

Social Value Annual Report 2022



“



Siobhan Goss - Social Value Manager

I'm delighted with what the team has managed to achieve over the last year. With volunteers from the wider Matrix team, and volunteers from our supply chain, we've been able to add Social Value to more of our contracts than ever before.

The use of technology has allowed us to diversify our Social Value offering and deliver more accessible workshops to groups across our clients' communities. Adapting to the needs of our different clients, we have added activities to our offer that take a holistic approach to the concept of employability. As well as giving people the tools they need to access work, sessions such as 'Budgeting & Money Management' and 'Work Well from Home', aim to give people the confidence they need to reach their goals. We want to provide wraparound support to those looking for work, whatever stage they are in the process.

Looking forward to this coming year, we are excited to further expand the reach of our Social Value work whilst maintaining a focus on our mission – connecting people to work.

”



Over 3000 individuals supported over the course of the year



1,095 SMEs on our Supply Chain
439 signing up within the last 12 months



223 hours of group employability workshops



25 Different topics taught



250 staff volunteering days available each year



38 Hours of 1-1 Employability Support

New Year, New Challenges

Last year, we dealt with the challenges that came with the COVID-19 pandemic and delivering Social Value through various stages of lockdown. This year we faced a different challenge; we wanted to support people into the new world of work.

As the government introduced the kickstart scheme and encouraged more employers to take on apprentices, we wanted to work alongside our customers to support young people as they started out in their careers. We ran a whole programme of 'life skills' workshops, designed to give the young people the skills and confidence they need to succeed, inside and out of work.

The focus of our employability workshops also shifted, we helped individuals identify their transferable skills, think about which new sectors they could join and prepare for a new type of interview.

We worked closely with clients who were facing restructures to support staff with internal interviews and offer 1-1 support for those who wanted to consider their options.



The Social Value team worked alongside Hackney Council on their Supported Internship scheme by providing a series of virtual, interactive workshops. The workshops were tailored and accessible to the needs of the interns, including examples relating to their time spent working at Homerton hospital and a local leisure centre.

The workshops encouraged the interns to think about their transferable skills and to gain confidence in knowing how to talk about them in job applications and during interviews.

"Just wanted to say a huge thanks for hosting last week's sessions, especially the Tuesday session for the Supported Employment clients. The feedback was very positive, and we appreciate you adapting the presentation to make it accessible for them. They are really looking forward to next Tuesday."

Caoime McKenna (Supported Employment Team Lead), Hackney Council.
May 2022

"Thank you for today - and the rest of the workshop series. It's been really useful and everyone who I've spoken to that attended said they definitely got something from it. Much appreciated."

Brittany Stewart (she/her) Wellbeing Coordinator
People Management Team, Homes for Haringey

"Thanks for the presentation this afternoon, it was really informative and helped make me chuckle, no mean feat at the moment!"

Kingston Council Employee

"You were absolutely brilliant! I have just had a quick look through the student feedback and it is pretty impressive. It is just so lovely and positive. All without exception agreed the event was EXCELLENT."

Karen O'Connor
Director
Business Education Events Ltd



"Really engaging in a comfortable, casual way and I really enjoy that"

Bromley
Kickstarter



This year, we designed a series of workshops for The University of Central Lancashire for their graduating students. The series 'Graduating with Confidence' aimed to give students practical tips on joining an office environment, what to expect and where to look for work.

We also created a workshop for students with a disclosed disability. These workshops explored guidance about entering the world of work with specific advice around workplace rights and reasonable adjustments and the disability rights movement.

"I would like to say a big thank you to Siobhan and Jodie for the sessions they delivered. All four of the sessions seemed to go down well with the students and in particular it was very helpful to have your input for the students who have disclosed a disability as they are keen to hear perspectives from external speakers."

"It would be lovely to have you onboard again next summer if you are willing."

Carol Sanderson, Head of
Careers
June 2022



"Siobhan and Alasdair from Matrix undertook a comprehensive training package for our Kickstart programme during 2021 and have continued to provide support to Essex County Council during this year. When reviewing the exit interviews for our Kickstarters, the content and delivery of the Matrix sessions have always received positive praise. Due to the success of the training sessions, we have asked Matrix to provide training to our Apprentices too – these are carried out a regular point throughout the year."

Johanna Smith
Entry to Work Recruitment
Lead



Since July 2021, the Matrix Social Value team have been working closely with the Entry to Work team at Essex County Council. We co-designed a timetable of 10 workshops for young people on the governments Kickstart Scheme. From 'What it means to be an employee' to 'Using social media to find work', these workshops provided relevant content for the young people at different stages of their 6-month placement with the council. Our goal was to provide the young people with the tools they need to excel in their role and identify new skills to take forward into their future careers.

Over the course of the programme, we supported over 90 young people on the scheme with 55 hours of specially tailored content.



What's Next?

Over the next year, we are looking to continue to extend the reach of our social value offer. As Matrix grows and moves into new sectors, the Social Value team will continue to diversify our offering, ensuring we can add value to all our new contracts wherever they are based. We want to continue to spend time in our clients' communities getting to know local people, we also want to improve our use of technology to allow our work to reach a greater number of people from across different communities.



As the Matrix team grows, so does the number of volunteering hours we have available to support projects in our clients' communities. We're really excited to partner with more charities and social enterprises over the coming year. We are looking forward to working on projects designed to protect the environment, promote biodiversity, and support local people in their daily lives.

We are also planning to upscale our work in Social Value by working more closely with our supply chain of recruitment specialists. Our suppliers are already involved in much of the work we do, we often have volunteers attend our employability workshops to share their expert advice. In the coming months we'll be engaging more with our suppliers to see how we can further use their skills to support more people on their employability journey!

“



Mark Inskip - CEO

As Matrix develops and expands, so will our Social Value offerings. Our aim is to give back to the local people and work alongside our clients who have been with us on this journey. Not only have we been guiding those who need it into the workplace, we are now focusing on the imprint we are leaving on the environment by taking accountability of our sustainability. With our volunteers, we are all heading on the same path towards a more environmentally secure future.

The driving force behind what we do at Matrix is to connect people to work. We believe that if people are working towards the same goal we can make some incredible changes, which is why our Social Value team is so important to the growth of Matrix as a whole. I am so proud of what we have achieved so far and look forward to continuing the support to improve communities through positive initiatives.

”

For More Information Contact: socialvalue@teammatrix.com