

# Inspiring Scotland

14:19 Fund Report May 2009



## Executive Summary

- £3.4 million cash invested in this reporting period, with a further £3.5 million projected in the next. Cash investments are augmented by further leveraged support.
- Over 300 young people have been engaged in venture services.
- The portfolio approach is working with ventures sharing ideas, learning from one another and joining forces when improved outcomes can be delivered.
- Ventures are already demonstrating successful partnership working with local authorities and are involved in strategic groups.
- Significant progress has been made in line with operational plans and all ventures are meeting agreed performance review standards.
- We are fully utilising current pledges and actively seeking to raise further funds to meet the ambitions of the ventures to transform lives.

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## Chairman's Introduction

The six months to May 2009 have seen delivery of significant progress, both in terms of the 14:19 Fund and the establishment of Inspiring Scotland as a completely independent charitable company, regulated by the Office of the Scottish Charity Regulator, with its own Board of Directors.

The recent establishment of a 14:19 Fund Advisory Group is a welcome addition to our already rigorous approach. Most importantly, it is heartening to report that investment is directly having a positive impact on the lives of young people in Scotland, and to see them taking steps towards the education, training and employment that are the ultimate aims of the Fund.

I would like to recognise the contribution of our founder investors and supporters for making this exciting and important work possible, and to thank them for their involvement. As work continues apace, we are firmly focused on continuing to support the portfolio to deliver to plan and are already encouraged by the new ways ventures are working with each other to meet this goal.



Professor Niall Lothian, Chairman

## Chief Executive's Review

Investment of time and money is already having a very real impact. The performance of ventures and of the portfolio is encouraging with significant progress made in line with operational plans.

The portfolio approach is working. We are seeing successful partnership working with local authorities, and ventures are sharing ideas, learning from one another and joining forces when improved outcomes can be delivered. Already over 300 young people are benefiting from the support provided by ventures, and some young people have achieved early outcomes.

This report includes an overview of the position of each venture in the period, and we urge you to read about the remarkable work being undertaken. There are still many challenges to address, and we continue to grow investment in the Fund, but I have great optimism that our early success will continue and that we will deliver the real and lasting change that is our aim.



Andrew Muirhead, Chief Executive

# Operational and Financial Highlights

- Successful venture-investor event held on 20th November 2008 to launch the initial 14:19 Fund portfolio.
- Development of relationships between ventures in the 14:19 Fund and their dedicated Inspiring Scotland performance advisors.
- Organisational development support for ventures, which included:
  - Refining detailed operating plans for 2009-2010.
  - Finalising timelines and priorities.
  - Agreeing clear plans which will be the basis for future outcome evaluation.
- Financial due diligence focused on establishing long term investment needs and the revision of short and long term budgets:
  - £3.4 million cash invested in the period of this report.
  - £3.5 million cash investment projected to October subject to outcomes of quarterly reviews.
  - £7.5 million projected annual cash investment next year.
- Establishing and testing methodologies to assess venture and portfolio performance.
- Development of capacity building resources including volunteers and pro-bono and reduced fee services.
- Developing a three way partnering model with each of Impetus Trust and the Private Equity Foundation, the venture philanthropy organisations with whom we are co-investing in Street League and Tomorrow's People respectively.

**£3.4 million**  
cash actively  
invested in the  
6 months of  
this report



# Portfolio Highlights

## a) Portfolio Collaboration

Collaboration and sharing of ideas across the 14:19 portfolio is working well, including:

- Street League and Tomorrow's People will jointly deliver employability programmes in Glasgow.
- Station House Media Unit and Aberdeen Foyer are collaborating on Learning Homes in Aberdeen City.
- Murton Wildlife Trust for Environmental Education and Parklea Association Branching Out Ltd are sharing ideas on social enterprise in horticulture and land based services.
- FARE has used its expertise in detached youth work to help Tomorrow's People identify 12 young people who are now enrolled on a Working It Out programme in Glasgow's Gallowgate.
- The Venture Trust has created a sub-group within the portfolio with organisations working in the same areas of Scotland.

## b) Working with Local Authorities

Ground breaking work in the development of local authority partnerships has been delivered. This is characterised by open access to stakeholders, high engagement and tangible support, with ventures winning new business as a result of this engagement which includes:

- Raised profile of ventures and their delivery.
- Invitations for venture involvement in More Choices More Chances strategic groups and local authority youth employability groups.
- Financial investment:
  - Match funding into programmes.
  - In-kind contribution of premises and space.
  - Planned recruitment of dedicated 14:19 Fund staff within local authorities.
- Local authority stakeholders involved in steering groups for ventures.

# Portfolio Overview

All ventures were on or very close to plan at the end of Quarter 1, with all achieving satisfactory performance reviews which triggered the second tranche of investment at the end of April.

## a) Social Impact

- Over 300 young people were engaged in services with eight ventures during Quarter 1. For these ventures reporting is focused on outputs, including numbers of young people into services, and investment is delivering the continuation and scaling up of successful programmes.
- All other ventures were actively building capacity in readiness to work directly with young people.
- All ventures will be delivering work with young people before the next investor report.

## b) Organisational Development Highlights

Across all ventures there has been significant investment and activity targeted at building infrastructure and growing capacity in readiness to effectively engage young people and maximise social impact. The Inspiring Scotland team has worked with ventures towards:

- Recruitment of 61 staff across the portfolio, predominantly in front line positions.
- Induction and training of new staff.
- Support to enhance governance and grow board capacity.
- Developments in communications and IT to support effective evaluation and monitoring.
- Improving services to deliver enhanced social impact and efficiency.
- Property purchases and property improvements.
- Accessing and leveraging new networks and stakeholders.
- Access to loan finance.
- Establishment of steering groups and advisory boards.
- Matching business mentors to ventures.
- Delivering evaluation and performance management workshops, followed by bespoke venture support. This work was facilitated by our evaluation partners, Evaluation Support Scotland.

## c) Financial

A great deal of effort has been focused on bringing match funds to bear to support overall project costs. For the majority of ventures, the funds are committed or pending because of effective early work and leverage as a result of Inspiring Scotland investment. However, some ventures are experiencing the effects of the recession and we are working with them to deal with these challenges.

# Venture Specific Overview

Venture	Description	Cash invested to end April 2009	Progress
<b>Aberdeen Foyer</b>	Provides housing support to young people aged 16 years and over in crisis situations in Aberdeen City and Aberdeenshire. 14:19 Fund investment will allow introduction of a prevention focused programme for young people aged 14 to 15 who are at risk of homelessness.	£75,511	<ul style="list-style-type: none"> <li>• Planning and research for new service well developed.</li> <li>• Key stakeholders identified and relationships initiated.</li> <li>• Acceleration of implementation anticipated in Aberdeenshire.</li> </ul>
<b>Action for Children Scotland</b>	Delivers services aimed at young homeless people, offenders, those involved in substance misuse or those who need foster or residential care in Central Scotland. 14:19 Fund investment will allow Action for Children Scotland to expand its Pathways programme into five new local authority areas. This training and personal development programme offers a route into employment for young people aged 14 to 19 years.	£46,488	<ul style="list-style-type: none"> <li>• 3 Youthbuild programmes in place in Bridgeton, Govan and Edinburgh.</li> <li>• 20 staff recruited.</li> <li>• 56 young people into services.</li> </ul>
<b>Callander Youth Project Trust</b>	Offers a continuum of services for young people from primary school through to the age of 25 in the Stirling area. 14:19 Fund investment will enable the expansion of 'Compass', a structured 26 week programme targeted at young people aged 14 to 16 at risk of not being in education, employment or training. The programme provides flexible learning in school and post-school rural skills training.	£61,432	<ul style="list-style-type: none"> <li>• 22 young people engaged in Compass programme.</li> <li>• Post-schools training post filled.</li> <li>• Development of post-school training programme.</li> <li>• Feasibility study conducted on Youth Hub capital build.</li> </ul>
<b>Calman Trust Ltd</b>	Provides support to young people at risk of becoming, or who are, homeless in the Easter Ross and Inverness areas and further afield. 14:19 Fund investment will deliver a programme of individual support for young people referred by their schools. Individualised training programmes will be developed for each young person and they will be supported until their agreed outcome is achieved.	£78,809	<ul style="list-style-type: none"> <li>• Board expansion.</li> <li>• Staff re-structure.</li> <li>• New operations manager and enterprise manager posts filled.</li> <li>• Investment from European Social Fund and The Big Lottery Fund secured to finance new base.</li> </ul>



Venture	Description	Cash invested to end April 2009	Progress
<b>Children 1st</b>	Focuses on areas such as family and parenting support, abuse recovery, befriending and youth work. 14:19 Fund investment will be used to build on existing services in Edinburgh, Glasgow, Dundee and North Ayrshire by extending the relationship with young people up to the age of 19.	£167,639	<ul style="list-style-type: none"> <li>• 7 staff recruited.</li> <li>• A further 6 staff being recruited.</li> <li>• Young people to enter services during July.</li> <li>• Robust monitoring and evaluation frameworks being developed.</li> </ul>
<b>East Ayrshire Carers Centre</b>	Provides information, advice, support, training, leisure and social activities to carers of all ages in East Ayrshire. 14:19 Fund investment will support young carers who don't attend school regularly or who leave school without qualifications to make a successful transition beyond school.	£196,000	<ul style="list-style-type: none"> <li>• Refurbishment of Dalmellington House and opening of the facility by HRH The Princess Royal in April.</li> <li>• Recruitment of respite facility and training staff complete by May.</li> <li>• Young people into services in August as planned.</li> </ul>
<b>Enable Scotland</b>	Scotland's leading organisation for children, young people and adults with learning disabilities, and for their families and carers. 14:19 Fund investment will support young people with learning disabilities in their transition from school to education, employment or training across seven local authorities.	£0	<ul style="list-style-type: none"> <li>• No financial investment required till Quarter 3.</li> <li>• 3 new managerial and administrative posts filled to date.</li> <li>• Engagement with schools ongoing.</li> <li>• Young people into services across 7 areas in August.</li> <li>• Developing employer engagement strategy.</li> </ul>
<b>Fallin Community Enterprises</b>	A social enterprise providing employment, training and volunteering opportunities to support the local community and protect the environment. 14:19 Fund investment will support plans to expand a successful bike re-use social enterprise and training programme in Clackmannanshire, Falkirk and Stirling.	£49,987	<ul style="list-style-type: none"> <li>• 38 young people engaged in training.</li> <li>• 5 new staff recruited.</li> <li>• Premises acquired in Stirling for workshop and retail outlet.</li> <li>• Bike repair and sales targets exceeded.</li> </ul>
<b>FARE (Family Action in Rogerfield and Easterhouse)</b>	A community hub with a focus on young people and employment. 14:19 Fund investment will support the core staff in this organisation as well as new resources to implement pro-active work at three high schools in East Glasgow. This work will focus on building life skills and resilience among S3 and S4 pupils preparing for their transition from education to employment.	£120,336	<ul style="list-style-type: none"> <li>• Recruited office manager and 3 key workers.</li> <li>• Implemented new financial accounting system.</li> <li>• Purchased new minibus.</li> <li>• Referral protocols established in 2 new high schools with detailed delivery plan.</li> </ul>
<b>Get Hooked on Fishing</b>	Uses angling to engage young people to help them set goals and get onto a positive pathway. 14:19 Fund investment will develop a flagship base of operations for the first Scottish scheme at Broom Fishery in Annan, with a view to extending this successful model into Scotland.	£20,076	<ul style="list-style-type: none"> <li>• Significant change of personnel.</li> <li>• New staff in place in April.</li> <li>• Young people into services in July.</li> </ul>

## Venture Specific Overview *cont*

Venture	Description	Cash invested to end April 2009	Progress
<b>Hot Chocolate Trust</b>	A city centre youth work organisation based in Dundee. 14:19 Fund investment will enable development of engagement with young people, with a focus on developing soft skills and supporting positive transitions into training, work experience and re-engagement with school.	£15,380	<ul style="list-style-type: none"> <li>• Operations manager and transition support worker recruited and in post.</li> <li>• Board re-structured following completion of board skills audit.</li> </ul>
<b>Impact Arts Projects Ltd</b>	Uses arts to improve the lives of people within marginalised communities and vulnerable young people in Glasgow, Edinburgh and North and South Ayrshire. 14:19 Fund investment will help shift the focus from year on year survival to ambitious change supported by a secure infrastructure for work with young people aged 16 to 19 who are not in education, employment or training or who are at risk of joining this group.	£827,803	<ul style="list-style-type: none"> <li>• 10 new posts filled.</li> <li>• Mortgage finance secured and two properties acquired.</li> <li>• Refurbishment of existing base.</li> <li>• New IT server/system installed.</li> </ul>
<b>Move On</b>	Works with people in Glasgow and Edinburgh who have experienced homelessness, with an emphasis on prevention and longer term work addressing some of the root causes of homelessness. 14:19 Fund investment will be used to expand and develop engagement with young people at risk of being not in education, employment or training through a volunteering and mentoring programme.	£113,570	<ul style="list-style-type: none"> <li>• 2 senior staff workers and 4 development workers recruited and in post.</li> <li>• Staff and board development day held.</li> <li>• Organisational re-structure undertaken.</li> <li>• Recruitment of additional board members underway.</li> </ul>
<b>Murton Wildlife Trust for Environmental Education</b>	Uses nature as a route to educating members of the community in Angus. 14:19 Fund investment will be used to expand existing services, to develop an on-site farm and to pay for two staff members and running costs.	£109,432	<ul style="list-style-type: none"> <li>• Scaled up delivery to 48 young people per week.</li> <li>• Development of site infrastructure undertaken.</li> <li>• Introduced board sub-committee structure.</li> </ul>
<b>Parklea Association Branching Out Ltd</b>	Provides education, work activity, recreational and social facilities through its Horticultural Training Centre on the outskirts of Port Glasgow in Inverclyde. 14:19 Fund investment will be used to engage young people from Inverclyde who are not in education, employment or training, and to provide a structured programme of education using horticulture.	£26,920	<ul style="list-style-type: none"> <li>• Established relationships with schools and agreed referral protocols.</li> <li>• Accessed Chamber of Commerce and Construction Forum.</li> <li>• Embarked on training with Social Enterprise Academy.</li> <li>• Recruitment of two new trainers underway.</li> </ul>

Venture	Description	Cash invested to end April 2009	Progress
<b>The Prince's Trust Scotland</b>	Provides practical help to the hardest to reach young people across Scotland, such as the long-term unemployed, young offenders, pupils struggling at school and care leavers. 14:19 Fund investment will initially be through non-financial capacity building to strengthen and develop the organisation.	£0	<ul style="list-style-type: none"> <li>• No financial investment to date.</li> <li>• Consultancy provided to develop evaluation system.</li> <li>• Portfolio engagement.</li> <li>• Further negotiation of terms of engagement with 14:19 Fund.</li> </ul>
<b>RUTS (Rural &amp; Urban Training Scheme)</b>	Uses motorcycle mechanics to improve the life and career opportunities of young people at risk. 14:19 Fund investment will develop and increase the capacity of the service in Edinburgh, and expand it into Glasgow, Dundee and Clackmannanshire within three years.	£137,547	<ul style="list-style-type: none"> <li>• New manager recruited and in post.</li> <li>• 2 pilot workshop programmes completed.</li> <li>• Mobile unit purchased.</li> <li>• Board training undertaken on OSCR and directors' duties.</li> </ul>
<b>Showcase the Street</b>	Makes dance, drama, vocal skills and animation accessible to young people from every background in Dundee. 14:19 Fund investment will help develop work with schools in Dundee, initially focusing on soft skills and moving on to accreditation.	£111,052	<ul style="list-style-type: none"> <li>• Operations manager and 3 officers covering dance, media and music recruited and in post.</li> <li>• Development of course programmes underway.</li> </ul>
<b>Station House Media Unit</b>	Supports participation in community media work in the six regeneration areas of North and Central Aberdeen in order to contribute to social, economic and digital inclusion. 14:19 Fund investment will develop a Media Training Initiative which will target young people aged 14 to 19 who are not in education, employment or training. The programme will aid personal development and increase skills and opportunities.	£54,653	<ul style="list-style-type: none"> <li>• 2 pilot projects underway.</li> <li>• Development of radio, video, music and design modules commenced.</li> <li>• Organisational re-structure undertaken.</li> <li>• Job descriptions developed for 4 new tutor/trainer posts.</li> </ul>
<b>Street League</b>	Uses sport to transform the lives of disadvantaged young people in the UK who are at risk of social exclusion. 14:19 Fund investment will be used to expand Street League's services in Glasgow, Inverclyde and Lanarkshire, bringing increased confidence, improved health, extended social networks and new skills and goals to the young people involved.	£148,379	<ul style="list-style-type: none"> <li>• Re-designed model of delivery based on local need and organisational strengths.</li> <li>• Recruited administrator and 2 coaches.</li> <li>• Aligned Scottish plan with UK strategy.</li> <li>• Partnerships established with four local authorities.</li> </ul>

## Venture Specific Overview *cont*

Venture	Description	Cash invested to end April 2009	Progress
<b>Tomorrow's People</b>	<p>Helps those that are disengaged to get a job and keep it long-term. 14:19 Fund investment will take the 'Working It Out' programme to a level in Scotland where it can create social, economic and political impact. The programme builds skills and confidence, enabling young people to move into a positive destination. Development and expansion of the programme is part of a seven year strategy which will build capacity in Glasgow and develop new bases in Edinburgh, Inverclyde and Ayrshire.</p>	£87,646	<ul style="list-style-type: none"> <li>• Patron for Scotland appointed.</li> <li>• 1 additional 'Working It Out' programme underway.</li> <li>• Recruited 4 new staff including a UK fundraiser.</li> <li>• Formed delivery partnerships with other ventures.</li> </ul>
<b>The Tulloch Trust</b>	<p>Works in partnership with local schools, police, community groups and agencies in West Dunbartonshire to offer a wide range of activities to over 500 vulnerable 8-18 year olds each year. 14:19 Fund investment will develop a 'Future Choices' programme involving one to one support and skills development for young people across West Dunbartonshire who are not in education, employment or training. The programme will use a holistic approach involving families, schools, colleges and statutory services.</p>	£82,676	<ul style="list-style-type: none"> <li>• Developing funding and marketing strategy.</li> <li>• IT improvements complete.</li> <li>• Programme developed and recruitment of young people to begin on target in June.</li> </ul>
<b>The Venture Trust</b>	<p>Works with disengaged young people aged 16 to 25 years by giving them time and space in a wilderness setting, enabling them to progress into meaningful employment, education or training. Works across a wide area of Scotland. 14:19 Fund investment has been granted for a new initiative - 'Transitions to Independence' - which will work with young carers and those leaving care aged between 16 and 19 years old.</p>	£785,000	<ul style="list-style-type: none"> <li>• 2 mobile units ordered.</li> <li>• 8 positive destination advisors recruited and in post.</li> <li>• Service level agreement negotiation commenced with 5 local authorities.</li> <li>• Board skills audit undertaken.</li> </ul>
<b>yipworld.com</b>	<p>Uses innovative IT-based services to address the increasing problems resulting from disaffection and lack of opportunity for young people in East Ayrshire. 14:19 Fund investment will be used to develop a programme of engagement with young people not in education, employment or training, focusing initially on soft skills and moving towards literacy, numeracy and ultimately successful transitions from school.</p>	£45,571	<ul style="list-style-type: none"> <li>• 3 new posts filled.</li> <li>• Referral protocols established.</li> <li>• Property refurbishment complete.</li> <li>• Database development complete.</li> </ul>

# Future reports

Investors have supported the 14:19 Fund to:

- Significantly reduce the number of 14 to 19 year olds who struggle to make a successful transition between school and education, training or work.
- Invest in co-ordinated delivery of targeted work by the voluntary sector over the next 7-10 years.
- Target investment in different areas of Scotland proportional to the need.

We look forward to reporting on our shared ambitions over the years to come.





**Invest in the future** **For real  
and lasting  
change.**

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