

DELIVERING SOCIAL VALUE

APRIL 2022–JULY 2024

INDEPENDENTLY ANALYSED AND PREPARED BY THE CONNECTIVES



DELIVERING OUR WORK. GENERATING OUTCOMES. CHANGING LIVES.

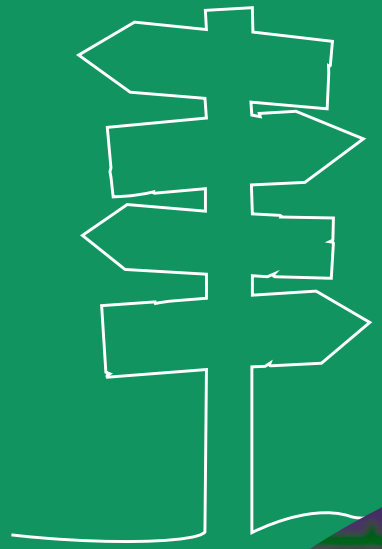
At Progress Careers (a subsidiary of The Progress Group) we empower young people to make informed decisions about their future pathways. Our eclectic team of professionals combine their experiences and unquestionable knowledge of careers guidance to engage and inspire young people across Key Stages 3, 4 and 5.

Our face-to-face careers service is 100% bespoke and is underpinned by a school's careers programme. This means we focus on the areas they identify and work solely on these, resulting in an efficient and cost-effective solution. Our friendly team of Careers Advisers deliver career days and one-to-one sessions, they work with targeted groups of students who may be at risk of being NEET, and help schools prepare for Ofsted inspections.

We are proud to work with nearly 100 secondary schools, supporting 10,000's young people every year to successfully take their next step post 16, but having progression rates alone is not enough. We want to evidence our outcomes, understand our impacts and demonstrate the long-term cost savings to the public purse and society. To help us truly understand this, The Progress Group commissioned The Connectives, to independently gather and audit a range of quantitative and qualitative data to report on the collective social value of our Group. A combination of Social Accounting and Audit (SAA), and social return on investment (SROI) methodologies were used to identify, measure and report on our findings.



CREATING LIFE-CHANGING OPPORTUNITIES



£32,354,419

SOCIAL RETURN ON INVESTMENT

£21.98

SOCIAL RETURN ON
INVESTMENT FOR
EVERY £1 SPENT



WHAT DOES OUR WORK DO?

Our impartial Careers Education, Information, Advice and Guidance (CEIAG) has led to...

- Increased employability
- Increased understanding and access to online employment and training opportunities
- Improved youth confidence
- Increased ability and appetite to participate in life

THE KEY CONCLUSIONS

We continue to support cost savings to the public purse and value for money by...

- Reducing the number of young people who are not in education, employment or training and progressing them into one of these opportunities

IMMEDIATE COST SAVINGS TO THE PUBLIC PURSE, WITH SIGNIFICANT LONG-TERM GAINS

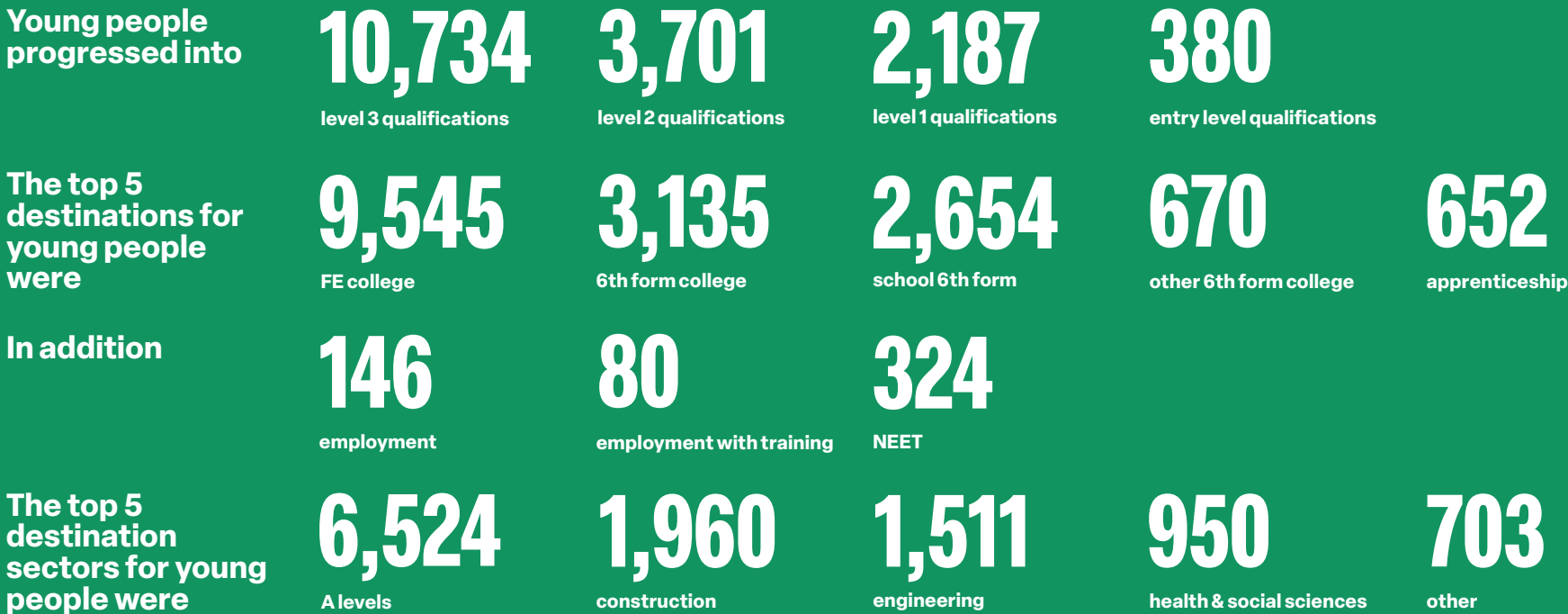
Through our education and training delivery, we are driving immediate cost savings to the public purse, which will also translate into long-term gains with those individuals becoming more socially and economically prosperous.

Activity	Savings per person/unit	No. of people/units	Attribution	Deadweight	Value of savings (£)	Source
Reduction in educational underachievement costs because of tackling NEET numbers	6514	9170	50%	18%	24,192,018	Public finance costs of a single generation of NEETs not in education, employment, or training. Report: Estimating the Cost of Child Poverty in Scotland



OUR OUTPUTS 2023-2024

18,011 young people supported across 100 schools in the reporting period



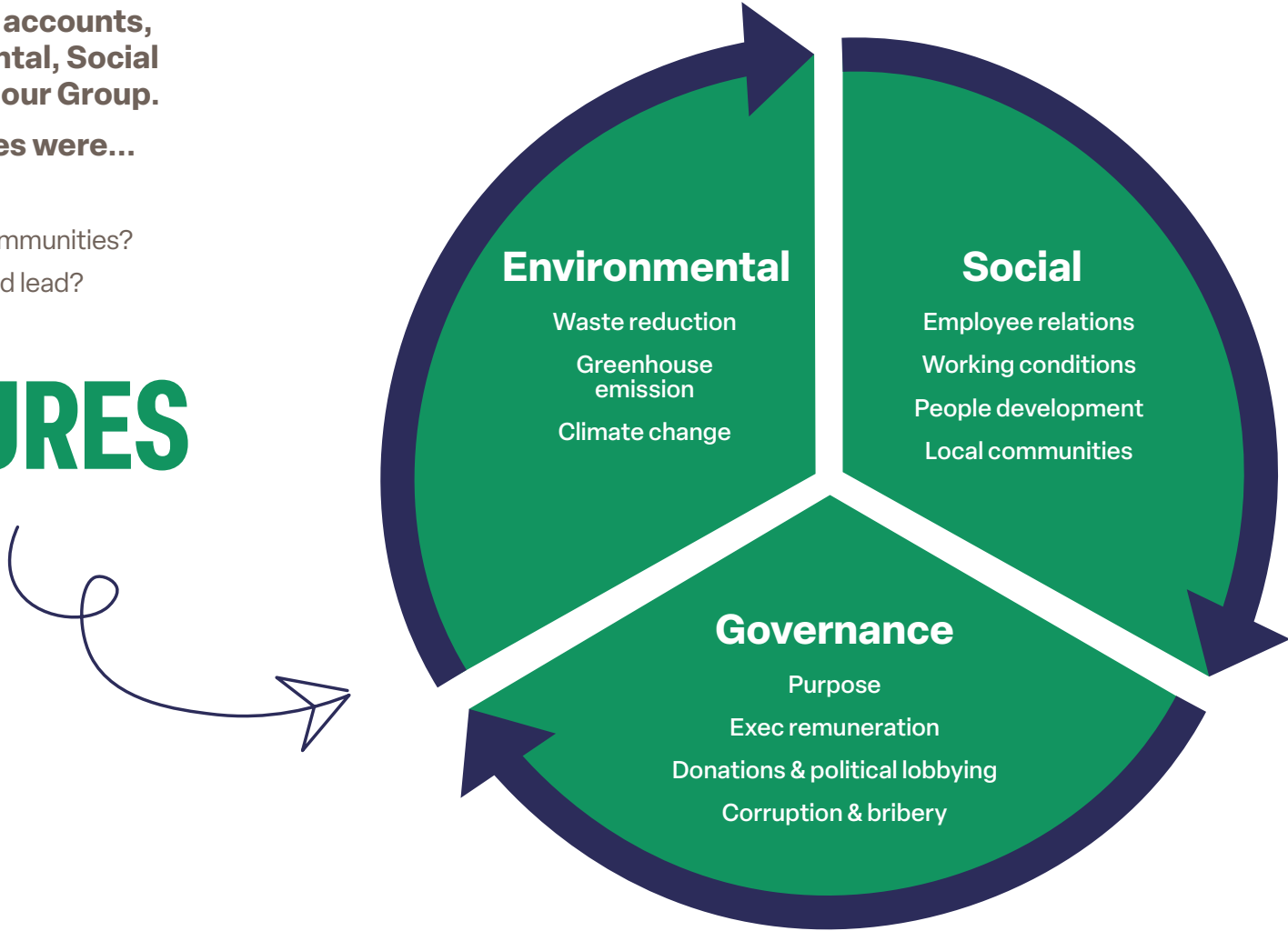
OUR GROUP-WIDE ENVIRONMENTAL, SOCIAL AND GOVERNANCE IMPACTS

As part of our latest set of social accounts, we also analysed our Environmental, Social and Governance impacts across our Group.

The questions we asked ourselves were...

- › How lightly are we living in the world?
- › How are we treating our people and communities?
- › How is the business being managed and lead?

ESG MEASURES



OUR FINDINGS

ENVIRONMENTAL

EV Scheme launched

Colleagues able to purchase electric cars via salary sacrifice scheme

SOCIAL

Employee Relations

Employee consultative committee established extending staff engagement

Working Conditions

Placed in the Times Top 100 Best Places to Work – medium sized business – 35 measures scored by employees
Life assurance provided
Flexible hours on Fridays
TPG pays staff who are foster carers whilst they attend training

People Development

Growing talent through apprenticeships – 7 in the reporting period
Leadership development – invested to build stronger cohesive team where people know their part in the organisation’s success

Local Communities

Donations totalling £79,270 to local community organisations come from each part of the group
TPG’s willingness to partner and support the communities it serves is evidence of the organisation living into its mission

GOVERNANCE

Purpose

Stated purpose mission and values in service of positive social change

Executive remuneration

Committed to paying all staff the Living Wage Analysis of salaries across the Group show that the highest salaries are no more than 9 times the lowest salaries

Donations & political lobbying

Active engagement with government via ministers to lobby for positive change in the education, health and social care sectors. Members of APPG on AP
Lobby MP’s where the Group has offices or schools in their constituency; Metro Mayors, councils and local authorities

Corruption & bribery

Policy in place and reviewed regularly

HOW DID WE ARRIVE AT THE NUMBERS?

A combination of Social Accounting and Audit (SAA), and social return on investment (SROI) methodologies have been used to identify, measure and report on the social value generated by The Progress Group and its subsidiaries.

SAA is a framework used to assess and report the social, environmental, and economic impacts of an organisation's activities. It aims to enhance accountability and transparency by evaluating how an organisation contributes to societal goals.

The methodology involves several key steps

- 1. Stakeholder Engagement:** Identifying and involving stakeholders to understand their concerns and expectations
- 2. Setting Objectives:** Defining the social, environmental, and economic objectives that align with the organisation's mission, vision, and values as well as stakeholder interests
- 3. Data Collection:** Gathering quantitative and qualitative data through surveys, interviews, and other tools to measure performance against established objectives
- 4. Analysis:** Assessing the collected data to identify trends, outliers, impacts, and areas for improvement
- 5. Reporting:** Preparing a social audit report that communicates findings, highlighting both achievements and challenges
- 6. Continuous Improvement:** Using the insights gained to refine practices, set new targets, and enhance overall performance. When effectively applied, the process of social accounting can act as an effective strategic management tool, informing each part of the business, where and how, it is generating the most positive social impact

SOCIAL RETURN ON INVESTMENT METHODOLOGY

- SROI is a principles – based approach but focused upon the financial/numerical assessment of performance
- It uses financial proxies to evaluate social benefit (agreed or created proxies)

It ensures allowance is made for

- Attribution – the individual outcomes that have been secured because of the support from each part of the group
- Deadweight – the achievements that would have happened without intervention from The Progress Group
- It allows us to create a £:£ ratio showing the social benefit achieved for every £ spent on services across The Progress Group

OUR KEY CONCLUSIONS

- Creating Social Value continues to run through the DNA of our Group now – every subsidiary is positively contributing to social change
- Our increased level of activity has translated to increased social value for individuals and communities
- Our appetite to increase our online offer chimes with customer demand and is positively supporting the delivery of our social value activity

THE STORY SO FAR...

To provide further content to these accounts, it is important to acknowledge the challenges facing UK careers advice providers.

Funding constraints

- Budget limitations restrict the scope and quality of careers advice services, especially in schools. Progress Careers is providing excellent quality services but with funding constraints
- Providers are struggling to meet the increased demand for guidance due to limited financial and staffing resources in schools

Mental Health and Wellbeing Issues

- The mental health crisis among young people is compounding challenges for careers advisors, who find themselves addressing mental health concerns alongside career planning

Employer Engagement and Labour Market Mismatches

- Careers advice is struggling to align to evolving job market demands. Employers and educators must communicate effectively about skill requirements, if young people are to be prepared to secure and perform well in in-demand roles

Diversity and Inclusion Gaps

- Many graduates report feeling disadvantaged in their job searches due to ethnicity, social class, or other personal characteristics, highlighting the need for tailored advice and support to promote equity in employment opportunities

Digital Barriers

- Digital exclusion is still a problem for some families, particularly in less affluent areas, limiting access to opportunities and services

Addressing these challenges has required and continues to require collaboration with employers and expanded resources for training and digital inclusion.



CASE STUDY

PROGRESS CAREERS SUPPORT OUTWOOD ACADEMY IN ACHIEVING THE QUALITY IN CAREERS STANDARD

Outwood Academy Adwick has achieved the Quality in Careers Standard (QiCS) with support from Progress Careers. The Academy's journey to achieving the QiCS showcases a significant commitment to providing exceptional Career Education, Information, Advice, and Guidance (CEIAG). This case study highlights their partnership with Progress Careers and their journey to achieving this standard.

Background

Outwood Academy Adwick, part of the Outwood Grange Academies Trust, is a mixed secondary school and sixth form located in Woodlands, South Yorkshire, England. The Academy has always been dedicated to supporting its students in achieving success. With a comprehensive approach to education that includes rigorous academic preparation and a strong support system for personal development. Pursuing the Quality in Careers Standard was a natural step forward in this ongoing effort. Despite the Academy's strong foundations in student support and careers guidance, achieving the Quality in Careers Standard presented unique challenges. These included integrating a comprehensive CEIAG programme that met the standard's criteria, ensuring that all students received personalised guidance, and demonstrating a measurable impact on student outcomes.

The partnership

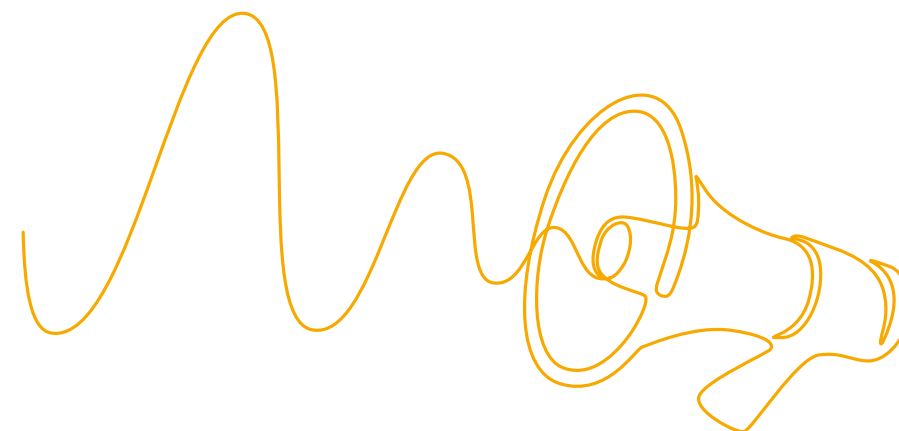
Outwood Academy partnered with Progress Careers over 10 years ago to enhance their existing careers provision. We worked with them to provide impartial advice and guidance, mock interviews, career cafes and other activities such as careers fairs and parent events. In addition to offering career advice and guidance, our team of Advisers and consultants have supported the Academy in completing their portfolio and assessing their CEIAG programme for the QiCS.

Rachel Crowder, Operations Manager at Progress Careers, said: "It has been a pleasure working with Outwood Academy Adwick to achieve the Quality in Career Standard. With our support, the Career Lead has worked tirelessly to embed careers across the Academy, providing a high-quality careers programme for their students. Our Careers Adviser has built up a strong relationship with the key stakeholders within the Academy and fantastic rapport with the students, which has enabled us to support the wider careers programme in addition to delivering 1:1 information, advice, and guidance."

The achievement of the Quality in Careers Standard acknowledges the Academy's dedication to providing their students with high-quality support and guidance, ensuring they are well-prepared for their future careers. Julie Slater, Chief Executive Principal, Secondary, expressed her delight at the achievement:

"We are thrilled to announce that Outwood Academy Adwick has achieved the national Quality in Careers Standard. This standard is a recognition for the important role the Academy plays in helping students develop their knowledge, skills, and experience so they can go out into the world and achieve personal success."

The success at Outwood Academy Adwick was not an isolated case. All Outwood Academies are working with Progress Careers either whilst maintaining the award or working towards accreditation. This is a testament not only to the commitment from the trust but the dedication and focus from the team at Progress Careers to support each school through such a rigorous assessment.



OUR KEY RECOMMENDATIONS

- We still need to gather data more effectively – our PowerBI systems should enable us to have up to date information quickly and easily in future
- Next, we want to focus more on how we sustainably operate each part of the group as socially, economically, and environmentally responsible employers using insights from our colleague consultative committee.



£32,354,419



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