

Social Value and Career Development – Measuring Impacts through the



National TOMs Wales 2020

framework for social value measurement



Professional Careers Education and Guidance Digital Forum Wales Online meeting -
Wednesday 10th February 2021

The National TOMs Wales – Members of the NSVT Wales

The National TOMs Wales have been **developed by SVP for the National Social Value Taskforce Wales over 9 months period**, through consultation with public, private and third sector stakeholders in Wales. WLGA has coordinated Welsh public sector input. Members of the Taskforce:



CLILC • WLGA

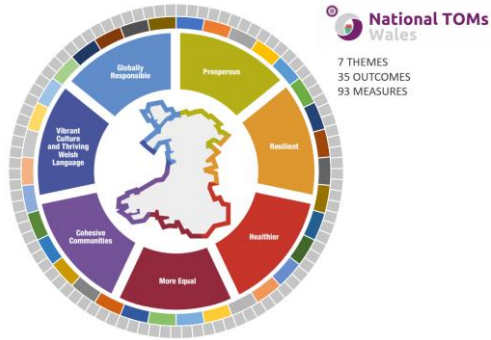


The Wellbeing of Future Generations (Wales) Act 2015

- Passed by National Assembly in 2015, **committing Wales' sustainable development ambitions within legislation**
 - **Aims to ensure** that decisions taken today are not at the expense of **future generations' well-being**
 - Wales remains the only country of the UK to impose duties to protect the needs of future generations and to embed the United Nations Sustainable Development goals into law
 - The Act is about **improving social, economic, environmental and cultural well-being of Wales** and mandates that the **economy cannot be prioritised at the expense of the environment.**
-
- **Applies to 44 public bodies in Wales** (including the Welsh Government, local authorities, national parks, national bodies such as the National Library and National Museum Wales, health boards, and local fire and rescue authorities)
 - Sets out **seven national well-being goals**, setting out aspirations for Wales
 - **Public bodies and Public Services Boards are required to contribute to these goals** by setting their own objectives and steps to seek to achieve them, and by taking all reasonable steps to meet these objectives they chose for themselves



The National TOMs Wales – Framework Introduction



Social Value Measurement and Management Framework structured around 7 WFGA Goals

Provides set of Measures for each Goal that allow user to engage with different aspects of Social Value in line with local or project needs and priorities, with aim of facilitating and improving social, cultural, environmental and economic well-being in Wales

Comparability/Replicability

Allows organisations to compare their own performance by sector and industry benchmarks

Robustness

Provides a robust, transparent and defensible solution for assessing and awarding tenders

Consistency

Provides certainty to allow business to invest into delivering more value

- Provision of financial and non financial measurements and ability to value impacts
- Use of Stats Wales, ONS, UCD and peer reviewed academic sources to develop Measures and proxy values – use of established methods outlined in treasury Green Book and other relevant public sector guidelines
- The National TOMs (not yet NT Wales) are mapped into the SDGs, to capture estimated contributions of TOMs deliveries to each of the 17 Goals



The National TOMs Wales – Themes and Outcomes



7 Themes

35 Outcomes
(39 outcomes including COVID)

93 Measures
Minimum Reporting set (40 Measures) and
an Additional Measure set (53 Measures),
as well as a COVID Plug-In (18 Measures)

Per Measure: Unit, Proxy and
Guidance, FG Well-being
Indicators

Themes	Outcomes
A Prosperous Wales	More people in employment
	Fair Work
	Improved skills for people
	Improved skills for a low carbon transition
	More opportunities for local business and MSMEs (Micro, Small and Medium Enterprises)
	Resource efficiency and the circular economy are promoted
A Globally Responsible Wales	Innovation to support a more prosperous Wales
	Retaining jobs and skills during the COVID-19 crisis
	Carbon Emissions are reduced
A Resilient Wales	Ethical procurement is promoted globally
	Innovation to support a globally responsible Wales
	Green spaces and biodiversity are protected and enhanced
A Healthier Wales	Safeguarding the environment
	Sustainable procurement is promoted
	Innovation to support a more resilient Wales
A More Equal Wales	Creating a healthier community
	Air Pollution is reduced
	Improving staff wellbeing
A Wales of Cohesive Communities	Innovation to support a healthier Wales
	Supporting workers, SMEs and third sector and civil society organisations to face the COVID-19 crisis
	More opportunities for disadvantaged people
	Improved employability of young people (under 24y.o.)
	More support for target curriculum activities
	Reducing inequalities
A Wales of Vibrant Shared Culture and Thriving Welsh Language	Ethical procurement is promoted in Wales
	Innovation for a more equal Wales
	More opportunities for the Third Sector and Civil Society Organisations (Voluntary, Community and Social)
	A workforce and culture that reflect the diversity of the local community
	Social value embedded in the supply chain
	Crime is reduced
A Wales of Cohesive Communities	Vulnerable people helped to live independently
	Support for disadvantaged young people and their families
	More working with the Community
	Innovation to support more cohesive communities in Wales
	Supporting workers, SMEs and third sector and civil society organisations to face the COVID-19 crisis
	Supporting communities to deal with the COVID-19 crisis
A Wales of Vibrant Shared Culture and Thriving Welsh Language	The Welsh Culture is promoted
	Native wildlife, nature and heritage sites are protected
	Innovation to support a more vibrant culture



Measuring Financial Impacts through TOMs Proxies:

SVA = £0
+salary

On the one hand....

- Happy family
- Good education
- Good CV
- No criminal record



£23,119
(£6,616 + £16,503)
+salary

On the other hand....

- Troubled family
- Left school at 16, no GCSEs
- Petty criminal record, likely to get worse

Which is worth more and from what perspective; society or the individual?

The aim of TOMs Proxies is to measure Social Value impacts on individuals and communities, related to a specific intervention, as comprehensively as possible

Theme	Outcomes	FG#	NTW Ref	Measure	Unit	Proxy
A Prosperous Wales An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	More people in employment	21	NTW1	No. of local direct employees (FTE) hired or retained (for re-tendered contracts) on contract for one year or the whole duration of the contract, whichever is shorter	No. people FTE	£27,500.00
		21	NTW1a	No. of local direct employees (FTE) which are TUPE transfers retained on contract for one year or the whole duration of the contract, whichever is shorter (re-tendered contracts only - to be used at Measurement)	No. people FTE	£27,500.00
		21	NTW1b	No. of residents (FTE) from the listed sub-localities employed directly or through the supply chain as a result of your procurement requirements on the contract for one year or the whole duration of the contract, whichever is shorter (see sub-localities listed in 'LISTNTW1b')	No. people FTE	£27,500.00
	Fair Work	21	NTW1c	No. of local people (FTE) on contract for one year or the whole duration of the contract, whichever is shorter, employed through the supply chain as a result of your procurement requirements	No. people FTE	£27,500.00
		21	NTW2	Percent of local direct employees (FTE) hired or retained (for re-tendered contracts) on contract for one year or the whole duration of the contract, whichever is shorter	%	Record only
		20	NTW3	Average level of satisfaction with working conditions with direct and supply chain employees hired or retained (for re-tendered contracts) on contract - based on representative and best practice employee satisfaction survey	%	Record only
			NTW4	The Fair Work Wales Standard and related "good" and "fair" employment practices are implemented and facilitated on contract	Y/N - Provide relevant documents	Record only
			NTW5	Union recognition agreements (or equivalent worker representation) and collective bargaining are present and encouraged in the supply chain	Y/N - Provide relevant documents	Record only
	Improved skills for people	7a	NTW6	No. of staff hours spent on local school and college visits e.g. delivering careers talks, curriculum support, literacy support, safety talks (including preparation time) e.g. on STEM, social care and social sciences	No. staff hours	£14.63
		8	NTW7	No. of weeks of training opportunities on the contract (BTEC, City & Guilds, NVQ, HNC, RQF) that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	No. weeks	£285.41
		8	NTW8	No. of weeks of apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	No. weeks	£231.45
		8	NTW9	No. of weeks of staff upskilling (FTE) delivered on contract as part of training opportunities and comprehensive upskilling programmes - only applies to training opportunities on the contract (BTEC, City & Guilds, NVQ, HNC, RQF) that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	No. weeks	£15.62
8		NTW10	No. of weeks of staff upskilling (FTE) delivered on contract as part of apprenticeships and comprehensive upskilling programmes - Only applies for apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	No. weeks	£54.92	
8		NTW11	Support a 'just transition' for workers by supporting those in 'traditional' high carbon industries to retrain	No. hrs (total session duration)*no. attendees	£114.33	
A Healthier Wales A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Improving staff wellbeing	3 & 20	NTW47	No. of employees on the contract that have been provided access for at least 12 months to comprehensive and multidimensional wellbeing programmes	No. employees provided access	£124.30
		29	NTW48	Mental Health campaigns for staff on the contract to create community of acceptance, remove stigma around mental health	£	£1.00
	Supporting workers, SMEs and third sector and civil society organisations to face the COVID-19 crisis		CW19-4	Do you have a policy or a strategy to provide support to staff working remotely or on furlough around mental health and wellbeing?	Y/N - Provide relevant documents	Record only
			CW19-5	Initiatives to provide support to staff working remotely or on furlough around mental health and wellbeing	£ invested including staff time	£1.00
			CW19-6	Do you have a policy or a strategy to provide safe virtual spaces to staff, including guidance around cyber security and around remote and virtual working best practice. (Provide strategy or policy document)	Y/N - Provide relevant documents	Record only
			CW19-7	Initiatives to provide safe virtual spaces to staff, including guidance around cyber security and around remote and virtual working best practice.	£ invested including staff time	£1.00
			CW19-8	Initiatives to further support staff delivering essential work as defined by the UK government, both within the company and the supply chain (e.g. providing food delivery and mental health support services, etc.)	£ invested including staff time	£1.00
			CW19-9	Initiatives to further support own and supply chain staff from vulnerable groups to reduce economic impact of the crisis (e.g. offering financial support measures, advise on how to access support from the government, pro bono food deliveries and mental health support services, etc)	£ invested including staff time	£1.00
		CW19-10	Percentage of contractors engaged with to implement COVID-19 response measures as outlined in the National TOMs Wales	% of contractors within the contract's supply chain	Record only	
	A More Equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic circumstances).	More opportunities for disadvantaged people	19	NTW50	No. of employees (FTE) hired on the contract as a result of a recruitment programme that have been unemployed for a minimum of 6 to a maximum of 12 MONTHS	No. people FTE
19			NTW50a	No. of employees (FTE) hired on the contract as a result of a recruitment programme that have been long term unemployed for a minimum of 12 to a maximum of 24 MONTHS	No. people FTE	£18,146.00
19			NTW50b	No. of employees (FTE) hired on the contract as a result of a recruitment programme that have been long term unemployed for 24 MONTHS or longer	No. people FTE	£19,115.00
19			NTW51	No. of employees (FTE) from disadvantaged or minority backgrounds hired on the contract as a result of a recruitment programme that have been unemployed for a minimum of 6 to a maximum of 12 MONTHS	No. people FTE	Record only
19			NTW51a	No. of employees (FTE) from disadvantaged or minority backgrounds hired on the contract as a result of a recruitment programme that have been long term unemployed for a minimum of 12 to a maximum of 24 MONTHS	No. people FTE	Record only
19			NTW51b	No. of employees (FTE) from disadvantaged or minority backgrounds hired on the contract as a result of a recruitment programme that have been long term unemployed for 24 MONTHS or longer	No. people FTE	Record only
22			NTW52	No. of employees (FTE) hired on the contract who are Not in Employment, Education, or Training (NEETs) as a result of a recruitment programme	No. people FTE	£12,470.00
			NTW53	No. of 18-24 y.o. employees (FTE) hired on the contract who are rehabilitating young offenders as a result of a recruitment programme	No. people FTE	£22,162.00
		NTW54	No. of disabled employees (FTE) hired on the contract as a result of a recruitment programme	No. people FTE	£14,980.00	
Improved employability of young people (under 24y.o.)		21	NTW55	No. of hours of support into work provided to unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance -(over 24 y.o.)	No. hrs (total session duration)*no. attendees	£114.33
		10	NTW56	No. of hours dedicated to support young people into work (e.g. CV advice, mock interviews, careers guidance) - (under 24 y.o.)	No. hrs (total session duration)*no. attendees	£114.33
		10	NTW57	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	No. weeks	£158.23
		22	NTW57a	For people with adverse childhood experiences - No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	No. weeks	£158.23
		10	NTW58	Meaningful work placements that pay Minimum or National Living Wage according to eligibility - 6 weeks or more (internships)	No. weeks	£158.23
19		NTW58a	For people with adverse childhood experiences - Meaningful work placements that pay Minimum or National Living Wage according to eligibility - 6 weeks or more (internships)	No. weeks	£158.23	
More support for target curriculum activities	22	NTW59	Time spent to support STEM curriculum activities in schools and colleges through expert designed and delivered content	No. hrs (total session duration)*no. attendees	£87.48	
A Wales of Cohesive Communities Attractive, safe, viable and well-connected.	A workforce and culture that reflect the diversity of the local community	23 & 24 & 26 & 27	NTW70	Equality, diversity and inclusion training provided both for staff and supply chain staff	No. hrs (total session duration)*no. attendees	£87.48
			NTW71	Percentage of employees (FTE) BAME hired on the contract	%	Record only

The National TOMs Wales – Measuring SV in Career Development

Improved skills for people	7a	NTW6	No. of staff hours spent on local school and college visits e.g. delivering careers talks, curriculum support, literacy support, safety talks (including preparation time) e.g. on STEM, social care and social sciences	No. staff hours	£14.63
	8	NTW7	No. of weeks of training opportunities on the contract (BTEC, City & Guilds, NVQ, HNC, RQF) that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	No. weeks	£285.41
	8	NTW8	No. of weeks of apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	No. weeks	£231.45
	8	NTW9	No. of weeks of staff upskilling (FTE) delivered on contract as part of training opportunities and comprehensive upskilling programmes - only applies to training opportunities on the contract (BTEC, City & Guilds, NVQ, HNC, RQF) that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	No. weeks	£15.62
	8	NTW10	No. of weeks of staff upskilling (FTE) delivered on contract as part of apprenticeships and comprehensive upskilling programmes - Only applies for apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	No. weeks	£54.92
Improving staff wellbeing	3 & 20	NTW47	No. of employees on the contract that have been provided access for at least 12 months to comprehensive and multidimensional wellbeing programmes	No. employees provided access	£124.30
	29	NTW48	Mental Health campaigns for staff on the contract to create community of acceptance, remove stigma around mental health	£	£1.00
Improved employability of young people (under 24y.o.)	10	NTW56	No. of hours dedicated to support young people into work (e.g. CV advice, mock interviews, careers guidance) - (under 24 y.o.)	No. hrs (total session duration)*no. attendees	£114.33
	10	NTW57	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	No. weeks	£158.23
	22	NTW57a	For people with adverse childhood experiences - No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	No. weeks	£158.23
	10	NTW58	Meaningful work placements that pay Minimum or National Living Wage according to eligibility - 6 weeks or more (internships)	No. weeks	£158.23
	19	NTW58a	For people with adverse childhood experiences - Meaningful work placements that pay Minimum or National Living Wage according to eligibility - 6 weeks or more (internships)	No. weeks	£158.23

Total SV = Sum of (number of units delivered per measure * SV proxy per measure)

