



**Social  
Value**

**Festival**

#EssexSocialValue

**Day 1: Introduction to Social Value  
and ECC Social Value Priorities**

Monday 19 July • 1 – 3pm



Essex County Council



**Social  
Value**

**Festival**

#EssexSocialValue

**Breakout session 3 - Social Value: Creating Jobs and Skills**



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# Danielle Foster

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Essex County Council





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# INSPIRED TO DO MORE

Entry to Work at Essex County Council

# Benefits for ECC

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## One

Help to build our talent pipeline.

## Two

Improve workforce diversity and provide different perspectives, skills, insight and values.

## Three

Offer unique skills, attitudes and motivations.

## Four

Provide a way to grow our own workforces that is more cost-effective than trying to buy in skills and talent at a later stage.

## Five

Boost our reputation as an employer of choice.

## Six

Give existing employees a chance to grow by mentoring / training young people.

# Benefits for Entry Talent

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## One

Helps Essex Residents become economically Active and boosts Essex economy.

## Two

In some Districts 2/5 18-24 year olds are on universal credit or furloughed.

## Three

Early unemployment can have a scarring effect and lead to long term economic inactivity

## Four

There are clear links between positive mental health and a sense of purpose (or anchor) that employment brings.

## Five

Impact of COVID has been most prevalent in entry industries e.g. retail, travel, beauty.

## Six

Supports entry talent to become 'work ready' and become familiar with the working world.

*“We want the best people working for ECC. We will work hard to strengthen our attraction as an employer and develop a strong brand for Essex. We want to be a desirable place to work that is diverse and promotes equality.”*

**Measure One**

50 Kickstart Placements

**Measure Two**

50 New ECC Apprentices, inc. inclusive apprentices

**Measure Three**

25 Graduates

**Measure Four**

5 Neurodiverse Interns

**Measure Five**

10 Return to Work Placements

**Measure Six**

10 Care Leavers Employed

**Measure Seven**

50 Work Experience Placements

**Measure Eight**

10 Traineeships

**Measure Nine**

It's the **right thing** to do and is in line with our Workforce Strategy to **Transform Passion into Impact.**

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**BEVERLEY**

“THERE'S NO GOING BACK TO NORMAL. WE'RE WORKING  
TO CREATE A GREAT NEW NORMAL.”

# The Programmes

Kickstart  
Work Experience  
Neuro-diverse Interns  
Return to Work  
Apprentices  
Graduates  
Care Leavers  
Traineeships



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**Kickstart:** Central Government Scheme in response to the impact of COVID-19 on youth unemployment. Fully funded placements for 16-24 year olds on universal credit for 25 hours per week, last for 26 weeks. Resourcing are partnered with DWP for the programme.

**Work Experience:** An opportunity for year 10&11 students in Essex to experience the world of work at ECC for 1 week, focusing on schools with high pupil premium funding. A fully supported programme to benefit the young person and to change perceptions of working at Essex County Council

**Neuro-Diverse Interns :** An 8 week paid programme for neuro-diverse young people (16-24) run in partnership with Ambitious about Autism & Genius Within. Fully supported programme to give meaningful work experience to young people on the autistic spectrum.

**Return to Work :** A programme specifically designed for professionals that have had a prolonged period out of work, supported 14 week placements for hiring managers and candidates, designed to convert returners into permanent hires.

**Apprentices: New external Hires to ECC,** cohorts of apprentices to create a consistent employee experience and develop ECC pipeline of talent in future and hard to fill skills. With over 1600 standards available, ranging from level 2 to level 7 a huge opportunity for ECC to shape our future talent.

**Graduates:** ECC run graduate programmes aimed at developing our talent pipeline in professional areas and to tackle known skills gaps both now and in the future workforce. Working with Universities to promote ECC as an employer of choice for graduate talent.

**Care Leavers:** Guaranteed Interview scheme for care leavers for ECC vacancies underpinned by a more supported approach during the recruitment process. Upon application candidates are invited to declare if they are a care leaver and if so they are guaranteed an interview so long as they meet the baseline criteria of the role.

**Traineeships** A traineeship is a skills development programme that includes a work placement. Traineeships help 16 to 25 year olds including those with an education, health and care (EHCP) plan. get ready for an apprenticeship or job if they don't have the appropriate skills or experience.

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# Our Partners (so far!)

Find a job





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Questions?



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The logo consists of three overlapping circles in a triangular arrangement. The top circle is green, the bottom-left is purple, and the bottom-right is pink.

# **Social Value Festival**



**Thank you for joining us!**

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**For more information:**

**Visit the Social Value Catalogue at <https://www.livingwellessex.org/social-value/>**

**Contact the team at [Social.Value@essex.gov.uk](mailto:Social.Value@essex.gov.uk)**

