



IN4.0™
Group

Fair Access to
Technology Futures

Social Impact Report 2024

Produced by



socialvalue
BUSINESS

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IN4.0™
Group



FOREWORD

IN4 Group is a leading professional technology skills provider with a unique regional blueprint that unlocks and nurtures the potential of local talent, enabling sustainable productivity and prosperity for regions, industry and communities.

At the heart of IN4 Group's mission is a commitment to fair access for all people, places, and communities. By dismantling barriers to entry into the tech sector, IN4 fosters some of the most inclusive technology communities in the world, unlocking the potential of local talent and ensuring sustainable prosperity across regions.

A cornerstone of IN4 Group's work is its unique, integrated approach and dedication to embedding social value and driving local economic impact in every initiative.

This report showcases the tangible social value impact generated through key initiatives such as CyberFirst, Skills City, FreelanceHER 100, Gametech365 @ HOST, Stockport Creative Campus, and the Creative Solutions Programme.

For IN4 Group, social value represents 'the quantification of the relative importance that people place on the changes they experience in their lives.' The report

captures these positive changes, demonstrating how IN4 Group's efforts have created measurable benefits for individuals, local communities, and organisations.

Through the values and the initiatives outlined in this report, IN4 Group reaffirms its commitment to generating meaningful social impact, ensuring that the benefits of technology and innovation are felt by all.

OUR VALUES

IN4 Group's three core values underpin every aspect of its work:

Humanising

Providing local people with fair access to technology futures

Belonging

Creating a sense of connection between people and the tech ecosystem

Culture

Championing an equitable, diverse, and inclusive culture in technology

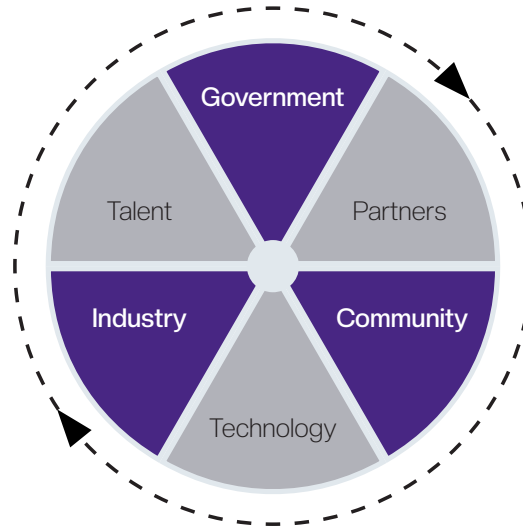
REGIONAL PROSPERITY BLUEPRINT

TALENT

- Skills City
- Pathways to Industry
- Gametech
- Professional Studio
- ELCAS

INDUSTRY

- MWMW
- Play AI
- HOST
- Gametech



PARTNERS

- Government Departments
- Local Authorities
- Combined Authorities
- Business Groups
- APEX Partners
- Industry Partners

COMMUNITY

- MIND
- FH100
- CyberFirst
- MEGA Hubs

The most impactful, proven programmes unlocking human capital to achieve sustainable regional prosperity.

EXECUTIVE SUMMARY

The results of this robust evaluation confirmed that IN4 Group has delivered a transformative portfolio of programmes during the 2023–24 academic year, driving measurable impact in line with the Social Value Quality Mark (SVQM) standards.

The evaluation identified a combined total of over **£25.3 million** in social value generated, with impressive **Social Return on Investment (SROI) ratios ranging from £2.89 to £4.18 for every £1 invested with a combined £3.88 SROI.**

Social Value Business (SVB) was commissioned by IN4 Group to undertake a Social and Local Value evaluation of the CyberFirst, Skills City and IN4 Group Programmes to establish the social value created.

TOTAL SOCIAL VALUE

£25.3
million

CYBERFIRST SOCIAL VALUE

£2.13
million



- **£2.13 million in social value** created with an **SROI of £2.89**
- Engaged a diverse student cohort to foster interest in cyber security careers
- Inspired future talent through engaging events, strategic collaboration among education, government, and industry, and feedback affirming its positive impact on career aspirations in the tech and cyber sectors

STUDENT
COHORT

67%

Female

33%

From ethnic minority
backgrounds

31%

From pupil
premium groups



SKILLS CITY SOCIAL VALUE

£20.3
million

DIVERSE
PARTICIPATION

57%

From ethnic minority
backgrounds

38%

Female

1%

Non-binary



SKILLS CITY

- Generated **£20.3 million in social value**, achieving an **SROI of £3.98**
- Addressed diversity gaps, far exceeding industry benchmarks
- Delivered tangible outcomes for graduates, equipping them with technical and soft skills that have already benefitted industry partners by meeting growing tech sector demands

IN4.0™ Group

- **IN4 Group Programmes:**
FreelanceHER 100,
Gametech365 @HOST,
Stockport Creative Campus,
Creative Solutions Programme
- Created **£2.93 million in social value** with an **SROI of £4.18**
- Empowered women, creatives, and tech entrepreneurs through tailored initiatives that foster business growth, innovation, and professional development

IN4 GROUP PROGRAMMES
SOCIAL VALUE

£2.93
million

Key outcomes include:

FREELANCEHER 100

67%

Improved business knowledge

61%

Planning new businesses

GAMETECH365 @HOST

21%

Created new jobs

29%

Increased workforce hours

STOCKPORT CREATIVE CAMPUS

76%

Formed collaborations

79%

Innovated products/services

CREATIVE SOLUTIONS PROGRAMME

31%

University students

87%

Female participants

CONCLUSION

These programmes collectively demonstrate IN4 Group's exceptional ability to generate social value through inclusive, innovative, and impactful initiatives.

By addressing barriers to participation, fostering collaboration, and equipping individuals with future-ready skills, IN4 Group is driving economic growth, societal transformation, and sustainable development across the tech and creative sectors.

IN4 has generated a total of £44.2m in Social Value over the past 3 years.

TOTAL SOCIAL VALUE OVER THE PAST 3 YEARS

£44.2
million

DELIVERED VALUE IN 2024

£25.3
million

SOCIAL RETURN ON INVESTMENT

£3.88
for every £1 invested

KEY RESULTS

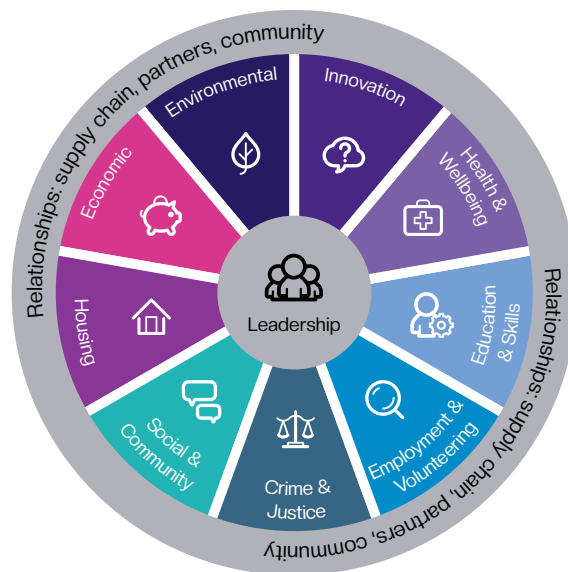
SVB has adopted the UK widely recognised social accounting methodologies, **Social Return on Investment (SROI) and Local-Multiplier (LM), to account for value.**

The Social Value Quality Mark (SVQM) wheel has been adopted to identify value in one or more of its themed areas, the evaluation being aligned with the principles, standards and levels set out by **SVQM's silver criteria.**



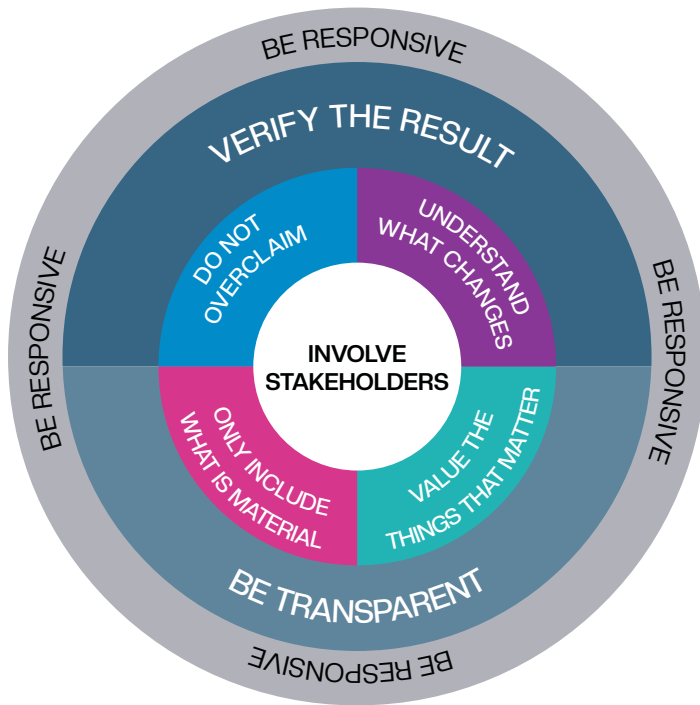
Based upon information supplied, analysed, and verified, it was calculated that the initiatives listed delivered

£25.3m of value in 2024, giving a Social Return on Investment (SROI) of **£3.88 for every £1 invested.**



EVALUATION METHODOLOGY

In addition to the SVQM themes, the 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. SROI being measured through the eight key principles of social value.



Principle 1

Involve stakeholders

Principle 2

Understand what changes

Principle 3

Value the things that matter

Principle 4

Only include what is material

Principle 5

Do not overclaim

Principle 6

Be transparent

Principle 7

Verify the result

Principle 8

Be responsive

METHOD



SCOPE

This report covers IN4 group delivery in the 2023-24 academic year and includes:

1. CyberFirst: Schools and Colleges scheme
2. Skills City: Skills Bootcamps operation
3. Programmes:
 - FreelanceHER 100
 - Gametech365 @HOST
 - Stockport Creative Campus
 - Creative Solutions Programme

DATA REVIEW

The report's data and information, sourced from IN4 Group, include stakeholder interviews, case studies, testimonials, programme content, learning outcomes, and financial and performance metrics. This independent analysis has informed the conclusions presented in this report, highlighting the outcomes, impact, and aligned value of the initiatives and projects.





CYBERFIRST

CyberFirst aims to ensure a sustainable supply of diverse, high-quality talent for the UK's future cyber workforce. By equipping young people with essential digital awareness and skills, the UK government seeks to empower them to pursue careers in cyber security.

Launched in 2015 as a National Cyber Security Centre (NCSC) pilot, CyberFirst forms part of a broader DCMS strategy to raise awareness of cyber security and build a robust talent pipeline. The programme has expanded annually, supported by growing industry collaboration. Its core objectives include educating and inspiring the next generation about cyber security's

importance and potential, developing a skilled workforce, fostering a network of industry stakeholders to advance the sector, and increasing diversity within the field.

IN4 Group is responsible for the delivery of CyberFirst across the North West and West Midland regions.



“Developing a diverse cyber workforce is vital for ensuring the UK remains safe online, and we are committed to removing barriers so young people can pursue careers in the field.

I am delighted to see the positive impact our CyberFirst initiative is having in the North West – recognising schools for the very best in cyber education and helping pupils develop valued tech skills.

Working with IN4 Group, I look forward to seeing the programme grow across the region, paying dividends for the local ecosystem and contributing to our national cyber resilience now and into the future.”

Lindy Cameron
Chief Executive

National Cyber
Security Centre

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

OUTPUTS

148

Schools or Colleges engaged with this academic year

17

Schools or Colleges went through recognition application

"All my pupils loved it, and I look forward to working with you and getting you into our school soon!"

Lord Derby Academy

28

Schools or Colleges Expressed an interest

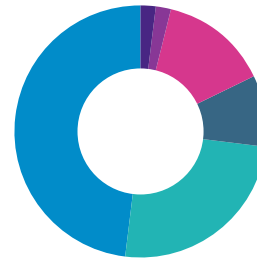
29

Schools or Colleges now recognised

"I have learnt software which I have not used before. Furthermore, my social skills and confidence have improved."

Student

Schools & Colleges Location



- West Midlands - 2%
- Cumbria - 2%
- Cheshire - 14%
- Merseyside - 14%
- Lancashire - 25%
- Greater Manchester - 48%

"CyberFirst experiences developed my ability to think creatively and strategically to solve problems while also demonstrating my enthusiasm and capacity to learn new skills and adapt to new software."

Student

School and College teachers and representatives agree that CyberFirst has made a significant positive impact, sparking interest in cyber security and tech careers.

"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."



CyberFirst Recognised Schools



7

Gold award



16

Silver award



6

Bronze award

"We feel we have gained deeper insights into the CyberFirst recognition process, industry initiatives, and strategies to increase diversity in tech."

School

"Students enjoyed the variety of activities they could take part in - there was something of interest for everyone."

Millfield High School

"I am very much looking forward to engaging with the programme. This opportunity will enrich the lives of the young people we teach."

College

EVENTS

68

Events facilitated across the North West & West Midlands

148

Schools or Colleges attended CyberFirst events

54

Partners supported CyberFirst

3974

Students exposed to new opportunities within the sector

"Getting an idea of different roles within the industry was very useful. A few students left and commented saying they did not know there were so many different jobs. They really enjoyed the Sphero and IBM code-breaking activities."

Neston High School



"It opened their eyes to cyber security being about problem-solving rather than just technology."

Blackburn Central High School

Student feedback highlights the feeling that the events successfully provided an engaging and educational experience, leaving a lasting impact on students and their perception of cyber and tech careers.

Representation at events

67%

Female

33%

Ethnic minority
backgrounds

31%

Disadvantaged/Pupil
premium groups



It really was enjoyable. I learnt so many new things about careers in cyber and technology, and it has really inspired me to go for a tech-related career in the future, as it made me realise that I have a passion for computer science. I'd like to continue it into the future, hopefully!

Student

"The event was really good and helpful. I have learnt a lot from this and would consider working with the Cyber Force in the future."

Student

PARTNERSHIPS



"Working with IN4 Group on the CyberFirst programme has enabled my department to tap into a new area and be able to provide opportunities to the young people we work with."

Manchester United Foundation

Building on the success of IN4 Group's inaugural year of the CyberFirst Schools and Colleges scheme, this achievement has been greatly supported by outstanding partnership efforts and collaboration with a range of key stakeholders.

Industry feedback confirms that CyberFirst is highly valued for fostering networking, collaboration, and knowledge-sharing among industry, education, and government stakeholders.

Partners include:



SOCIAL IMPACT SUMMARY



Throughout the evaluation process, a wide range of key stakeholders were engaged, and activities were comprehensively assessed in accordance with the nationally recognised Social Value Quality Mark (SVQM) standards. This has identified over **£2.13 million** of social value created, along with a social return on investment (SROI) of **£2.89 for every £1 invested**.

The key areas of social value creation were identified within the SVQM's themed categories: Employment & Volunteering, Health & Wellbeing, Economic, Social & Community, Education & Skills and Crime & Justice.

SOCIAL VALUE CREATED

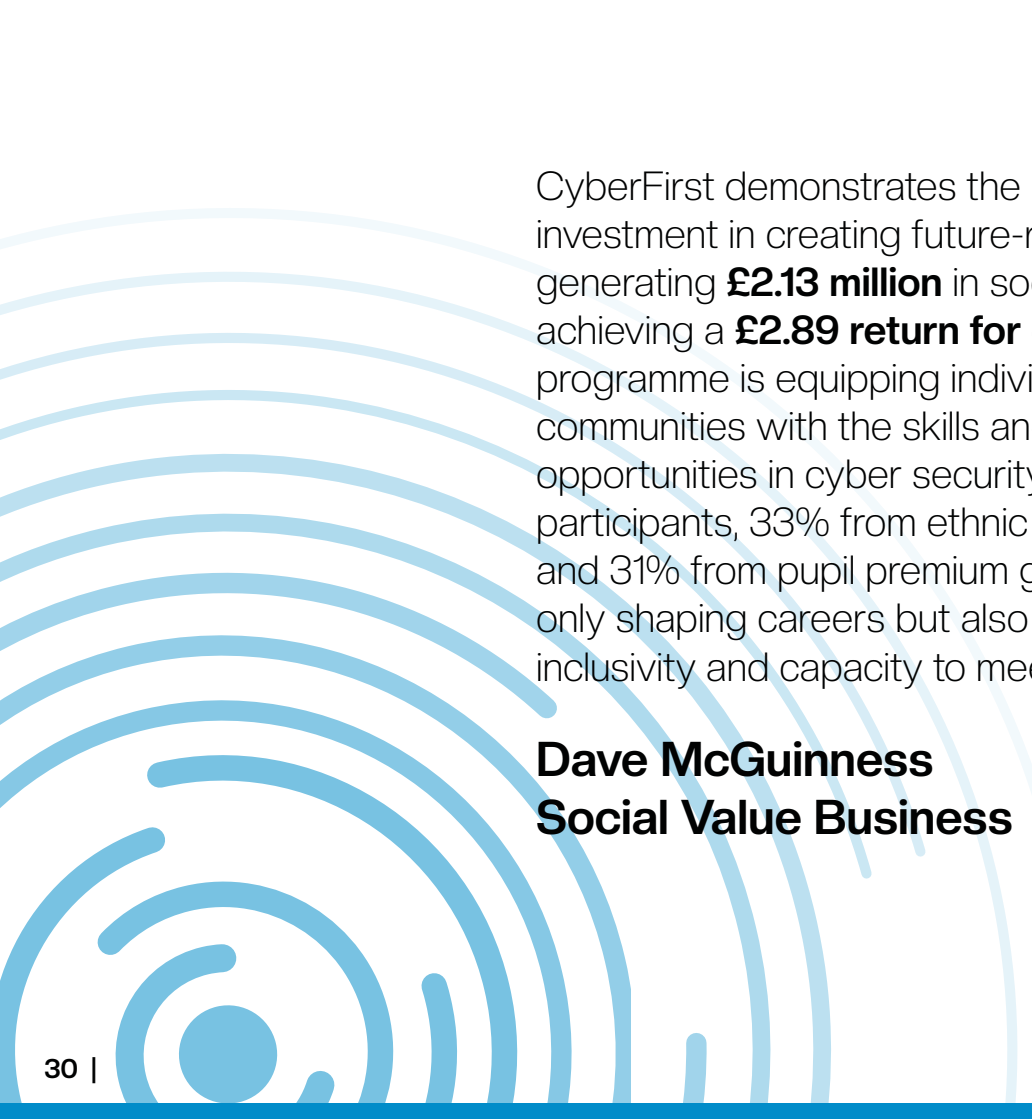
£2.13
million

SOCIAL RETURN ON INVESTMENT

£2.89
for every £1 invested

The student demographics include 67% female, 33% from ethnic minority backgrounds, and 31% from pupil premium groups. CyberFirst enables individuals from some of the most deprived areas of the country to begin their journey towards becoming trained and upskilled to seize future opportunities within the sector. Feedback from stakeholders includes:

- Industry feedback underscores the high value of CyberFirst in fostering networking, collaboration, and knowledge-sharing among stakeholders from industry, education, and government.
- School and college representatives affirmed that CyberFirst has had a significant positive impact, inspiring students' interest in cyber security and tech careers.
- Students expressed that the events were both engaging and educational, leaving a lasting positive impact on their perceptions of cyber and tech careers.
- Providing students with an improved outlook and new goals, positioning them to become part of the future workforce in cyber and tech.



CyberFirst demonstrates the power of strategic investment in creating future-ready talent. By generating **£2.13 million** in social value and achieving a **£2.89 return for every £1 invested**, the programme is equipping individuals from underserved communities with the skills and confidence to seize opportunities in cyber security. With 67% female participants, 33% from ethnic minority backgrounds, and 31% from pupil premium groups, CyberFirst is not only shaping careers but also reshaping the industry's inclusivity and capacity to meet growing demands.

Dave McGuinness
Social Value Business





SKILLS CITY



Department
for Education

GMCA GREATER
MANCHESTER
COMBINED
AUTHORITY



Lancashire
Enterprise Partnership



West Midlands
Combined Authority



SKILLS CITY


As one of the country's largest professional technology training providers, 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.

Supported by the **Department for Education (DfE)** and part of the Government's Lifetime Skills Guarantee, Skills City offers employer-led digital Skills Bootcamps. These bootcamps provide people from all backgrounds with pathways into high-demand tech fields, including Software Engineering, Cloud Engineering, Cloud Security, Data Analytics, and Gametech.

Through partnerships with the **Greater**

Manchester Combined Authority (GMCA), Lancashire LEP, and West Midlands Combined Authority (WMCA), Skills City has delivered innovative bootcamps to empower individuals from some of the UK's most deprived areas.

Skills City combines cutting-edge training with local talent acquisition, helping organisations build ambitious and diverse workforces while driving prosperity for communities.



“An estimated 11 million adults now have the opportunity to gain a new qualification for free, designed to help them to gain in-demand skills and secure great jobs.

If you're aged over 19 and looking to change sectors or progress in your current industry, a Skills Bootcamp could be your next step to a better job.”

Department for Education





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

SKILLS CITY'S DNA

Humanising

Accessing the talent

Widening the talent search and building a pipeline of diverse talent to benefit the UK's future digital technology workforce

Belonging

Showcasing the talent

Focusing on capability not qualification by showcasing talent that would often be overlooked due to lack of experience

Culture

Understanding the talent

Unlocking hidden potential in our communities, enabling employers to work directly with individuals and nurture their growing talent

SKILLS BOOTCAMP 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



BT
Joanne Lineham
BT

IN4.0™
Group

aws partner
network



"It had a massive impact as I made a complete career change after coming from a design background of 12 years in the fashion industry. This was a huge leap for me, but something I've always been passionate about. It gave me a lot of confidence and actual skills in industry, so it was an incredibly beneficial experience."

Annabelle Evans
Cloud Security graduate

OUTPUTS

1084

Students enrolled

38

Skills Bootcamps facilitated

11,000

Learning weeks accessed

78%

Success rate

844

Skills City graduates

Progression

40%

Students sustained or secured employment

2%

Students progressed into full time education



"Thank you to Skills City for the collaboration both in the UK and across the globe. The commitment to improving the lives of those in the community through upskilling and employment is incredible, and we are proud to support your mission."

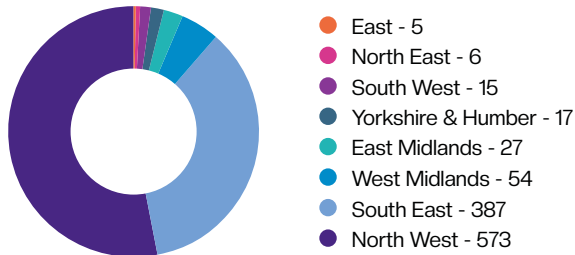
Laura Addison

**Senior Programme Manager
AWS re/Start**

ANALYSIS

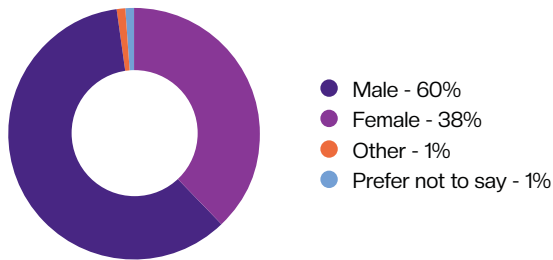
IN4 Group is committed to fostering positive engagement and creating inclusive learning environments for individuals seeking to develop new skills or transition into digital careers. This commitment is clearly reflected in the **demographic analysis of Skills City's digital Skills Bootcamps**, which showcase impressive representation among traditionally underrepresented groups in technology.

Skills Bootcamps: Student Residential Breakdown



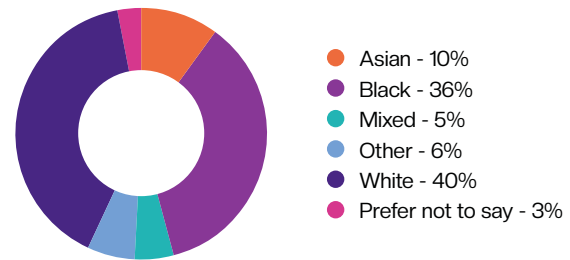
This chart highlights the residential breakdown of students with **573 (53%) North West** residents. The programme was accessed by students who live in various UK areas of multiple deprivation.

Skills Bootcamps: Student Gender



The chart above highlights the gender breakdown of students with **412 (38%)** female learners, which is above the current **31% (ONS)** working within the IT Digital Sectors in the UK.

Skills Bootcamps: Student Ethnicity



The chart above highlights the ethnicity breakdown of students, with **643 (57%)** from ethnic minority backgrounds; which is above the **20% (ONS)** BAME IT specialists working within the IT Digital Sectors in the UK.



“Skills City really went above and beyond my expectations. I wanted to brush up on some of my art skills, but I learned so much. The networking, quality of the course and the lectures were brilliant.

The gametech programme has hugely helped me with the skills I’ve learnt in my freelance career. I’ve had opportunities in industries inside and outside of video games that I didn’t even know would be available.”

Cobi Fusco

Skills City Gametech graduate

SKILLS CITY SUCCESS STORY

Meet Xanthe

“Embarking on a new career has been transformative for my life. I've got confidence and it's made a big difference to my family. My current role is 100% working from home; it fits in really well with the school runs and allows me to be there when the children are at home. The advice I'd give other mums thinking about whether to take this step is just go for it. You'll have something amazing on your CV and will learn new skills.”

After taking a career break, mum of two, Xanthe Sharp, completed the Cloud Engineering Skills

Bootcamp and is now an apprentice business analyst at Modular Data.



Xanthe Sharp
Skills City Champion





SKILLS CITY SUCCESS STORY

Meet Terry

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

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

The success of IN4 Group's contribution to the technology sector is rooted in its strong relationships with a wide network of support and delivery partners. These partnerships provide invaluable access to sector insights, emerging trends, critical information, expert knowledge, and opportunities for participants, ensuring the relevance and impact of the programmes delivered.

This collaborative approach is essential to achieving the remarkable outcomes of the Skills Bootcamps. In the past year alone, IN4 Group engaged with nearly **200 partners and employers**, creating and facilitating pathways for

students to access real-world opportunities and advance their careers in technology.

Without the dedication and support of these partners, the transformative impact achieved through Skills City would not be possible.

A selection of partners include:



SOCIAL IMPACT SUMMARY



SKILLS CITY

Through engagement with a range of key stakeholders and rigorous evaluation aligned with the nationally recognised Social Value Quality Mark (SVQM) standards, IN4 Group has demonstrated its exceptional ability to create meaningful impact. An independent evaluation has identified **£20.3 million of social value** generated through the Skills City digital Skills Bootcamps, achieving an impressive **Social Return on Investment (SROI) of £3.98 for every £1 invested.**

SOCIAL VALUE CREATED

£20.3
million

The key areas of social value creation were identified within the SVQM's themed categories: Employment & Volunteering, Education & Skills, Economic, Health & Wellbeing, Social & Community and Crime & Justice.

IN4 Group's dedication to diversity and inclusion is reflected in the transformative outcomes of the programme. The Skills City digital Skills Bootcamps proudly showcase:

SOCIAL RETURN ON INVESTMENT

£3.98
for every £1 invested

- 57% of students are from ethnic minority backgrounds, breaking down barriers for underrepresented ethnic communities
- 38% female participation, far exceeding industry norms and addressing the gender gap in tech
- 1% identifying as non-binary, affirming the programme's inclusive ethos for all gender identities

These results underscore the programme's commitment to providing equitable access to opportunities in the tech and digital industries.

By actively engaging underrepresented groups and fostering inclusive learning environments, IN4 Group is building a tech workforce that both reflects and exceeds society's diversity.

The bootcamps deliver more than technical expertise - they equip participants with the essential soft skills needed to navigate daily challenges and seize future opportunities. As graduates enter the workforce, industry partners and local organisations are already experiencing the benefits, with skilled individuals now meeting the sector's growing demands.

Skills City exemplifies the transformative power of inclusive, skills-driven initiatives. Generating **£20.3 million** in social value and achieving a **£3.98 return for every £1 invested**, the programme is breaking down barriers, fostering diversity, and equipping participants with the tools to thrive in the tech sector. This is not just workforce development; it's societal progress - building a tech industry that truly reflects and serves our communities.

Dave McGuinness
Social Value Business



Sally Harcourt

Anna Murray

Paul Lambert

VISITOR

IN4.0™

Group



IN4 GROUP PROGRAMMES

IN4 Group has developed a range of dynamic, fully funded initiatives aimed at empowering underrepresented groups, including women, digital entrepreneurs, and creative professionals, to thrive in their respective industries.

This report includes the following:

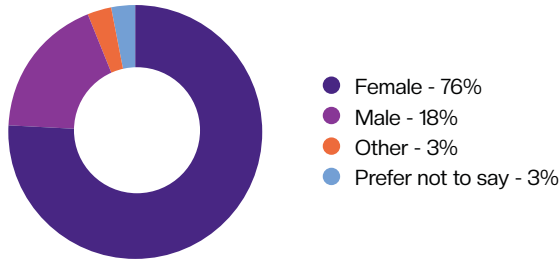
- FreelanceHER 100
- Gametech365 @HOST
- Stockport Creative Campus
- Creative Solutions Programme

Together, these programmes represent IN4 Group's commitment to growing the digital and tech sectors.

ANALYSIS

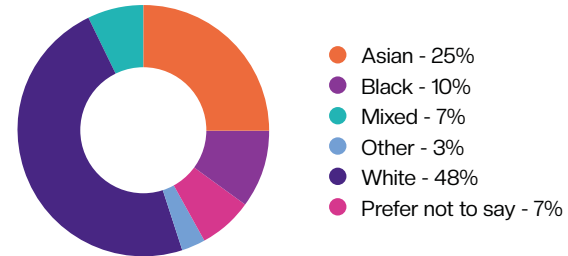
The four bespoke programmes represent IN4 Group's commitment to empowering diverse communities, fostering innovation, and driving sustainable growth across multiple industries, with **157** participants benefiting from the programmes and almost **800** academic learning days accessed

IN4 Programmes: Gender



The chart above highlights the gender breakdown of students, with **119 (76%)** female learners; this is above the current **31% (ONS)** working within the IT Digital Sectors in the UK

IN4 Programmes: Ethnicity



The chart above highlights the ethnicity breakdown of students, with **70 (45%)** from ethnic minority backgrounds; this is above the **20% (ONS)** BAME IT specialists working within the IT Digital Sectors in the UK.





FreelanceHER 100 is an award-winning, fully funded enterprise programme created by women, for women. It is designed to help women launch and grow sustainable businesses.

Since 2020, FreelanceHER 100 has empowered women to navigate challenging times, particularly those who lost their jobs during the pandemic. The programme equips participants with the skills, confidence, and self-belief needed to succeed as freelancers or start-up founders. Many participants report that the programme positively impacted their businesses.

Building on this success, IN4 Group has developed its dynamic, multi-strand programme to empower women and other underrepresented demographics facing additional

barriers to self-employment and starting their own businesses:

- FreelanceHER Online
- FreelanceHER Salford
- Bespoke Partnership Editions

Supported by the UK government's UKSPF funding, GMCA, Salford City Council, DLUHC and HOST, the Home of Skills & Technology.

The initiative is designed to give participants the mindset, skills, and support they need to turn their ambitions into reality and create their own business success stories.

This year, IN4 Group has successfully delivered both the FreelanceHER Online and FreelanceHER Salford programmes, with new bespoke partnership editions planned for the future.



OUTPUTS & IMPACT

FreelanceHER 100

FreelanceHER Online

This fully online programme has successfully supported two cohorts of participants.

Cohort 1:

Delivered over six weeks, this cohort served 23 individuals through a combination of:

- Four workshops led by industry experts on key entrepreneurial topics: entrepreneurial mindset, business startup basics, finance and sales, and digital marketing
- Two peer mentoring sessions facilitated by specialist external partners. Participants were grouped based on their interests and experience, ensuring tailored support and collaboration with mentors whose expertise aligned with their goals

Cohort 2:

Delivered over four weeks, this cohort supported 27 individuals through the workshop series alone, offering a more streamlined programme

The FreelanceHER programme has been a highly impactful experience for its beneficiaries, empowering them with the confidence, skills, and community support to pursue their entrepreneurial goals.

Through expert-led workshops, peer mentoring, and access to valuable resources, the programme has created a transformative environment where women feel equipped to overcome challenges and build sustainable businesses.

Participants highlighted the inclusive, collaborative nature of the programme and the practical guidance it offered as key drivers of its success.

FreelanceHER Salford

This in-person programme specifically targeted Salfordian women, responding to research indicating a significant decline in local freelancing activity - down by over 35% in the past year. Funded by Salford City Council, this initiative addresses barriers unique to the borough.

So far, one full-day workshop has been delivered, supporting 10 women in exploring new business ideas. This session provided a hands-on, collaborative environment to spark innovation and equip participants with practical tools for entrepreneurship.

Key Outputs

60

Individuals enrolled on programmes

3

Cohorts facilitated

Progression

67%

Have improved their knowledge of starting a business

61%

Plan to start a new business

3%

Have already set up their own new business to date

“A huge thanks for the support and guidance I've received, I now have a clear roadmap for my startup and a better understanding of the practical steps required to bring it to life. I am particularly grateful for the introductions to resources like the BIPC and the ongoing opportunities for learning, such as the workshops and one-on-one sessions with business advisors. Overall, the programme has been a transformative experience, and I am excited to continue building on the foundation it has provided.”

FreelanceHER Participant

GAMETECH➔365

Gametech365 @HOST is a dynamic programme dedicated to empowering the game development community and businesses through targeted workshops, strategic partnerships, and networking opportunities.

 Funded by
UK Government

**GREATER
MANCHESTER**
DOING THINGS DIFFERENTLY

Salford City Council

Officially launched in January 2024, the initiative aims to drive innovation, enhance professional skills, and build meaningful connections within the gaming industry.

Key funding partners, including Salford City Council, GMCA, the UK government, DLUHC, and HOST, the Home of Skills & Technology, support the programme. This support enables Gametech365 @HOST

to deliver a comprehensive lineup of workshops, training sessions, and roundtables. Topics range from game development and VR integration to intellectual property management, legal guidance,

and funding opportunities. Networking events serve as a cornerstone, fostering collaboration among participants, while structured feedback ensures the programme evolves to meet the community's needs.

By championing collaboration, driving innovation, and providing tailored professional development, Gametech365 @HOST is shaping the future of game technology. The programme is building a vibrant,

inclusive ecosystem where creativity flourishes, businesses thrive, and participants gain the skills and connections needed to excel in the ever-evolving gaming landscape.



OUTPUTS & IMPACT

Gametech365 @HOST

Gametech365 @HOST has successfully engaged 26 participants, providing tailored support through a balanced blend of online and face-to-face sessions. The programme offers a wide array of resources, including peer mentorship, UX fundamentals, source control, crowdfunding strategies, and networking opportunities, all aimed at addressing the participants' varied needs.

Participants benefit from forward-thinking roundtables and events that foster collaboration and knowledge exchange, effectively bridging the gap between industry demands and individual aspirations. By delivering cutting-edge knowledge, practical skills, and valuable industry connections, the programme has demonstrated its ability to drive growth for independent creators, freelancers, and game technology entrepreneurs.

Additionally, Gametech365 @HOST has established a supportive community that extends beyond its structured activities. This provided participants with an enduring network to sustain their professional development and innovation efforts.

The programme has proven to provide significant value in empowering participants, driving growth, and nurturing a vibrant game development community.

Feedback from participants highlights key successes, such as the enhancement of both technical and leadership skills, expanded professional networks, and tangible business growth.

At the same time, areas for improvement were identified, including the relevance of certain projects, clarity of communication, and the need for more diverse learning pathways to accommodate participants with varying experience levels.

Key Outputs

26

Participants engaged

17

Sessions facilitated

21%

Created new jobs

29%

Increased workforce hours

"Gametech365 @HOST is a revolutionary new programme format that seems to really consider me as a business owner and responds to my needs on my terms - making it much more likely to provide high-value results from my interactions with the programme."

Gametech365 @HOST Participant

"By adopting Discord through the Gametech365 @HOST programme, indie studios and future technology enthusiasts have been able to improve their team's collaboration and productivity. The platform's robust features, such as dedicated channels for different projects and topics, have streamlined their workflow, reduced miscommunications, and ensured everyone stays informed and aligned on project goals."

Gametech365 @HOST Participant

With its emphasis on innovation, collaboration, and professional development, **Gametech365 @HOST** has effectively facilitated personal and professional growth, strengthened participant businesses, and contributed to the development of a dynamic and sustainable ecosystem for the future of game development.

Stockport Creative Campus

The **Stockport Creative Campus Programme** builds on IN4 Group's proven legacy across the UK, presenting an unparalleled opportunity to reimagine Stockport's historic, heritage-rich centre as a sustainable, world-class digital arts neighbourhood.



Funded by
UK Government



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

IN4 Group, supported by Stockport Council, MadLab, Manchester Metropolitan University, and FutureEverything, provides a visionary multi-agency approach to drive bold advancements in

access to arts and cultural assets, ensuring their value endures for future generations.

This fully funded initiative supported Stockport's

early-stage creative digital entrepreneurs, offering them direct access to essential resources such as networking opportunities, personalised one-to-one

business mentoring, masterclasses, and interactive workshops - all designed to fuel growth and innovation locally.



OUTPUTS & IMPACT

Stockport Creative Campus

The Stockport Creative Campus Programme is an 8-week, fully funded initiative designed to empower 55 of Stockport's early-stage creative digital entrepreneurs.

Hosted at the iconic Houldsworth Mill, the programme created a dynamic environment for local freelancers to connect, collaborate, and grow. Highlights included tailored business mentoring from experienced coaches, weekly in-person workshops on key business topics, and lasting connections through networking events, cohort WhatsApp groups, and access to IN4 Group's alumni networks.

The programme delivered transformative outcomes for a range of participants, including sole traders, entrepreneurs, registered companies, private limited companies, limited liability companies, and community interest companies.

The programme fostered a vibrant sense of community and collaboration while driving measurable business growth.

Participants highlighted the value of networking lunches, one-to-one mentoring, and interactive workshops, which provided crucial resources and confidence to early-stage creative digital entrepreneurs.

The programme also significantly impacted participants' confidence, mindset, and engagement with Stockport's creative community, creating lasting connections and fostering innovation locally.

Key Outputs

55

Participants enrolled

2

Cohorts facilitated

Representation

82%

Female
representation

57%

With caring
responsibilities

16%

Identified as
disabled

Key outcomes included:

76%

of participants gained new
collaborations or relationships

79%

developed new products,
services, or ways of working

85%

of participants would
recommend the programme

Direct results include an **£18k increase** in work, **225%** growth in Instagram reach, a celebrity endorsement, and recruitment of new team members

"I loved the networking and by the end of the programme feeling like we are on one big team, all supporting each other to reach our goals. I honestly can't tell you what this alone has done for my confidence, and the life that it is breathing into my business having so many like-minded people around me! I feel much more embedded and connected with the creative community in Stockport, which I was completely lacking before Stockport Creative Campus."

Stockport Creative Campus Participant



"It was inspiring to meet so many other small independent entrepreneurs. It can be a lonely place, but now we have this community moving forward."

Stockport Creative Campus Participant

Creative Solutions Programme

The Creative Solutions Programme is a collaboration between IN4 Group and The King Abdulaziz Centre for World Culture (Ithra by Aramco), Saudi Arabia's leading cultural and creative destination for talent development.



This pioneering partnership aims to bolster Saudi Arabia's creative economy by empowering digital content creation in immersive technologies. Through this collaboration, IN4 Group aims to

leverage its expertise in delivering cutting-edge technology programmes to nurture talent and foster innovation within the Kingdom.



“This collaboration underscores a shared commitment to shaping a vibrant future for immersive technologies and the creative economy.”



OUTPUTS & IMPACT

Creative Solutions Programme

The Creative Solutions Programme provided an immersive introduction to the UK's thriving creative and immersive technology ecosystem. Participants engaged in hands-on workshops that blended real-world applications of immersive technologies with practical insights into operating within the UK's creative industries.

The programme hosted a diverse cohort of 16 individuals (87% female and 13% male) from Riyadh, the Eastern Province, and Jeddah, who were tasked with solving a creative challenge. Leveraging the specialist skills gained from the Creative Solutions Programme, they worked on innovative solutions while accessing a wide network of UK infrastructure and industry links.

Designed to foster global collaboration, the programme offered unparalleled networking opportunities with leading UK companies and global experts across the business and immersive sectors. Participants also experienced the UK's rich cultural and creative landscape through visits to key hubs, including MediaCity in Manchester - renowned for its digital innovation - and London, where they toured cutting-edge immersive facilities and leading video game development studios.

The Creative Solutions Programme's key outcomes include equipping participants with advanced technical skills in rapid prototyping and problem-solving, practical experience with VR game engine development, and insights into the UK's immersive and creative industries.

Participants forged valuable professional networks across business, academia, and creative sectors while gaining expertise in industry-standard processes like iterative development and scrum meetings. The programme has also elevated global recognition of Creative Solutions, showcasing its alumni as pioneers in the creative economy.

Key Outputs

16

Students
benefitted

87%

Female
representation

31%

University students
attended

The cohort can continue their development through the **Gametech365 community** at HOST in MediaCity, where they will gain access to:

- **Workshops and masterclasses** to deepen skills in the Gametech industry
- **Flexible resources** for remote participation or in-person collaboration with HOST
- **Cutting-edge facilities** for training, live-streaming, and tournaments at HOST's immersive campus
- **Global networking** through platforms like Discord to expand their connections in the creative ecosystem.

These opportunities will help the cohort build thriving ventures and drive sustainable growth in the creative industries.



“The Creative Solutions Programme is more than just a training ground; it is a global stage where our local talents showcased their brilliance. We are not just nurturing innovators; we are fostering pioneers who will redefine the immersive tech landscape.”

Miznah Alzamil

**Head of Creativity and Innovation
Ithra**

SOCIAL VALUE SUMMARY



IN4 Group Programmes

IN4 Group's suite of innovative programmes – FreelanceHER 100, Gametech365 @HOST, Stockport Creative Campus, and the Creative Solutions Programme - has demonstrated exceptional impact in creating social value, empowering participants, and driving growth across diverse sectors. Independent evaluations, conducted in alignment with nationally recognised Social Value Quality Mark (SVQM) standards, revealed over **£2.93 million** in social value generated and an SROI of **£4.18 for every £1 invested**.

SOCIAL VALUE GENERATED

£2.93
million

The key areas of social value creation were identified within the SVQM's themed categories: Health & Wellbeing, Economic, Employment & Volunteering and Social & Community.

Across all programmes, participants highlighted the inclusive environments, expert guidance, and practical resources as pivotal to their success. The initiatives have not only strengthened businesses and communities but also laid the foundations for sustainable innovation and growth in the creative, digital, and gaming industries.

SOCIAL RETURN ON INVESTMENT

£4.18
for every £1 invested

IN4 Group's innovative programmes are a shining example of how targeted investment in skills, creativity, and collaboration can generate transformative social value. With a Social Return on Investment of £4.18 for every £1 invested, these initiatives are not just changing lives - they're building sustainable ecosystems that empower individuals, drive business growth, and shape the future of the digital and creative industries.

Dave McGuinness
Social Value Business

Key Highlights:

FreelanceHER

Empowered 60 women through three cohorts, with **67% improving business knowledge, 61% planning new businesses, and 3% already establishing ventures** while fostering confidence and collaboration

Gametech365 @HOST

Engaged 26 participants across 17 sessions, creating **new jobs (21%)** and **expanding workforce hours (29%)**, while enhancing technical and leadership skills and contributing to a thriving gaming ecosystem

Stockport Creative Campus

Supported 55 participants through two cohorts, with **76% forming new collaborations, 79% innovating products or services, and 85% recommending the programme**, generating tangible business results like £18k in increased work and significant social media growth

Creative Solutions Programme

Advanced technical skills in VR and rapid prototyping for 16 students, with **87% female participants** and **31% university students**, while fostering global professional networks and showcasing alumni as leaders in the creative economy



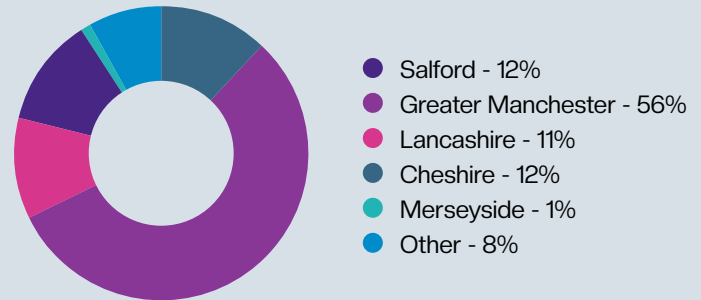


LOCAL VALUE

Workforce

IN4 Group recruits local talent whenever possible and engages a local supply chain to deliver specialist activities within its programmes. Delivery is spearheaded by IN4's skilled team of **84**, who have played a key role in successfully executing these activities.

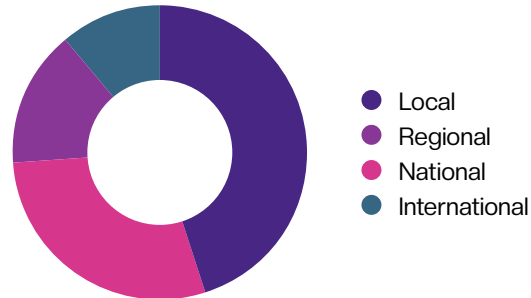
Promoting a local workforce also brings environmental benefits, including reduced carbon emissions from shorter commutes. The average



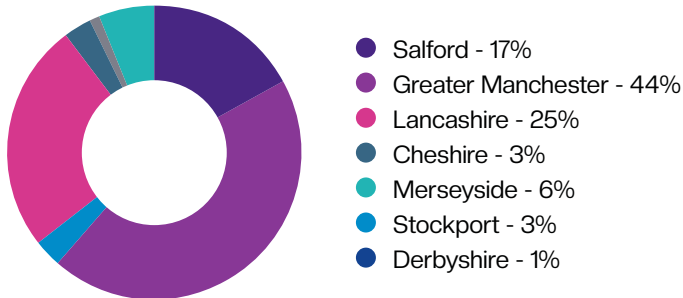
vehicle commute to MediaCity by the workforce is calculated at **21 miles and 34 minutes**, aligning with recommended commute times within the UK.

Supply Chain

IN4 Group operates a diverse and far-reaching supply chain spanning local, regional, national, and international levels. With the involvement of **211** suppliers, the group has effectively facilitated its evaluated activities, contributing to an investment spend of **£6.5 million**.



Local Supply Chain



Local North West-based suppliers form a significant part of IN4 Group's supply chain, comprising **102 suppliers (48%)** and accounting for **£3.3 million** of the total supply chain investment.

This translates to an estimated **£1.74 million** in Local Economic Value being retained within the local economy.



SOCIAL VALUE STATEMENT



Based upon the activities and achievements of the CyberFirst, Skills City and Programme delivery in the academic year 2023-2024



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



A combined added value of **£25,342,284** was generated on behalf of its stakeholders



Therefore, for every **£1** invested into IN4 Group's programmes, there is **£3.88** returned in Social Value

INPUTS

The combined total cost of delivering the 'in scope' activities has been calculated as **£6,537,574.63** direct investment.

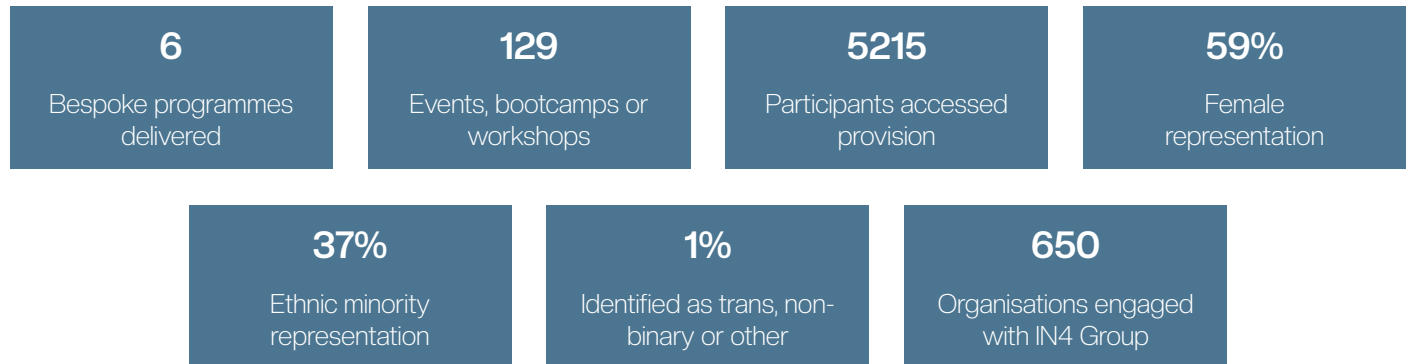
The origins of this include government funding (central and local) and partner sponsorships in addition to the direct financial contribution by stakeholders, they often overlook indirect non-financial contributions that are intrinsic to the organisation's success. These include, but are

not limited to, the relationships developed with partners, the professional networks established, both locally and nationally, and in-kind support, including insight knowledge within the technology sector.



OUTPUTS

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



IN4 Group has achieved significant impact, delivering bespoke programmes and events and engaging with new participants while collaborating

with organisations to promote inclusivity and industry-wide engagement in the sector.

STAKEHOLDERS

During the review, more than 30 stakeholders were identified, representing a diverse range of individuals, groups, and organisations with varying degrees of interest in or influence over the activities of IN4 Group.

These stakeholders have been categorised based on their level of influence (primary, secondary and wider) and social value effect through IN4 Group's actions on them.

This approach ensures that IN4 Group's activities are informed by a clear understanding of the stakeholder landscape, promoting more strategic and impactful outcomes.

Primary Stakeholders	Secondary Stakeholders	Wider Stakeholders
<ul style="list-style-type: none"> Participants (Adults) Participants (Children) Partnerships (Businesses) Partnerships (Schools/Colleges) IN4 Personnel IN4 Board Trainers Mentors Coaches Delivery Partners Delivery Suppliers 	<ul style="list-style-type: none"> Salford Council Greater Manchester Councils North West Councils West Midlands Councils University of Coventry Job Centres Employers Employment providers Contractors Suppliers Funders and Investors 	<ul style="list-style-type: none"> Technology Sector Ecosystem Education Sector Ecosystem Local Businesses Families of Participants Local Enterprise Partnerships National Businesses Welfare Providers Industry (Cyber) Industry (Technology) International Residents International Economy



OUTCOMES AND IMPACT

Thirty outcomes have been identified through the evaluation of delivered activities, categorised across six key thematic areas: Employment & Volunteering, Education & Skills, Economic, Health & Wellbeing, Social & Community, and Crime & Justice.

These areas serve as foundational pillars for fostering thriving local businesses and communities while addressing emerging skills shortages in the technology sector.

The impact achieved encompasses both qualitative and quantitative dimensions.

Quantifiable impacts are attributed a financial value and rigorously verified to ensure adherence to social value principles. While not all outcomes lead to measurable impacts, the outcomes collectively contribute to creating meaningful change within the communities served.

Theme	Value	%
Employment & Volunteering	£9,637,676	38%
Education & Skills	£6,457,742	26%
Economic	£4,479,195	17%
Health & Wellbeing	£2,337,353	9%
Social & Community	£1,722,217	7%
Crime & Justice	£708,045	3%

SOCIAL VALUE TOTAL

£25,342,284

SOCIAL RETURN ON INVESTMENT

£3.88

for every £1 invested

EMPLOYMENT & VOLUNTEERING

IN4 Group's programmes provide essential pathways for participants to acquire industry-relevant skills, access emerging employment opportunities, and secure roles in the cyber and technology sectors.

Without these initiatives, many participants, particularly those from underrepresented groups, would lack opportunities to build the skills needed for future careers.

Outcomes:

- **Increased Employment Opportunities:** Creation of jobs and enhanced access for women, individuals from ethnic minority backgrounds, and gender-diverse participants
- **Workforce Development:** Participants gain technical and soft skills, enabling career advancement in high-demand sectors
- **Volunteering Engagement:** Expanded opportunities for meaningful volunteer contributions, fostering personal growth and community development
- **Pathways to Sustainable Careers:** Transition to stable employment or freelance careers supported by mentorship and programme engagement
- **Employer Partnerships:** Collaboration with 650+ organisations to create employment pathways and industry connections

£9,637,676

Or **38%** of the total value has been delivered through employment and volunteering

Impact:

- Economic Growth: Increased earnings and workforce hours drive local and regional economic development while retaining local talent
- Reduced Unemployment: Placement in high-demand roles reduces unemployment, particularly among marginalised groups
- Community Strengthening: Volunteering initiatives enhance social cohesion and community ties
- Workforce Equity: A more diverse workforce reflects greater representation in tech and digital industries
- Career Stability: Sustainable careers improve financial security for individuals and families
- Business Capacity Building: Employers access skilled talent, reducing recruitment challenges and boosting productivity

This holistic approach delivers lasting benefits to participants, local economies, and businesses while addressing underrepresentation and promoting workforce inclusivity.

EDUCATION & SKILLS

IN4 Group has driven transformative change in education and skills development, equipping participants and industries to meet the challenges of a technology-driven world.

Outcomes:

- Expanded Access to Education and Skills Development: Participants gained technical, digital, and entrepreneurial expertise, as well as leadership, teamwork, and problem-solving skills
- Lifelong Learning Pathways: Structured professional development opportunities, supported by masterclasses and partnerships with 650+ organisations, ensured continued growth
- Inclusive Learning Environments: Programmes designed to foster confidence and accessibility for marginalised groups and those in deprived areas
- Certification and Recognition: Industry-recognised credentials enhanced career progression and employment prospects
- Cross-Sector Collaboration: Partnerships fostered knowledge-sharing and innovation in education and skills delivery

£6,457,742

Or **26%** of the total value has been delivered through education and skills

Impact:

- Closing Skills Gaps: Addressing critical shortages in tech and digital sectors through targeted training
- Economic Mobility: Skills training enabled participants to access higher-paying jobs and financial independence
- Workforce Readiness: Graduates entered the workforce prepared to boost productivity and innovation in high-demand industries
- Education Equity: Diverse participants benefited from high-quality learning opportunities, fostering inclusion and representation
- Social Inclusion: Confidence-building and collaborative experiences strengthened community ties and a sense of belonging
- Culture of Lifelong Learning: Programmes inspired ongoing engagement with the tech and digital industries

By creating a sustainable model for learning, IN4 Group ensures lasting personal, professional, and industry-wide growth.

ECONOMIC

The direct and indirect benefits of the identified opportunities uncovered confirm that IN4 Group's activities contribute to meaningful and sustained economic growth, enhancing both individual livelihoods and the prosperity of the regions they serve.

IN4 Group contributes to sustained economic growth, supporting individual livelihoods, enhancing business resilience, and fostering a thriving regional economy.

Outcomes:

- Regional Sustainability: Strengthened local supply chains with £3.3m spent on North West-based suppliers, retaining £1.74m in the local economy
- Job Creation: New roles were generated through programmes like Skills City and Gametech365 @HOST, where 21% of participants created job opportunities
- Business Growth and Development: Entrepreneurs and businesses supported through initiatives like FreelanceHER and Stockport Creative Campus, resulting in workforce hour increases (29%) and revenue growth (£18,000 reported by participants)
- Enhanced Earning Potential: Participants gained skills for higher-paying roles, boosting personal income and local spending power
- Entrepreneurial Success: Self-employment and SME growth spurred, with 61% of FreelanceHER participants planning to launch new businesses
- Collaboration and Innovation: 76% of Stockport Creative Campus participants reported establishing new collaborations, driving shared success and innovation
- Attracting Investment: Skilled workforce and entrepreneurial ecosystems make regions more appealing to investors

£4,479,195

Or **17%** of the total value has been delivered through economic added value

Impact:

- Boost to Local Economies: Increased expenditure by participants, businesses, and suppliers strengthens local and regional economic growth
- Reduction in Unemployment: Job placements and entrepreneurial ventures address employment gaps in the tech and creative sectors
- Economic Empowerment: Pathways for women, individuals from ethnic minority backgrounds, and marginalised groups to access higher-income opportunities that foster equity and economic participation
- Business Productivity Gains: Skilled participants improve operational efficiency and innovation, particularly in tech and creative industries
- Long-Term Economic Stability: Upskilled participants contribute to evolving industries, ensuring sustainable employability and economic resilience
- Regional Innovation Ecosystem: Support for creativity and digital entrepreneurship fuels innovation, attracting national and international partnerships
- Multiplier Effect: Increased spending and revenue generation lead to broader economic benefits, including higher tax contributions
- Sectoral Growth: Preparation of participants for roles in emerging industries like tech, gaming, and creative sectors drives future expansion

HEALTH & WELLBEING

IN4 Group's commitment to health and wellbeing focuses on fostering personal growth, emotional resilience, and a sense of belonging among participants.

IN4 Group's focus on health and wellbeing not only enhances the personal development of participants but also contributes to long-term economic and social benefits by reducing the need for future healthcare interventions, improving work-life balance, and fostering community resilience. This positively impacts both individual lives and broader society.

Outcomes:

- Improved Mental Health: Programmes provide supportive environments that foster positive mental health, including access to peer mentoring and networking
- Increased Self-Esteem: Participants report boosted confidence, self-belief, and emotional wellbeing, enabling personal and professional growth
- Sense of Belonging: Community-building initiatives reduce isolation, promoting social connection and a stronger sense of belonging
- Reduced Stress and Anxiety: Practical career development support and financial stability reduce anxiety and stress for participants
- Physical Wellbeing Awareness: Programmes encourage work-life balance and stress management, potentially leading to healthier lifestyle choices
- Empowerment of Marginalised Groups: Targeted initiatives for women, individuals from ethnic minority backgrounds, and those with caring responsibilities empower participants, improving emotional wellbeing
- Supportive Networks: Programmes create connections that provide both emotional and professional support, contributing to overall wellbeing

£2,337,353

Or **9%** of the total value has been delivered through health and wellbeing

Impact:

- Increased Confidence and Resilience: Participants report higher self-belief, enabling them to tackle challenges effectively
- Improved Quality of Life: Enhanced mental health, self-esteem, and life satisfaction lead to broader positive impacts on families and communities
- Work-Life Balance: Participants, particularly those with caring responsibilities, manage personal and career commitments more effectively
- Reduction in Health Inequalities: Programmes offer tools to overcome challenges, reducing health disparities in poor or underrepresented groups
- Contribution to Workplace Wellness: Participants enter the workforce with better mental resilience, improving productivity and workplace environments
- Community Cohesion: Stronger social networks and collaborative relationships foster resilient, supportive communities
- Prevention of Long-Term Health Issues: Reducing stressors linked to unemployment or financial instability helps prevent chronic mental health conditions
- Economic Value Through Improved Health: Better health outcomes reduce absenteeism and healthcare costs, boosting economic productivity and reducing public health system strain

SOCIAL & COMMUNITY

By fostering stronger social and community relationships, and connecting participants with a network of partners, mentors, and peers, IN4 Group cultivates an environment that supports both personal and professional growth.

IN4 Group's programmes have created a lasting impact by nurturing inclusive, collaborative social ecosystems. They contribute to thriving local communities and professional growth while reducing negative social dynamics.

Outcomes:

- **Strengthened Community Connections:** Networking events, workshops, and peer mentoring foster stronger relationships among participants, local businesses, and stakeholders
- **Empowered Underrepresented Groups:** Initiatives targeting women, ethnic minorities and individuals with caring responsibilities promote diversity and inclusion
- **Fostering Collaborative Ecosystems:** Programmes like Gametech365 @HOST and Stockport Creative Campus build interconnected networks supporting innovation and shared growth
- **Increased Civic Participation:** Participants develop confidence and skills to contribute to community projects and local economic development
- **Reduction in Social Isolation:** Collaborative environments reduce loneliness, especially for marginalised participants
- **Creation of Role Models:** Alumni who succeed in their fields inspire others, particularly young people, to pursue careers in tech and creative industries
- **Building Sustainable Partnerships:** Collaboration with 650+ organisations creates a robust network for long-term community improvement
- **Increased Local Pride:** Celebrating local talent fosters a sense of pride and ownership in community achievements

£1,722,217

Or **7%** of the total value has been delivered through social and community

Impact:

- Improved Social Mobility: The programmes create opportunities for underrepresented groups, helping them break cycles of poverty and exclusion
- Enhanced Community Resilience: Collaborative networks strengthen the ability of communities to adapt to social and economic challenges
- Reduction in Social Inequalities: Prioritising diversity and inclusion helps bridge gaps in access to opportunities and resources
- Strengthened Local Economies: Community-driven ecosystems attract investment and contribute to economic sustainability
- Improved Quality of Life: Empowered individuals contribute to a healthier, more vibrant social fabric
- Reduction in Antisocial Behaviours: Positive role models and accessible opportunities promote constructive participation
- Creation of Lasting Community Hubs: Programmes like Stockport Creative Campus provide permanent centres for innovation and collaboration
- Increased Volunteering and Social Contribution: Participants are inspired to give back to their communities through volunteering, mentorship, and advocacy
- Fostering Cultural Exchange: Diverse participant demographics encourage cross-cultural understanding and collaboration
- Social Ripple Effects: As participants achieve success, they inspire others to engage, learn, and thrive

CRIME & JUSTICE

IN4 Group's programmes contribute significantly to crime reduction and community safety by providing education, employment, and engagement opportunities. These initiatives not only offer a constructive alternative to criminal behaviour but also foster positive social change, particularly among vulnerable groups and the youth.

By addressing the root causes of crime and creating opportunities for personal and professional development, IN4 Group's programmes help reduce crime, foster safer communities, and build a foundation for long-term social stability and justice.

Outcomes:

- **Reduced Risk of Criminal Behaviour:** Education and employment opportunities reduce idle time, especially among youth, lowering the likelihood of involvement in antisocial or criminal activities
- **Enhanced Youth Development:** Programmes like CyberFirst and Skills City encourage young participants to pursue careers in cyber security and tech, diverting them from risky behaviours
- **Increased Awareness of Cyber Crime Prevention:** CyberFirst participants learn essential cyber security skills, promoting safe online behaviours and reducing vulnerability to cyber crime
- **Fostering Pro-Social behaviour:** Participants develop teamwork, leadership, and communication skills, fostering positive and collaborative behaviour within their communities
- **Improved Community Trust:** Engaging local stakeholders and businesses builds trust between community members, local authorities, and programme facilitators
- **Support for At-Risk Individuals:** By targeting groups (e.g., those from deprived areas, ethnic minority backgrounds, or pupil premium groups), the programmes reduce socio-economic conditions linked to crime

£708,045

Or **3%** of the total value has been delivered through Crime and Justice

Impact:

- Lower Crime Rates: Providing employable skills and meaningful pathways reduces economic and social drivers of crime, leading to safer communities
- Prevention of Cyber Crime: Participants equipped with cyber security knowledge help prevent online threats, reducing instances of cyber crime
- Safer Local Communities: Economic stability and active engagement of participants strengthen neighbourhoods and reduce criminal activity
- Reduced Recidivism: Education and employment opportunities reduce reoffending by providing individuals with viable alternatives to criminal behaviour
- Cost Savings for the Justice System: Reducing crime lowers the burden on police, courts, and correctional services, resulting in significant savings for public funds
- Improved Social Cohesion: Opportunities for collaboration and community engagement foster a sense of shared purpose and belonging, reducing divisive behaviours
- Positive Role Models: Alumni who succeed in their careers or entrepreneurial ventures serve as positive influences, deterring criminal behaviour among peers
- Increased Digital Resilience: Training participants in digital literacy and cyber security helps build safer online environments, benefiting individuals and businesses
- Reduced Exploitation Vulnerability: Vulnerable individuals gain the confidence, knowledge, and support to avoid exploitation, both online and in their communities
- A Stronger Pipeline to Justice and Law Enforcement Careers: Exposure to cyber security through programmes like CyberFirst opens career pathways in law enforcement, contributing to a safer society

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 they have been achieved through the delivery of the programmes.

Deadweight - Considers what would have happened without participants having access to the programme 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 11% being assigned within forecasted value.

Level of Displacement - A nominal displacement percentage has been allocated across all activities. This report has been defined as 1.5% as there was no negligible effect elsewhere.

Level of Attribution - This relates to how much of the unweighted (pre-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 32% attribution figure has been assigned



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

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

Drop off levels

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

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