



THE SKILL MILL

Newcastle
City Council 



Davie in Wonderland: Bridging the Gap - Putting Practice into Policy:

1. The Social Enterprise - The Skill Mill
2. An Evaluation - Establishing effectiveness
3. UK Replication - The Innovation Opportunity
4. Social Enterprise Ecosystems – Simplicity vs Complexity



THE SKILL MILL

Welcome to The Skill Mill, the social enterprise providing employment for young offenders in watercourse and horticultural services.



'The Skill Mill is a Not for Profit Social Enterprise providing employment opportunities for young people aged 16-18. With origins in the North East of England, The Skill Mill was established to combine the provision of high quality and cost effective outdoor work with maximum social impact'

UK - Newcastle (2014). Leeds. Liverpool. Durham. North Yorkshire.

Estonia - Tallinn 2016

Serbia – Kruševac 2018

Netherlands – Utrecht 2018



It is difficult to determine whether employment can serve as an important turning point in the life course of *young offenders* (Uggen, 2000; Lageson & Uggen, 2013).

The Skill Mill - EVALUATION

Socially meaningful employment in The Skill Mill contributes to community well-being and can serve as a 'turning point' for young offenders.

Data was collected by the Newcastle Youth Offending Team (YOT) at three-month intervals to examine the effectiveness of participation in the Skill Mill program for reducing crime.

We used longitudinal data, where data was collected every three months over a 10-year period (2006–2015) for a sample of 37 young people. There are two categories of offenders in the dataset: those who were referred to Newcastle YOT and went into The Skill Mill, and those who were referred to Newcastle YOT and did not go into The Skill Mill (control group). There were 14 individuals in The Skill Mill during the study time period and 23 individuals in the control group during that time.

There was no significant differences in the means of number of offences, offence seriousness and risk scores between The Skill Mill participants and those in the control in the selection process.

The Skill Mill - EVALUATION

Those who have entered and/or completed The Skill Mill average significantly fewer offences than members of the control group during the similar time period.

Specifically, involvement in The Skill Mill reduces the number of offences by an average of 1.1 over each three-month period, compared the control group.

Participation in The Skill Mill significantly reduces the number of offences an individual commits compared to both (a) the same ex-offenders before they began The Skill Mill and (b) the control group who have spent a similar amount of time under the supervision of youth services.

Furthermore, those who participate in The Skill Mill have significantly lower offence seriousness scores than similar ex-offenders in the control group.

The Skill Mill - EVALUATION

For the young people

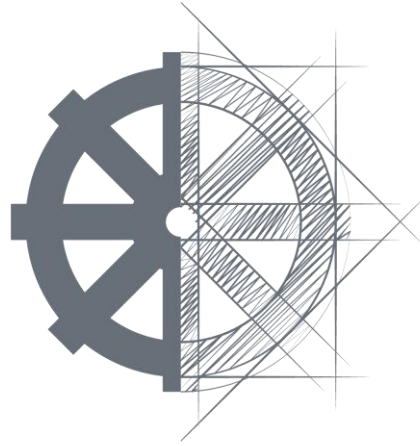
There was a sense of 'doing good' and a desire to be seen as 'worker' not 'offender'.

Peer and supervisor relationships were critical to success.

Challenges still exist

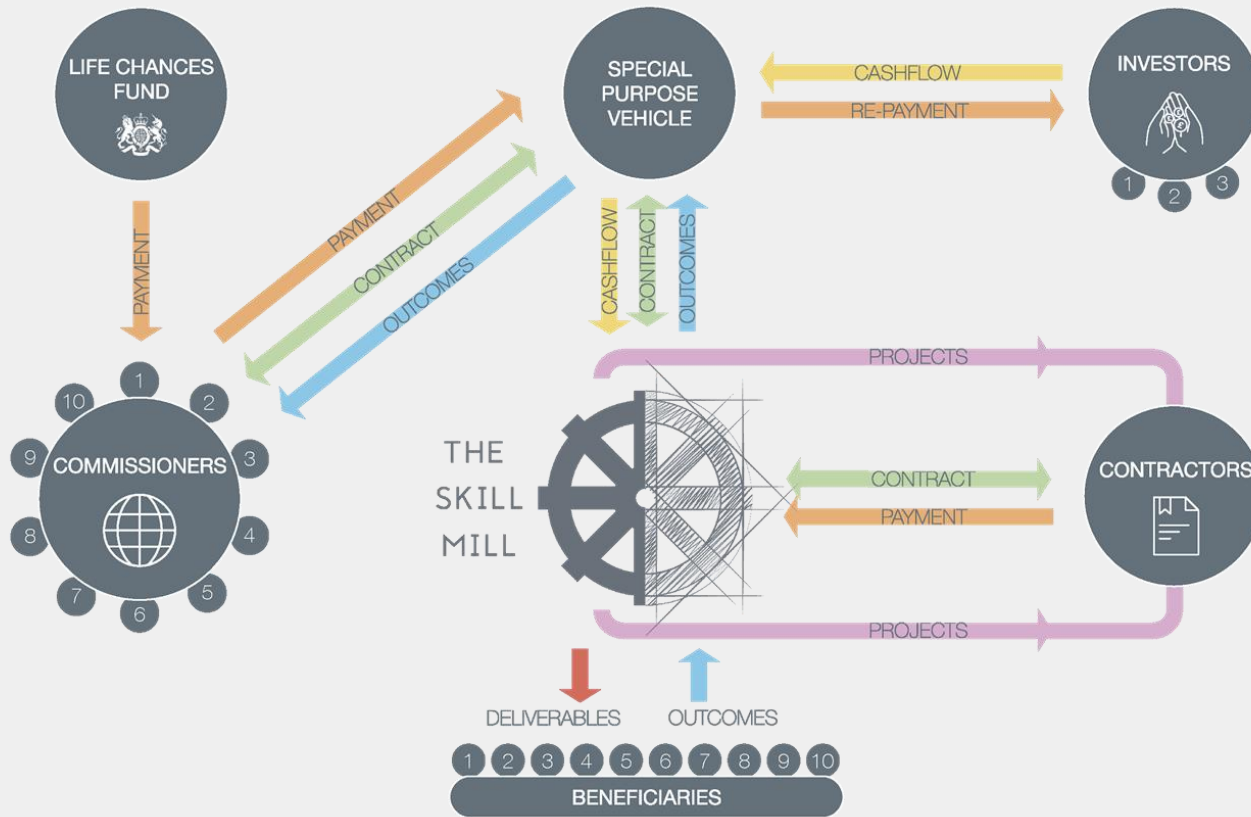
Government Policy and working across government departments is complex.

Austerity has forced new ways of funding activity and require more innovative solutions



THE SKILL MILL

The Skill Mill - currently awarded funding and utilising a Social Impact Bond in order to run 10 sites in the UK from January 2019.



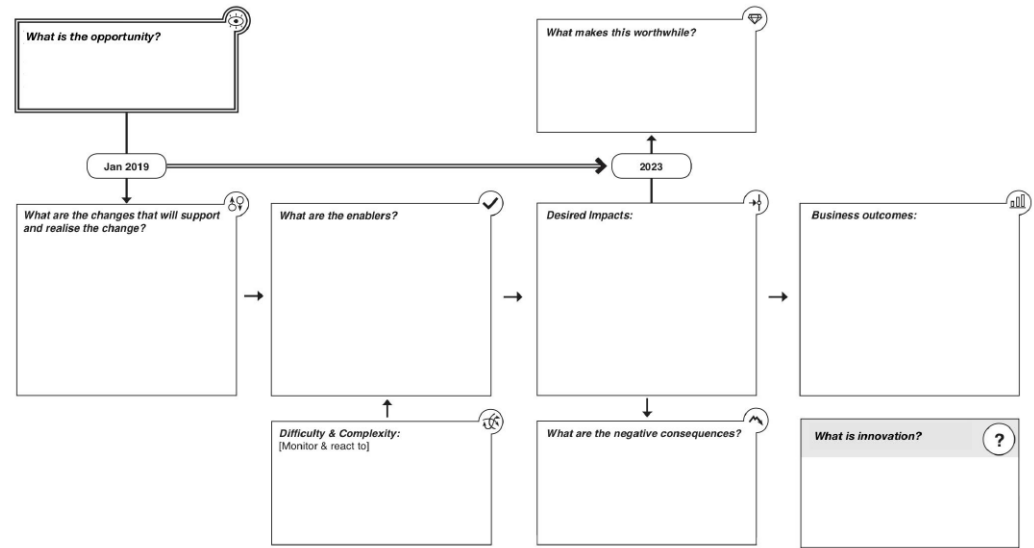
The Skill Mill - the financial instrument: Social Impact Bond



Innovation within SMEs is a 'difficult undertaking, especially for firms with little experience and limited resources' (Hadjimanolis, 1999).

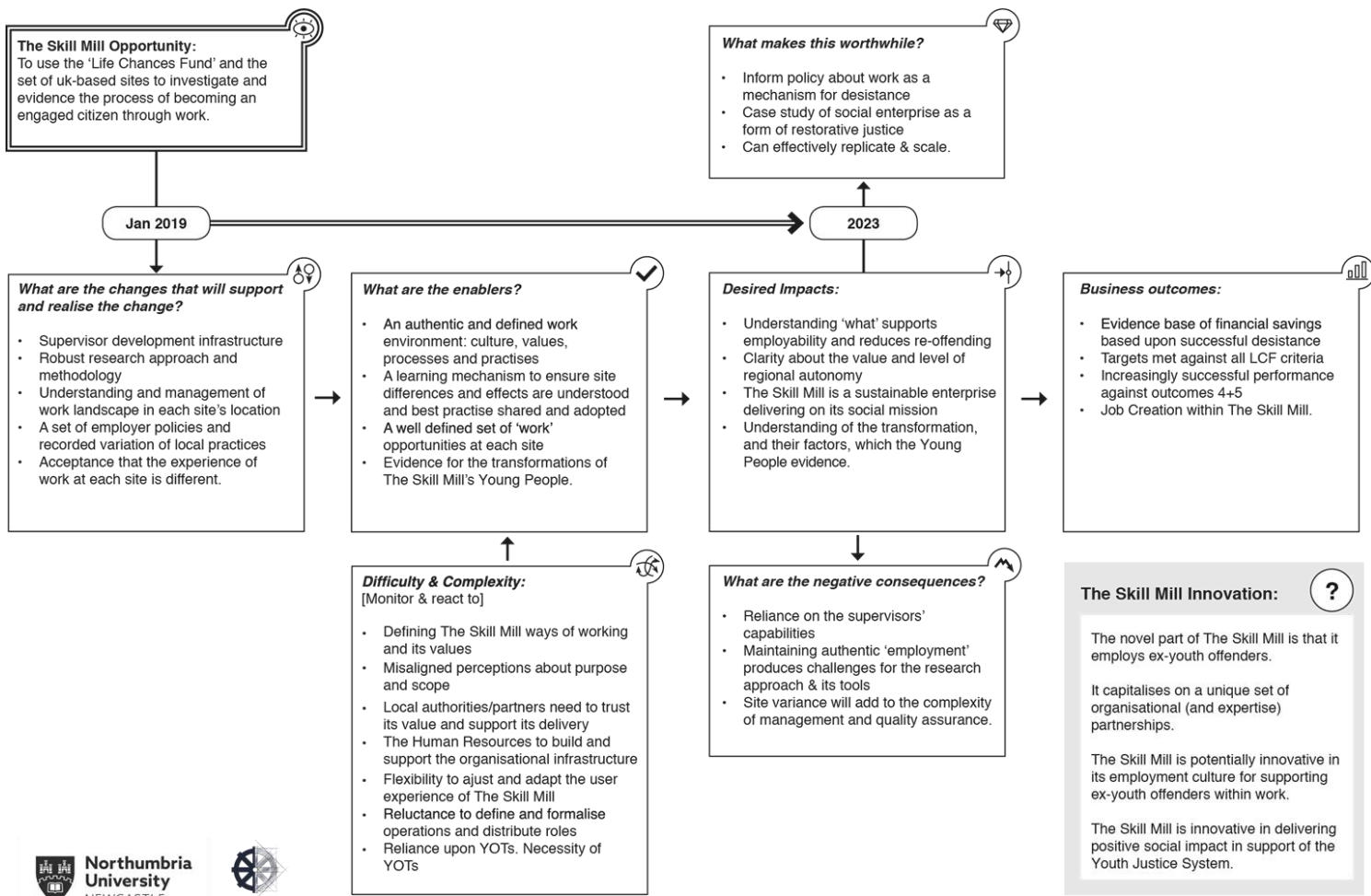
The Skill Mill_Get Ready to Innovate_European Regional Development Fund_2018

A set of in-depth unstructured interviews with the enterprise's leadership team, including Directors, Business Development Manager, and Supervisor to map and model the innovation opportunity. The model aims to identify key value propositions developed or aimed for within the organisation and relate enablers and changes required to deliver.



Skill Mill Opportunity Model

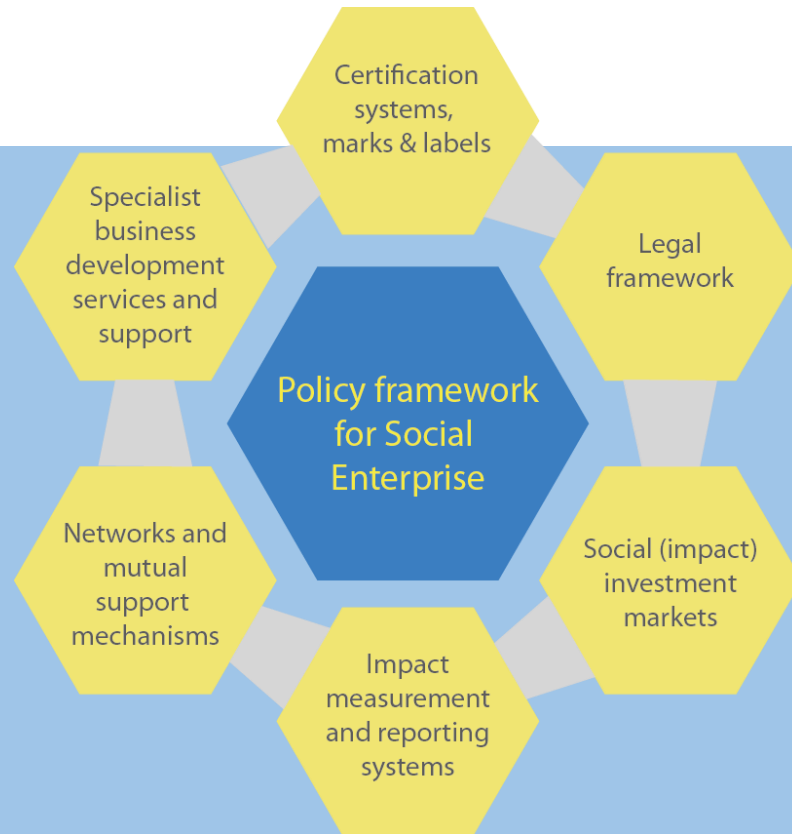
Standpoint:
What if the 'magic' of 'The Skill Mill' is that it is just work.





THE SKILL MILL

International replication – Follow the flow.....



Social Enterprise Ecosystem – Simplicity vs Complexity

A map of social enterprises and their eco-systems in Europe. Synthesis Report. (2015). Luxembourg: Publications Office of the European Union.

Thank you

Questions?