

# A Decade Of DESISTANCE

*Impact Report  
2014 - 2024*



THE SKILL MILL



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# THE SKILL MILL DELIVERS

# 5x

# RETURN ON INVESTMENT





# Key Messages

The Skill Mill - a Social Enterprise directly employing young ex-offenders aged between 16-18.

**Skill Mill is a most effective and cost efficient way of helping young people out of crime and into work.**



## 01. Impact

### **The Skill Mill changes lives**

The re-conviction rate is 7.3%, compared to 63.8% of national reoffending rates (England and Wales) for young people aged under 18 according to Youth Offending statistics.



## 02. Societal benefit

### **The Skill Mill saves money and transforms local communities and environments**

The reduction in reoffending can be converted to estimates of economic and social benefit. Using Home Office figures on the costs of crime, we derive the saving from reduction of reoffending, estimated at least £111,000 per re-offence. When combined with the reoffending reduction impact from The Skill Mill, this equates to approximately £ 30 million saved.



## 03. Value for money

Based on The Skill Mill accounts it costs £20,000 per young person including the salary paid to her/him in a year for work. Overall this means that **The Skill Mill is likely to generate at least £5 in benefits for every £1 spent.**





‘Skill Mill shows us what a job is like... it’s about getting up in the morning, you have to push yourself. There are some days you don’t want to, but you have to’

- The Skill Mill employee



# 450

Young ex-offenders  
employed since 2014

# 417

Young people have NOT  
re-offended

# 7.3%

Re-conviction rate  
compared to the  
national 63%





# **COST OF ALL RE- OFFENCES**

committed by the  
prolific young  
offenders in the same  
age group as The Skill  
Mill young people  
based on National  
Youth Justice  
statistics

**COST OF  
RUNNING THE  
SKILL MILL**  
per young person  
including their wages

**COST OF RE-  
OFFENCES**  
of 33 The Skill Mill  
graduates so far

£



## Activities

## Outputs

## Outcomes

## Impact

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	<b>For young people:</b>	<b>For young people:</b>	<b>For young people:</b>
Employment	Financial independence	Positive self-image and identity	Feeling included in society and ready to contribute to local community
Job Training	Improved employability skills	Feeling empowered, safe and valued	
Employability Skills	Improved mental and physical health	Sense of purpose	Increased belief in their capacity to change
Personal development	Recognition of capability	Have community pride – take responsibility and ownership of their local spaces	Increased belief in their ability to work and succeed in life
	Increased self-esteem from positive feedback – customers, partners and wider community	Display kindness in their actions	Improved relationships
	Better relationships with peers and families	Redefine the view of themselves as young offenders	Positive outlook for the future
		Trusted with a chance to prove themselves	

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### **For employers and communities:**

Services and tasks in water and land-based management

### **For employers and communities:**

Services provided

Value for money

Trust the Skill Mill to do a good job and to manage all the risks

Good quality

### **For employers and communities:**

Improved perception about the young people

Pride in the young people

Fulfillment of corporate social responsibility agenda

### **For employers and communities:**

Improved environments

Reduction in offending 12 months after starting the job

Social Return of Investment

Young people shifted from being seen a burden to becoming an asset to their families and communities



# Cost-Benefit Assessment

## Benefits:

The Skill Mill delivers societal benefits by reducing reoffending, and the associated decreased social costs of reoffending.

An analysis of the benefits considers the savings that can be achieved on quantifiable costs associated with reoffending.

The benefits associated with The Skill Mill depend on the re-offending rate 7.3% and the savings for the public sector and the society at large.





## Cost-Benefit Assessment

### Benefits: Individual Identity Shift

#### 3 GOOD HEALTH AND WELL-BEING



Working with The Skill Mill provides an opportunity for reduced drug and alcohol intake leading to direct benefits for the individuals concerned with positive follow on impacts to their communities.

The Skill Mill offers employment which is primarily outdoors and physically challenging. The combination of physical work in nature has demonstrable physical and mental health and wellbeing benefits.



## Cost-Benefit Assessment

**Benefits: Community**  
*Greener and cleaner*



The Skill Mill provides environmental maintenance services in urban and rural green spaces for the enjoyment and health and wellbeing of the community.

Work is undertaken to reduce flood risk arising from climate change. Those are additional positive environmental impacts of The Skill Mill.



## Cost-Benefit Assessment

### **COSTS:**

- Vehicle rental and fuel
- Tools
- Young employee's wages
- Personal protective equipment / Uniform
- Insurance
- Training and Development
- Health & Safety
- Supervision
- Management / administration
- Partnership relations / contracting
- Communication



The average gross cost per young person annually is £ 20,000. The cost is derived from running 11 teams in 10 locations across England where each team consists of 4 young persons and a supervisor.

The teams run for 6 months (hence 8 young people in a team per year). Each young person is paid a salary with training and qualifications which is included in the cost.

## Cost-Benefit Assessment

Per individual costs and benefits	2014-2023
Average cost of a reoffence (A)	£111,000
Reduction in reoffences (B)	0,93
Per individual benefit (C = A * B)	£103,230
Per individual cost (D)	£20,000
Cost/Benefit Ratio (E = C / D)	5.16

### The Skill Mill delivers at least 5-fold return of investment

#### Analysis

For the analysis of the impact, it is important to determine the rate of reoffending relative to the "counterfactual", which would include a cohort of offenders aged 16-18 with 11+ convictions.

The Skill Mill does not pre-select young people with low propensity to reoffend determined by risk assessments of Youth Offending Teams. Those referred to us are in the top risk category and selected by Youth Offending Teams where the greatest impact will be achieved.

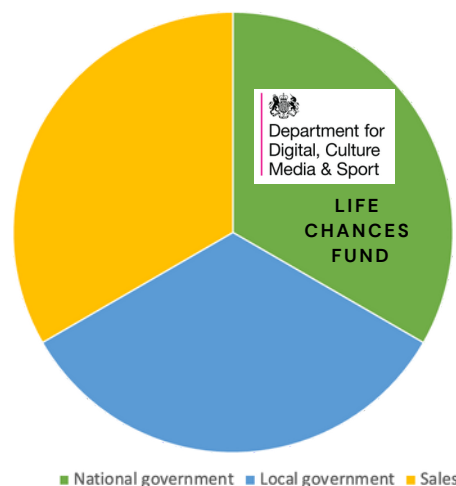
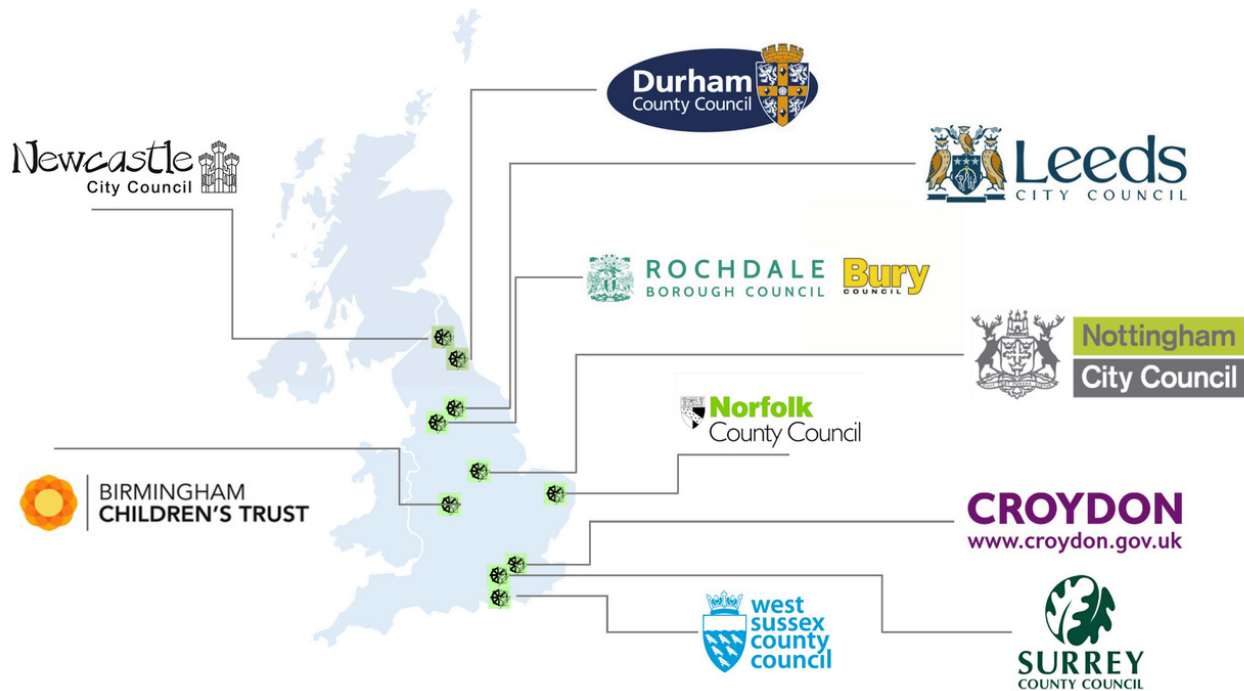
The average cost of youth crime based on the Home Office "Economic and Social Costs of Crime" (2018) report is ca £110,000 which only considers the average costs of crimes against the individual and not to society.

It does not include the additional savings to the entire justice system or other systems young people have been dependent on e.g. Looked After Children's Services, health services, Social Education Need and Disability Services or the wider welfare system.



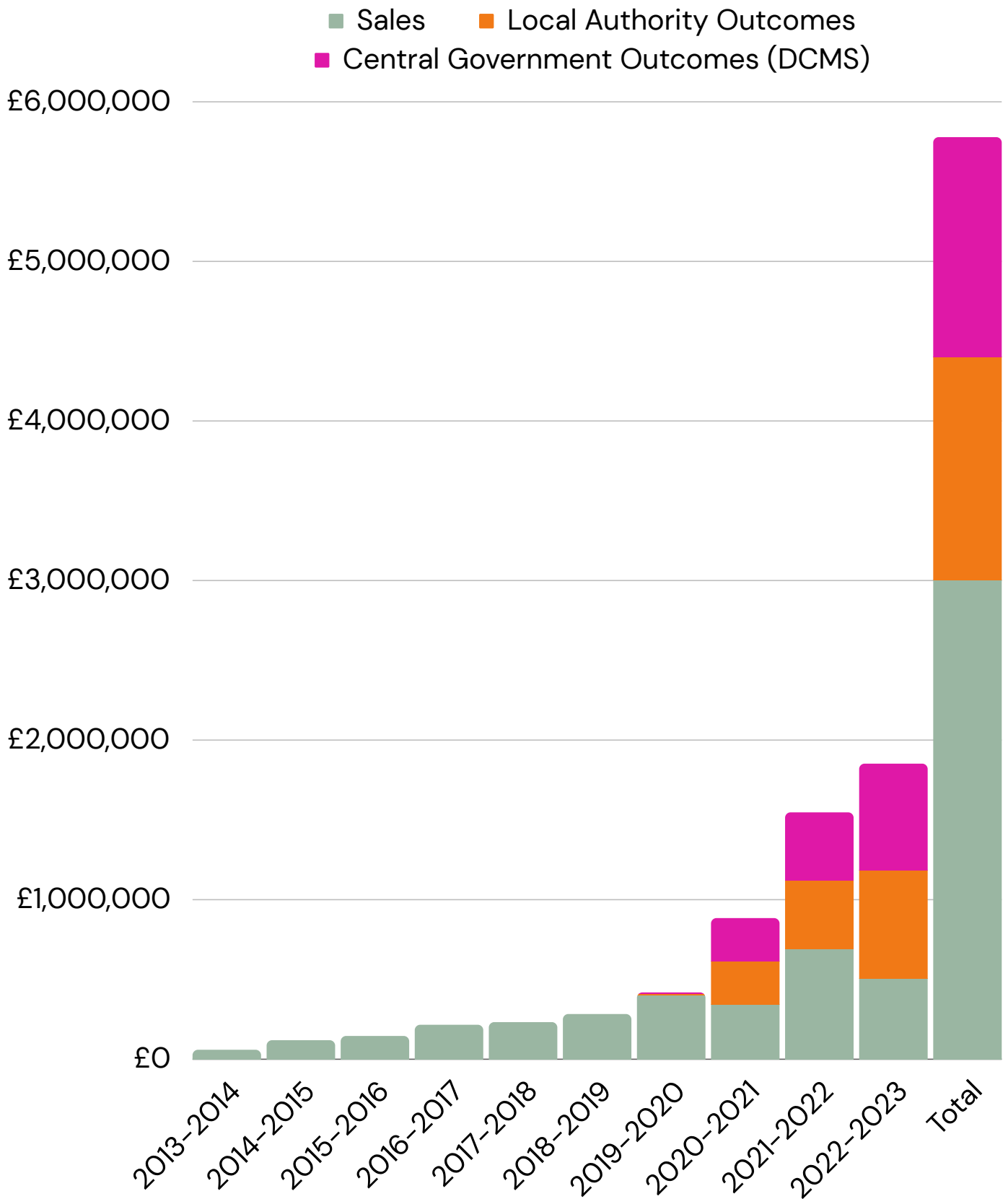
# 2020-2024 Finances

During the past 4 years Delivery has been through a **Social Outcomes Contract** with 8 Local Authorities and Central Government (Life Chances Fund) paying for outcomes achieved plus The Skill Mill's sales revenue to increase impact into 8 areas in England taking the total number of teams to 10.



Costs are shared across the 3 sectors therefore each one sees a **15:1** social return on the investment

# Income Distribution



NOTE: ADDITIONAL SALES REVENUE FROM 2022/23 RECEIVED IN 2023/24 AND NOT YET REPORTED

// THE SKILL MILL  
IMPACT REPORT





THE SKILL MILL IS A VERIFIED TOP 100 SOCIAL ENTERPRISE, A DOUBLE WINNER OF THE KING'S AWARDS FOR ENTERPRISE AND A PEOPLE AND PLANET FIRST VALIDATED ORGANISATION

THE EVIDENCE BASE AND RESEARCH REPORTS UNDERTAKEN BY ACADEMIC PARTNERS INCLUDING OXFORD UNIVERSITY, NORTHUMBRIA UNIVESRSITY AND MANCHESTER METROPOLITAN UNIVERSITY AND CASE STUDIES ARE ALL AVAILABLE ONLINE [WWW.THESKILLMILL.ORG/KEYDOCUMENTS](http://WWW.THESKILLMILL.ORG/KEYDOCUMENTS)

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