



SUEZ and the Harlequins Foundation

Partnership Impact 2022-24

SUEZ and the Harlequins Foundation working in partnership

SUEZ and the Harlequins Foundation are offering young people aged 16 - 24 who are not in education, employment or training (NEET) a practical approach to work experience and permanent employment.

Working in partnership over the previous two years, SUEZ have enabled the Harlequins Foundation to create and deliver **life-changing opportunities** for nearly 50 young people.

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This report highlights just some of amazing work we have been able to deliver in partnership with SUEZ over the last couple of years.

Their commitment to enabling us to deliver the programme to some of the most in need in our communities is incredible, and I'm excited about continuing to work together to deliver real impact for many more young people.

- Matt Shillabeer, Head of Programmes





Addressing societal challenges

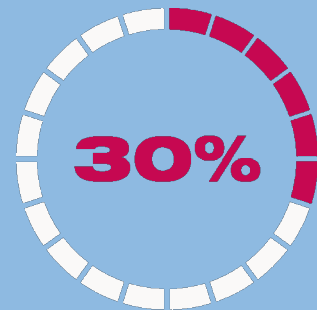
For two years, the partnership has worked towards improving the employability prospects of young people not in education, employment or training (NEET).

Studies show that the time spent NEET can have a detrimental effect on both physical and mental health, and increases the likelihood of unemployment, low wages or low-quality work later in life.

With the number of young NEET people increasing each year, early intervention programmes and alternative approaches to supporting and developing young people has never been more important. Not everyone thrives in traditional education or employment pathways, and partnerships like this offer an alternative solution.



The number of NEET young people with mental health problems has doubled since 2012



Almost 30% of those over 19 years old in Richmond-upon-Thames have no Level 3 qualification

Measuring impact

Sport Value Bank is an online social value measuring tool for the sports sector which works through an easy-to-use online portal, allowing sports organisations to accurately assess, record and value the impact of their community activity.

Developed by Simetrica-Jacobs in partnership with the Harlequins Foundation, it is the first social value model in sports that employs best-practice methods for valuing social impact as set out by the UK HM Treasury Green Book and the Organisation for Economic Cooperation and Development guidelines. This ensures that organisations can call on and use the very best, robust evidence about their social impact.

This report uses the Sport Value Bank measuring tool to demonstrate the impact of the partnership, and to give an accurate and precise value on the positive influence it has on our communities.

What is social value?

Social value is a way of understanding the total impact of an activity or programme on people's quality of life.

A project that has a greater positive impact on people's lives generates more social value. When the social value generated exceeds the resources invested in a programme, that programme represents a net benefit to society.

We take a holistic approach to measuring social value to consider the impact on an individual's quality of life and our wider society.



How it works

Each year the programme takes on four different cohorts of unemployed people from our focus boroughs. The participants spend two weeks on rotation at different SUEZ sites, allowing them to gain a broader understanding of the roles available to them and the work SUEZ do.

Throughout the two weeks, the Harlequins Foundation run workshops with the participants to develop all eight of the essential skills, with a particular focus on four; listening, speaking, staying positive and aiming high.

Supporting Jobseekers

Jobseekers across the Hounslow and Twickenham area have the chance to take part in the employability programme. During their time travelling around different SUEZ sites, they will be offered the opportunity to shadow in areas of the company of interest to them. At the end of the course, they undertake a job interview with SUEZ for a chosen role with the possibility of being offered a career within the organisation.



HITZ is Premiership Rugby's award-winning education and employability programme for 14-24-year-olds, delivered by the Harlequins Foundation

Providing opportunities for HITZ students

The Harlequins Foundation's partnership with SUEZ was formed to offer HITZ students a practical approach to work experience; with a guaranteed interview at the end of the rotation and part/full-time employment opportunities available at different organisations.



The SUEZ partnership is a great opportunity to inspire young, NEET individuals into not just a job, but a potential career. The guaranteed job interview at the end of the programme provides a great incentive to join a company who are passionate about developing their staff and promoting from within.

- George Green, Education & Employability Manager



Partnership Year One: 2022/23

22 people engaged in the programme 

66% into employment after completion of programme

50% accessed workplace training through our programme

27% felt more capable to make decisions

23% felt an increase in confidence after the course



SUEZ Programme 2022 - 23

SUEZ 2022-23 was assessed against six key outcomes:



The data on the number of individuals achieving each of these outcomes was combined with Sport Value Bank's best practice estimations of the social value associated with these outcomes, generating an overall assessment of the social value generated by the project.



The programme generated **£210,650** of social value. This figure has been adjusted in line with best practice to account for what would have happened in the absence of the programme (deadweight and displacement), taking in to account the relative levels of deprivation in the areas where the programme operates.

The cost of the programme, adjusted for optimism bias, were **£33,450**. As such, the net social value generated was **£177,550** and the project represented a return on investment of **£5.30** for every **£1** spent.

Social value created
£210,650

My Foundation Story: Livtar

Livtar Dhaliwal is a young man who joined the employability programme delivered in partnership between the Harlequins Foundation and SUEZ.

Livtar was studying Sport Engineering at University and was looking for an opportunity for his placement year. The application process for roles was very frustrating, and he found he would get to the final stages but was not successful. He was at the job centre one day and started chatting with one of the team for the Harlequins Foundation. Once he found out about the opportunity with SUEZ, he was keen to give it a go saying, “it’s only two weeks of my life, let’s see where it goes!”



Livtar’s first location was working at Hayes, a waste transfer station where waste comes here to be tipped and then transported for final disposal. While there he learnt about the site and was supporting the digitalisation of existing contracts and getting the processes streamlined. He also got to experience what it is like to be a Weighbridge Operator, a role Livtar ended up going on to be offered as a full-time position after the programme!

Before the interview at the end of the rotation, Livtar spent time with the Harlequins Foundation tutors going through essential skills development. “It was really helpful!” Livtar told us. “They were making sure we would be punctual and organised, and how to work together as a team – just all the skills you need in the working world. They went through how an interview worked and gave us time and support to prepare beforehand”.

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The partnership between the Harlequins Foundation and SUEZ has really impacted my life for the future, and I cannot recommend working with them enough.

- Livtar



An award-winning partnership

The programme won a National Recycling Award in the Social Value category. The award recognises programmes, nationwide, within the waste management industry that bring measurable value to its local community, wider society, or a targeted group.

Partnership Year Two: 2023/24

22 people engaged in the programme 

71% into employment after completion of programme

23% have gone on to further training

27% gained voluntary experience in a work environment

50% felt an increase in confidence or feelings of usefulness



SUEZ Programme 2023 - 24

SUEZ 2023-24 was assessed against six key outcomes:

 <p>Gained full time employment</p>	 <p>Gained part time employment</p>	 <p>Training</p>
 <p>Increased confidence</p>	 <p>Increased feelings of usefulness</p>	 <p>Increased volunteering</p>

The data on the number of individuals achieving each of these outcomes was combined with Sport Value Bank's best practice estimations of the social value associated with these outcomes, generating an overall assessment of the social value generated by the project.

Overall, the programme generated **£198,000** of social value. This figure has been adjusted in line with best practice to account for what would have happened in the absence of the programme (deadweight and displacement), taking in to account the relative levels of deprivation in the areas where the programme operates.

The cost of the programme, adjusted for optimism bias, were **£33,450**. As such, the net social value generated was **£164,550** and the project represented a return on investment of **£4.62** for every **£1** spent.

Social value created
£198,000



My Foundation Story: Igor

Igor Sitarski is a young man who joined the employability programme delivered in partnership by the Harlequins Foundation and SUEZ.

Before joining the Harlequins Foundation HITZ programme, Igor was unsure of what he wanted to do with his life. He joined the employability programme looking to gain an additional qualification, knowing that the programme could help him further his education and gain clarity over his career. Igor started the programme in December 2022, completing in June the following year. Over the course, Igor's attitude and outlook continually developed with his punctuality improving throughout his time with SUEZ. Igor was particularly interested in an apprenticeship in engineering.



Through SUEZ, Igor has been provided an opportunity that is not just a job, but a potential career pathway. He was able to gain an insight into what Molson Group do; an independent heavy equipment dealer that represents over 30 leading manufacturers in the UK and US. During his work experience, he impressed Molson and was invited for an interview for the apprenticeship.

Igor is starting a prosperous and rewarding career in engineering working for a company that rewards hard work and dedication and invests in its employees to support their career development, only because of the opportunity provided to him through the partnership.

“The partnership between SUEZ and the Harlequins Foundation has opened many doors for me, and I ended up doing what I love which is engineering. This was because of SUEZ introducing me to Molson, an engineering company that took me in as their apprentice.

I would recommend this program to anyone that wants to do a course or is stuck on what to do in the future.”

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I'm happy I took this course, it's one of the best decisions I've ever made in my life.

- Igor

More than an employability programme

To be able to achieve our vision we need support from volunteers to run all our events and matchday activities, as well as raising awareness of the Harlequins Foundation and our work.

SUEZ staff have volunteered at various events in support of the Foundation, enabling us to fundraise as well as spread the word of our life-changing work.





Find out more about the work of the Harlequins Foundation:



quins.co.uk/the-harlequins-foundation



foundation@quins.co.uk



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