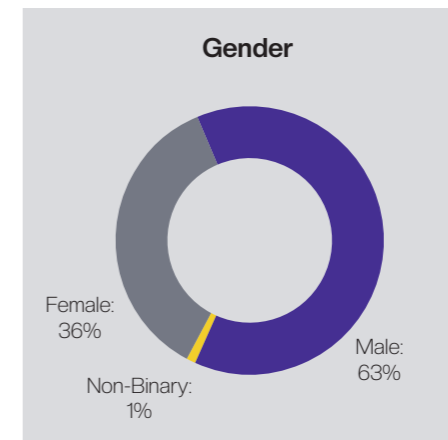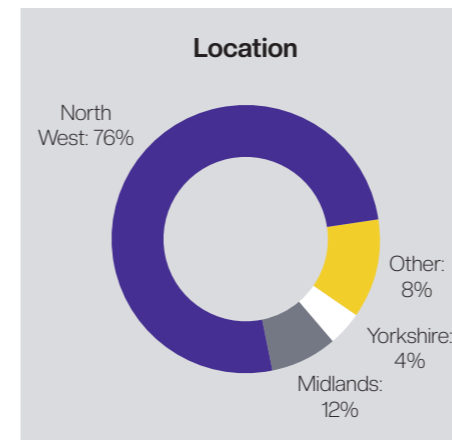Skills Bootcamps facilitated

60%
Secured new tech employment

Skills City

Analysis

IN4 Group promotes positive engagement and inclusion to all individuals who wish to learn or develop new skills. This is demonstrated through analysing the location, gender and ethnicity of its interns, proving that it is upskilling a truly diverse group of individuals from a variety of backgrounds across the country.
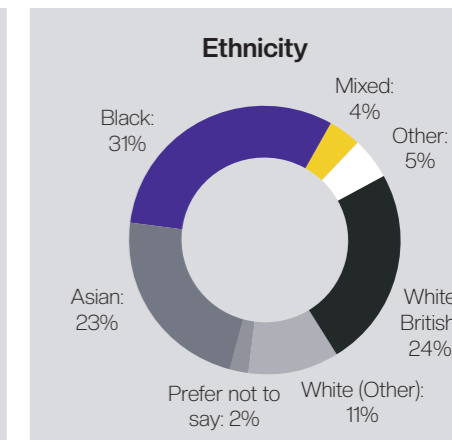
Location
- North West: 76%
- Other: 8%
- Yorkshire: 4%
- Midlands: 12%

Gender
- Female: 36%
- Male: 63%
- Non-Binary: 1%

Ethnicity
- Black: 31%
- Mixed: 4%
- Other: 5%
- White British: 24%
- White (Other): 11%
- Prefer not to say: 2%
- Asian: 23%

Skills City Success Story

Meet Souhila

"The bootcamp allowed me to upskill and gain a recognised certification which helped me with my job search. After spending a lot of time at home, completing the bootcamp was a great source of hope because I could finally pursue what I wanted to do all along."

Souhila Hariz successfully graduated from Skills City's Data Analytics Skills Bootcamp after taking a five-year career break to care for her two children as a stay-at-home mum.

She is now working at global environmental company APEM, where she hopes to use the skills and experience gained from the bootcamp to grow her career.

Souhila Hariz
Skills City Champion

Skills City Success Story

Meet Terry

BAE SYSTEMS

Terry Tucker's lifelong dream was to work at BAE Systems. However, as a neurodiverse individual, he faced challenges during interviews that threatened to derail his aspirations.

Fortunately, he found a solution in Skills City's AWS re/Start Cloud Engineering Skills Bootcamp.

Skills City introduced him to BAE Systems and gave him the opportunity to work with their team on a live industrial technology project, which he successfully completed.

Terry's hard work paid off when he landed a coveted trainee engineer placement at BAE Systems, where after just six months, he was offered a permanent role as an IT engineer intern. Now, Terry is living his dream and contributing to technological advancements in aerospace and defence.

Terry Tucker
Intern IT Engineer,
BAE Systems

"Skills City has been a huge success in the North West and the UK, supporting the adoption of advanced technologies and creating new capabilities in the supply chain."

Iain Minton

Technology Capability
Delivery Director,
BAE Systems

Partnerships

IN4 Group's value is attributed to the strong relationships it has established with numerous support and delivery partners in the technology industry.

They provide access to sector insights, trends, information, knowledge, and opportunities for participants.

Without these partners and others, the outcomes delivered would not be possible. A selection of partners include:

BAE SYSTEMS · BENTLEY · National Cyber Force · GCHQ · aws · Microsoft · BT · vodafone · KPMG · IBM · NORTHROP GRUMMAN · Unity · CISCO · CompTIA · University of Salford MANCHESTER

Social Impact Summary

Skills City - 2023

Having engaged with a variety of key stakeholders through the evaluation process with a robust assessment of activities in line with the Social Value Quality Mark (SVQM) nationally recognised standards, we are confident in the results established through our independent evaluation. Over **£12.7m** of social value has been created along with a social return on investment (SROI) of **£6.28** against every £1 invested, with social value identified across five value themes.

£12.7m
Social Value

£6.28
Social Return on Investment

Value Themes

Health & Wellbeing

Social & Community

Education & Skills

Employment & Volunteering

Economic

IN4 Group's Skills City operation continues to deliver real impact across the country, giving individuals a pathway to develop their skills, knowledge and expertise in the tech sector. It also supplies them with softer skills to help with day-to-day challenges, fully preparing them to continue to develop and take advantage of opportunities that are or will become available in the future. Industry partners, local businesses and employers are already feeling the benefits of the programme with Skills Bootcamp interns beginning to enter employment with the skills they need to ensure demand can be met for the sector.

Dave McGuinness - Social Value Business

"Skills City has amazing talent that the industry should be harnessing. Through collaborating with companies across the North West, we look forward to our colleagues developing their skills and exploring new ideas and concepts."

Paul Chapman

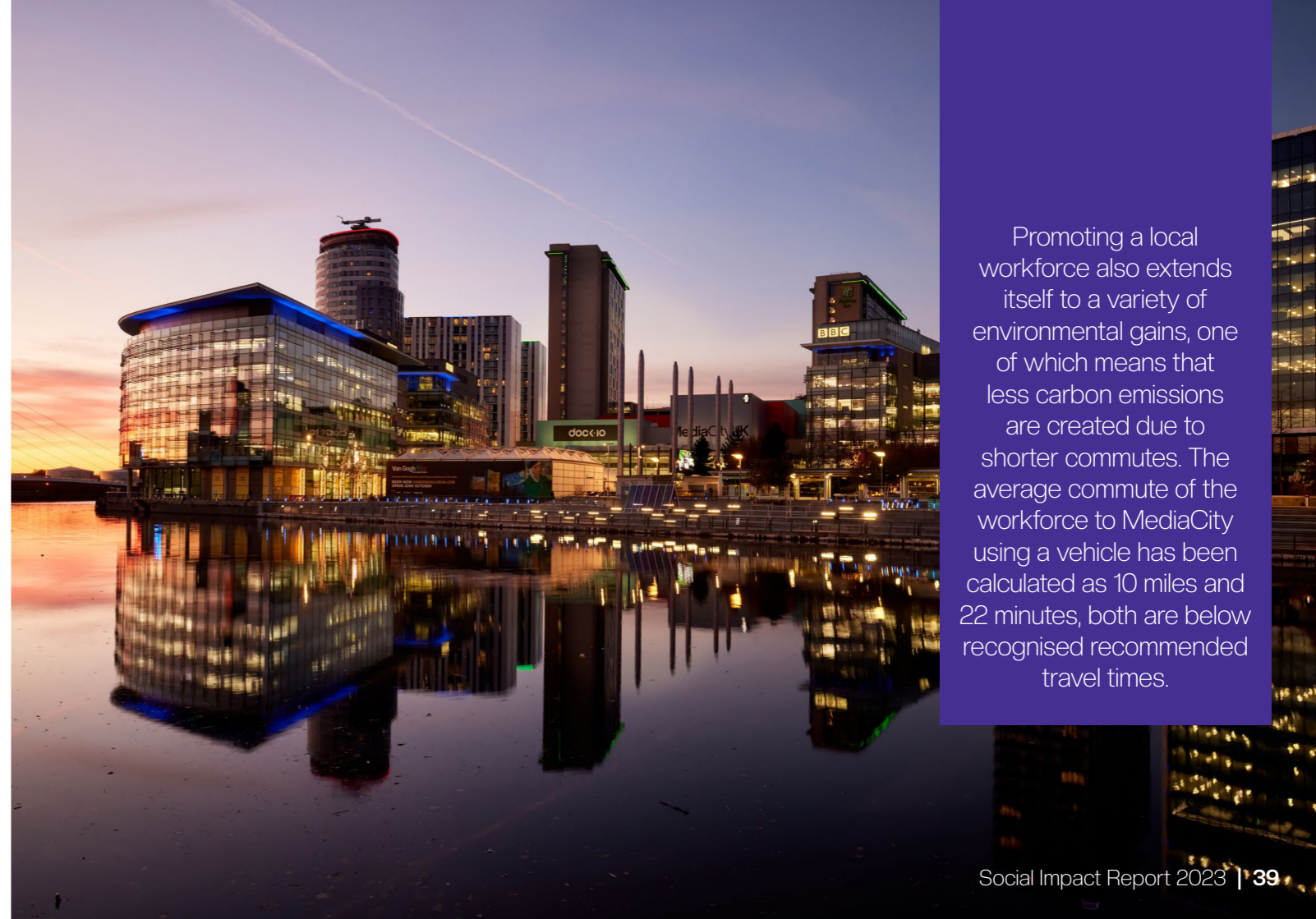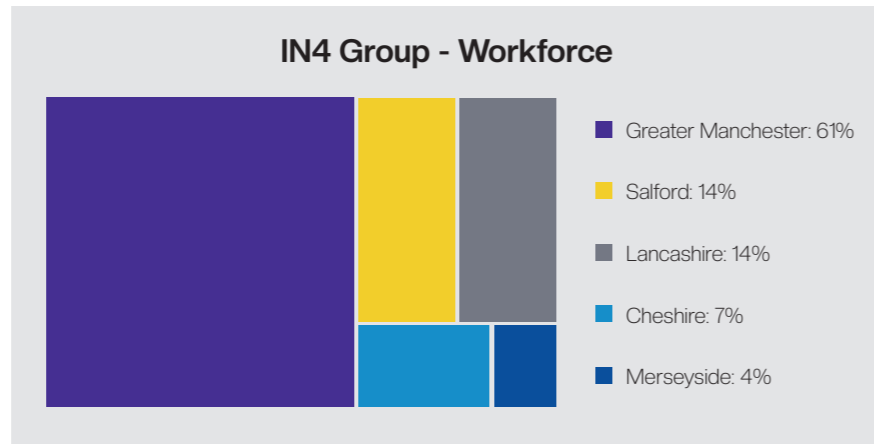**Virtual Media Manager Sales & Marketing, Bentley**

Stakeholders

During the review, more than 30 stakeholders were identified. These have been categorised and profiled to ensure their influence and IN4 Group's effect on them can be considered.

Primary Stakeholders	Secondary Stakeholders	Wider Stakeholders
Participants (Adults)	Salford City Council	Technology Sector Ecosystem
Participants (Children)	Greater Manchester Councils	Education Sector Ecosystem
Partnerships (Businesses)	North West Councils	Local Businesses
Partnerships (Schools/Colleges)	West Midlands Councils	Families of Participants
IN4 Personnel	Coventry University	Local Enterprise Partnerships
IN4 Directors	Job Centres	National Businesses
Trainers	Employers	Welfare Providers
Mentors	Employment providers	Industry (Cyber)
Coaches	Contractors	Industry (Technology)
Delivery Partners	Suppliers	
Delivery Suppliers	Funders and Investors	

Local Value

Where possible, IN4 Group has recruited local labour and used a local supply chain to deliver specialist activities within its programmes. Delivery is led by the Group's skilled team of 28 who are responsible for its success.

North West based suppliers make up **44%** of the programme supply chain. When applying nationally recognised multipliers it helps to establish a combined Local Economic Value of **£124,157**

IN4 Group - Workforce

- Greater Manchester: 61%
- Salford: 14%
- Lancashire: 14%
- Cheshire: 7%
- Merseyside: 4%

Promoting a local workforce also extends itself to a variety of environmental gains, one of which means that less carbon emissions are created due to shorter commutes. The average commute of the workforce to MediaCity using a vehicle has been calculated as 10 miles and 22 minutes, both are below recognised recommended travel times.

Inputs

The total cost of delivering 'in scope' activities has been calculated as **£2,633,775** of direct investment.

The origins of this include government funding (central and local) and partner sponsorships. In addition to the direct financial contributions from stakeholders, this often overlooks indirect non-financial contributions that are intrinsic to the organisation's success.

These include, but are not limited to, the relationships developed with partners, the professional networks established both locally and nationally, and in-kind support, which includes insights and knowledge in the technology sector.

Outputs

Outputs are defined as the number, type and frequency of programmes and activities provided to recipients.

325 Organisations engaged with IN4 Group	**49** Events or courses have been facilitated
80% Female representation	**65%** Ethnic minority representation
3209 Participants accessed provision	**631** Participants graduated or accredited

Outcomes and Impact

During the evaluation of the activities delivered, 19 outcomes have been identified and are split across five key areas: health and wellbeing, social and community, education and skills, employment and volunteering and local economic added value.

These areas are the cornerstones of developing thriving local businesses and residential communities, as they offer a valuable platform to address the emerging skills shortages within the technology sector.

The impact is created through delivered outcomes, although not all outcomes lead to a tangible impact.

While the impact achieved is both qualitative and quantitative, where quantitative impacts are evident, they are associated with a financial value. These results are verified to ensure the principles of Social Value are followed.

Employment & Volunteering: 51%
£7,358,076

Education & Skills: 26%
£3,734,552

Social & Community: 15%
£2,179,341

Health & Wellbeing: 6%
£875,069

Economic: 1%
£124,157

**Social Value Total
£14,271,197.67**

**Social Return
on Investment
£5.42**

Health & Wellbeing

Evaluation of data, stakeholder feedback and research confirmed that the programmes increased emotional and physiological wellbeing, and centred on increased self-esteem, motivation, positivity, and a sense of belonging. This was driven in part by the desire of participants to develop new skills and improve their prospects.

Outcomes

- Improved mental health
- Improved self-esteem (confidence and feeling good)
- Increased sense of belonging

Impact

Building on the increased health and wellbeing that participants experienced, the connecting impact, both directly and indirectly, reduces the need for future health and social care intervention.

- Reduction in the need for healthcare intervention
- Reduction in social isolation
- Improved professional relationships

£875,069 or 6% of the total value has been delivered through health and wellbeing

Social & Community

Relationships are the foundation for the value placed on the programmes delivered by IN4 Group.

Evidence suggests that working well with existing partners and growing through the creation of new support networks helps to contribute to personal and professional development. This enables IN4 Group to achieve its desired goals and reach a wider audience. The informal and formal opportunities to engage with like-minded individuals also supports a positive change in individual's health and wellbeing.

The opportunities for professional relationship building through the Group's multiple delivery partners and events provide key insights into the technology sector. This reduces future barriers to engagement, involvement, and opportunities, while also improving its reputation within communities, giving partners and participants greater confidence through its inclusive professional delivery.

Outcomes

- Peer support/mentoring
- Development of new friendships
- Development of new life skills

Impact

The impacts achieved led to greater levels of personal relationships and professional growth.

- Development of relationships to help achieve personal and professional growth
- Reduced negative relationships and social engagements
- Greater community and social engagement

£2,179,341 or 15% of the total value has been delivered through social and community

Education & Skills

Learning outcomes achieved through the 20 Skills City bootcamps and the 29 CyberFirst events act as both a direct and indirect gateway to employment, future learning, personal and professional growth, sector business development and strategy.

Aligned with previous IN4 Group research patterns and results, four main theme-based outcomes have been defined. However, it is recognised that there are numerous indirect outcomes that participants have benefitted from or may experience in the future due to the provision and opportunities provided by IN4 Group.

£3,734,552 or 26% of the total value has been delivered through education and skills

Outcomes

Formal education and guided learning, balanced with informal skills development, creates multiple value layers.

- Emotional self-development positively influences how individuals feel about themselves, their peers, and the technology sector
- Psychological development supports individuals to think differently and challenge preconceptions and stereotypes
- Physical development challenges their new feelings and thoughts into new positive 'action'

These layers unlock the four themed outcomes below:

1. New practical insight, knowledge, and confidence within a cyber job role
2. New multi-layered technical skills (cyber)
3. Professional development (staff)
4. Improved team working and communication

Impact

With over 3000 participants exposed to opportunities, the impact is delivered with the confidence to apply new knowledge and skills. Research indicates four defined impacts through IN4 Group's support:

- Increased employability
- Greater effectiveness within their respective role
- Improved relationships with peers and local people
- Increased uptake in cyber and technology learning

Employment & Volunteering

It is recognised that personal and professional development acts as a pathway to employment in the cyber and technology sectors.

Without IN4 Group's established methodology, support, and delivery programmes, many of the participants would not have had the opportunity to learn new skills, identify and secure emerging employment and placement opportunities, or be shown a pathway to becoming the leaders of the future. There are seven defined outcomes with a wealth of supporting evidence to confirm these are being achieved.

£7,358,076 or 51% of the total value has been delivered through employment and volunteering

Outcomes

- Increased volunteering within the community
- Increased employment
- Increased employment-ready candidates
- Increased employability skill
- A greater understanding of a future employment/ career path
- Bridging the technology skill gap
- Reduced NEETs (not in employment, education, training)

Impact

398 interns (60%) have secured new employment, a further 225 are closer to the employment market, and have experienced interviews with industry employers.

This has been achieved by reducing barriers to employment and aligning the new skills required in the fast-moving and developing sectors of technology with the businesses that use technology.

- New and continuous delivery of community activities
- New entries into the employment market
- New core knowledge
- A new pathway into the tech sector
- New job opportunities for local people
- Greater industry involvement

Economic

The indirect benefit of the opportunities identified is the increased economic stimulus created through improved business sustainability and greater local economic activity. A percentage of local economic value has previously been captured and included within the Employment & Volunteering section.

For the purpose of additional value felt in the North West and West Midlands, this is specific to the programme delivery supply chain and workforce.

This does not take into account the wider UK growth agenda or spend with suppliers outside of delivery areas.

Outcomes

- North West sustainability (supplier)
- Build business resilience
- Environmental gains

In addition to these outcomes, it is recognised that further outcomes are delivered through future employment opportunities and increased localised supply chains.

Impact

- Increased local expenditure (staff)
- Increased local expenditure (suppliers)
- Increased tax contributions

£124,157 or 1% of the total value has been delivered through economic added value

Social Value Statement

Based upon activities and achievements of the CyberFirst and Skills City programme delivery in the academic year 2022-2023

Led by IN4 Group, supported by partnership networks, and backed by commissioners and funders

A combined added value of **£14,271,197** was generated on behalf of its stakeholders

Therefore, for every **£1** invested into IN4 Group's programmes, there is **£5.42** returned in Social Value

Ministry of Housing, Communities & Local Government

The English Indices of Deprivation 2019 (IoD2019)

Deprived areas

The Indices relatively rank each small area in England from most deprived to least deprived

1st most deprived area ▮▮▮▮▮▮▮▮▮ **32,844th least deprived area**

There are 32,844 small areas (Lower-layer Super Output Areas) in England, with an average population of 1,500

How can the IoD2019 be used?

✓ Comparing small areas across England

✓ Identifying the most deprived small areas

✓ Exploring the domains (or types) of deprivation

✓ Comparing larger administrative areas e.g. local authorities

✓ Looking at changes in relative deprivation between iterations (i.e. changes in ranks)

X Quantifying how deprived a small area is

X Identifying deprived people

X Saying how affluent a place is

X Comparing with small areas in other UK countries

X Measuring absolute change in deprivation over time

## Context to impact: Domains of deprivation

There are seven domains of deprivation, which combine to create the Index of Multiple Deprivation (IMD2019):

Income
(22.5%)

Measures the proportion of the population experiencing deprivation relating to low income

Supplementary Indices

Income Deprivation Affecting Children Index (IDACI) measures the proportion of all children aged 0 to 15 living in income deprived families

Income Deprivation Affecting Older People Index (IDAOPI) measures the proportion of those aged 60+ who experience income deprivation

Employment
(22.5%)

Measures the proportion of the working age population in an area involuntarily excluded from the labour market

Education
(13.5%)

Measures the lack of attainment and skills in the local population

Health
(13.5%)

Measures the risk of premature death and the impairment of quality of life through poor physical or mental health

Crime
(9.3%)

Measures the risk of personal and material victimisation at local level

Barriers to Housing & Services
(9.3%)

Measures the physical and financial accessibility of housing and local services

Living Environment
(9.3%)

Measures the quality of both the 'indoor' and 'outdoor' local environment
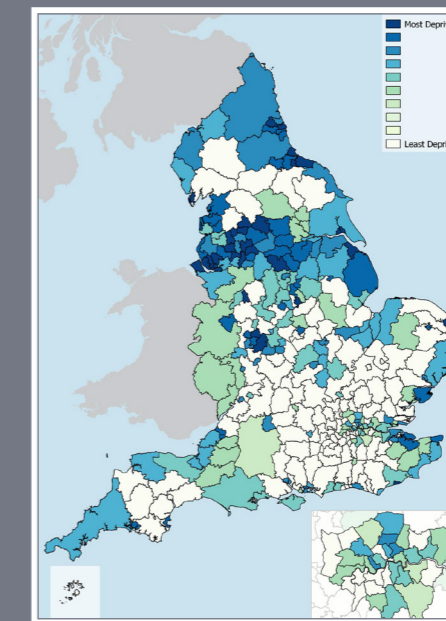
Distribution of deprivation

Map 1: Distribution of the Index of Multiple Deprivation (IMD) 2019

by LSOA in England
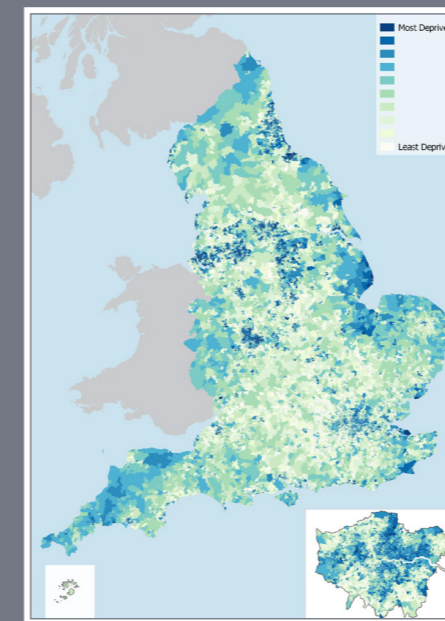
Map 2: Distribution of the Index of Multiple Deprivation (IMD) 2019

by local authority based on the proportion of their neighbourhoods in the most deprived decile nationally

Note: there are 123 Districts with no Lower-layer Super Output Areas in the most deprived 10 per cent of areas.

These areas score zero on this summary measure and are shown in the least deprived decile.

Legitimising Claims

There is a recognised range of external influences on the depth and causality of social value being delivered. These influences have been considered and were required to remove value that may not be contributed to IN4 Group, but counted as having been achieved through the delivery of the programmes.

Deadweight - Considers what would have happened without participants having access to the course and learning provided. Therefore, in creating this report, local, regional, and national initiatives and government policies and strategies have been considered, with a deadweight of 33% being assigned within forecasted value.

Level of Drop Off

The foundation of IN4 Group's value is centred on learning. Therefore, the learning and corresponding change curve principles have been used.

Value is spread over four years, with a build to a peak in year two and a steady reduction in years three and four, due to the reduced relevant learning, as

Level of Displacement - A nominal displacement percentage has been allocated across all activities. This report has been defined as 1% as there was no negligible effect elsewhere.

Level of Attribution - This relates to how much of the unweighted (pre-

the technology sector evolves, and new workplace knowledge, skills and experience overtake. Furthermore, a key outcome from the programmes is employment or future engagement with the technology sector.

ONS data indicates the attrition rates within the sector are up to 30% per year.

discounting) value can be claimed by IN4 Group. The following formula has been used: Forecasted strength of partnerships + Forecasted trust level + Forecasted influence – 100 = Attribution.

Using this approach, a 25% attribution figure has been assigned.

Drop off levels

Year 1	50%
Year 2	100%
Year 3	50%
Year 4	25%

IN4.0™ Group

Contact us

IN4 Group
Blue Tower
MediaCity
Salford M50 2ST

0161 686 5770
info@in4group.co.uk
in4group.co.uk

𝕏 @IN4_Group
in @in4group

SKILLS CITY
Fair Access to Technology Futures

Cyber First

Fair Access to Technology Futures

Social Impact Report 2023

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