

# 14:19 Fund Report September 2010 **Inspiring** Scotland

## Executive Summary

- £3.7m cash actively invested in the six month period January to June 2010. £7m anticipated total investment during 2010.
- £3.1m additional income leveraged by ventures in the six months to June 2010, with a further £0.9m anticipated to be raised by year end.
- 3,104 young people actively engaged in venture services during the period to June 2010. This is 111% of the six month target.
- 1,311 young people achieving positive destinations of employment, education or training as a result of their engagement. This is ahead of target for the six month period.
- 3,114 tangible qualifications and achievements attained by young people. These include John Muir Awards, Award Scheme Development and Accreditation Network awards and qualifications (ASDANs) and Construction related qualifications.
- Capacity building resources have been allocated based on venture needs and include governance support, business planning, business mentoring, marketing, communications and organisational development.
- All current investor pledges fully utilised and we continue to actively seek further funds to meet the ambitions of the ventures to transform young people's lives.

## The cash invested in six month period

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**£3.7m**

## The additional income leveraged by ventures

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**£3.1m**

## Number of young people actively involved in services

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**3,104**

## Number of tangible qualifications and achievements

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**3,114**

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## Chief Executive's Review

The first six months of 2010 have seen very positive results from the 14:19 Fund and the young people at the heart of our work. Overall performance is ahead of target on numbers of young people participating in venture services and also making the vital steps into education, employment or training. We continue to support ventures in their development and delivery so that the most effective use of your investment can be made and even more young people can benefit from this life-changing support.

The success of the ventures is particularly impressive in what are hard times for young people in Scotland. Hardly a day goes by without another report of increased youth unemployment, vastly oversubscribed apprenticeship schemes and challenges for even the brightest youngsters to gain places in further and higher education. For example, we know that by the end of 2009 5,000 more young people were classed as being not in education, employment or training than at the same time in 2008. This is even more significant when you consider that over the previous four years the size of this group fell by 6,000.

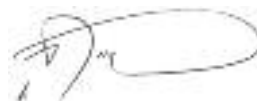
The 14 to 19 year olds we work with often have many difficulties to overcome, such as poor attendance at school because they care for a parent, or lack of aspirations, confidence or support because of the environment they are growing up in. Many leave school when they reach the statutory minimum leaving age, often with no plans; in Glasgow this year 50% of children left school at the age of 16, and in today's climate many will have little prospect of gaining employment or taking their next step toward this.

Ventures are also seeing increasing evidence that our target group is becoming marginalised in the job market as they compete with graduates for jobs which previously did not attract such applicants, and this is likely to get worse over the next few years. This makes delivering timely, appropriate support for these young people to help them take positive steps towards the future they deserve all the more important.

It is very encouraging that ventures are reporting that many of the young people they have supported are successfully going into education, employment or training, as they are better prepared than those who have not benefited from such targeted support.

Other work is also reaping rewards. For example, investment in venture infrastructure and services has helped them attract additional funding and enabled expansion into new geographical areas of need, including West Lothian and Perth and Kinross. Good progress has also been made on getting appropriate young people referred to places offering appropriate support, in particular through the excellent partnerships forged with schools. This gives ventures the best possible chance of being able to make the difference we are all striving for.

Although we try, it is often difficult to convey on paper the scale of the obstacles these young people have to overcome and just how impressive their determination and achievements are as a result. We extend an open invitation to all our investors to visit any of our ventures and an increasing number have taken up this opportunity, gaining a clearer understanding of the problems faced by the young people they support and the communities where they live. I am always impressed by the willingness of the youngsters to share their stories and open themselves up to this external scrutiny and it says much for the relationships ventures build with them that they are prepared to do this. It is also clear how much these young people and the staff at the ventures appreciate the opportunities your investment allows and I join them in thanking you for this.



Andrew Muirhead  
*Chief Executive*

## Operational and Financial Highlights

- This interim report reviews the performance of the 14:19 Fund in the first half of 2010. An annual report on the Fund's performance for calendar year 2010 will be issued in March 2011.
- All 24 ventures have firmly established their services for target young people.
- With the benefit of between six and 18 months of operation, learning from experience has resulted in changes and enhancements to services so that they more fully address the needs of young people and deliver even more effective use of investment.
- All ventures are using performance management to help achieve important milestones in their support for young people and their achievement of positive destinations.
- Performance benchmarking across the portfolio is now taking place. As a result, a small number of organisations are working towards delivering an improvement plan which will be reviewed before the end of 2010 to determine their suitability for continued investment.
- Following quarterly assessments of venture needs, £3.7m has been invested in two instalments in this reporting period. £7m anticipated total direct investment in 2010. The additional £4m which will be leveraged by ventures as a result of Inspiring Scotland support results in an annual amount of £11m being actively invested in this vital work.
- The 14:19 Fund Advisory Group has positively contributed to discussions on portfolio performance and strategic challenges and ventures are benefiting from their input.
- Ventures have been well placed to support local authorities and young people through involvement in the implementation of 'Activity Agreements', a major new More Choices, More Chances initiative by the Scottish Government.

## Portfolio Highlights

### a) Portfolio Collaboration

- A successful portfolio event was held in May 2010, bringing all ventures together to focus on performance, efficiency and preparing for successful exits from the fund. Workshops were held on fundraising strategies, procurement and tendering and social enterprise development. The next portfolio event will be held in November 2010 and is kindly being hosted by Microsoft.
- Portfolio collaboration is firmly established in Glasgow, Dundee, Edinburgh and East Ayrshire all of which have a high density of ventures. In other areas there is an encouraging increase in cross-portfolio working and partnership.
- Local authorities continue to support meetings with ventures and public sector partners, resulting in better identification of young people requiring support and enhancing cross sector partnering.
- Collaboration and sharing of ideas across the 14:19 Fund portfolio is working well and new developments include transitions for young people being supported by joint working, including:
  - Family Action in Rogerfield & Easterhouse. Street league, Tomorrow's People, Action for Children Scotland and Impact Arts working together in Glasgow.
  - Aberdeen Foyer and Station House Media Unit working together in Aberdeen.

### b) Working with Local Authorities

Ventures continue to benefit from early efforts to develop local authority partnerships, to win new business and to play key roles in strategic groups and delivery of work. Additional benefits include:

- Match funding for programmes.
- In-kind contribution of premises and space.
- Recruitment of dedicated 14:19 Fund staff within local authorities.
- Local authority stakeholders involved in ventures' steering groups.

### Portfolio Overview

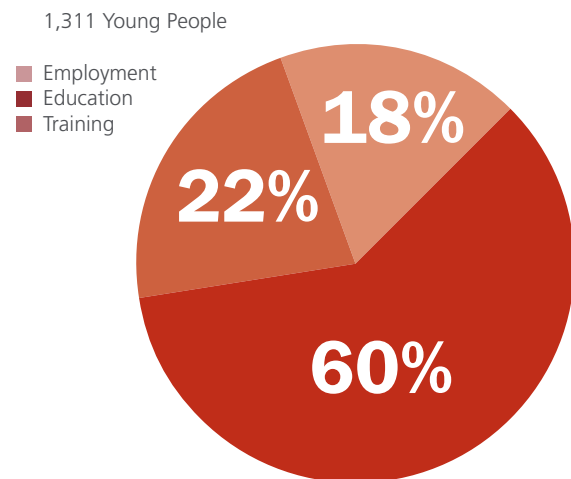
The current economic environment has made employment outcomes much more difficult to achieve, resulting in fewer opportunities and therefore less young people going directly into employment than ventures had anticipated when setting 2010 milestones for this outcome. However, against this backdrop, ventures are continuing to support significant numbers of young people into education, employment and training.

Particularly in this climate, the principal focus of activity for 14:19 Fund Performance Advisors from January to June has been to support ventures to maximise their performance and impact on the lives of young people. All 24 ventures are now engaging with young people, with the last venture beginning services as planned in December 2009.

### a) Social Impact

- 3,104 young people actively engaged in venture services during the six month period to June 2010. This is 111% of the six month target.
- 1,311 young people have achieved a positive destination of employment, education or training as a result of their engagement with ventures. The breakdown is illustrated in the following chart. Ventures will continue to engage these young people with a view to reporting on the sustainability of these outcomes. This figure represents 42% of young people engaged in venture services against a full year target of 70%. The remaining young people are engaged with ventures and working towards a positive destination.

### Breakdown of positive destinations achieved



- 4,707 soft outcomes have been achieved by young people, improving their life skills, employability skills and confidence and greatly increasing their chances of achieving a positive destination.
- 3,114 tangible qualifications and achievements attained by young people. These include John Muir Awards, Award Scheme Development and Accreditation Network awards and qualifications (ASDANs) and Construction related qualifications.

### Case Study 1: Fraser Looks Forward to Degree Success Thanks to East Ayrshire Carers Centre

East Ayrshire Carers Centre is using 14:19 Fund investment to work with young carers who don't attend school regularly or who leave school with no qualifications. One of the young people they have supported recently is Fraser, who cares for his mother who is affected by mobility problems.

He became involved with East Ayrshire Carers Centre as a young carer in 2007. In September 2009, having completed an HND in accounting, he found himself unemployed and not accepted onto a degree course in accounting. At this point Fraser had no plan and was very uncertain about his future, so registered with the centre's Alpha Venture course.

"I am very comfortable working with figures, so decided I would like to use this to do voluntary work at the centre," said Fraser. "This worked well and I spent half a day a week helping the admin officer, and also did half a day a week doing voluntary work at the local credit union. In October last year I got to go on a Leadership Academy at Columba 1400, and this really helped my confidence. Then I took part in a one day first aid course, and earlier this year went on a week long trip with Ocean Youth Trust. These have all been great experiences, and have really helped me focus on what I want to do."

In April this year the Carers Centre employed Fraser as an Information & Admin worker. With the centre's support he completed a three day workplace first aid course and completed a food hygiene course, and is now looking forward to starting college.

"I've been accepted at James Watt College to do an accountancy degree which starts in September. Until then I'll keep working at the Carers Centre. I know I'll still be able to get support from here even when I'm at college, and they have already helped me really increase my confidence, communication and employability skills."

Liz Finnie, the Training Manager for East Ayrshire Carers Centre, said: "What Fraser has managed to achieve is fantastic. This is a great example of how much difference getting the right support at the right time can make, and the impact different organisations working together to provide really tailored development can have. It would have been very easy for Fraser to have given up last October as he wasn't sure how to get past the difficulties he was facing. As a young carer, he's done extremely well to have got such good qualifications at school, and we are looking forward to supporting him as he works his way through college and hopefully on to a very bright future."

### Case Study 2: Jenny Has Designs on the Future Thanks to Impact Arts

Jenny\* was referred to Impact Arts by her key worker at Careers Scotland. At the time she was suffering from anxiety and depression, was attending Adolescent Psychiatry and was taking antidepressants.

Jenny took part in the Eco Chic fashion programme on Creative Pathways which focuses on fashion design and manufacture of collections. It culminates in a catwalk show of work designed, made and modelled by the participants, with the aim being to increase the skills and confidence of the young people involved so they are better placed to take part in further training or education or to seek employment.

Being in a group was a stretch, as Jenny felt unsure about talking out in large groups and having her own opinions, saying: "I've always been like that, I don't want people looking at me, I'm worried about being judged." However, this improved enormously as she settled into the course.

Jenny also showed skills in meeting deadlines, and developed confidence as she saw what she was capable of achieving. "When you achieve your targets you feel that good about yourself. I didn't feel I would be able to make something that could go down the catwalk. I thought I would be behind with making things but I'm actually ahead of others."

Her tutor noticed a huge change in Jenny's confidence and communication skills, saying: "She has made improvements in coping and dealing with new situations and has increased self esteem. She has turned a corner in dealing with issues and is starting to believe in herself. She was off for sickness but has stayed late and come in early to get her work completed."

When asked what she would remember about the project Jenny said "confidence" and explained:

**"I never thought I would be able to get down that catwalk. I thought I would take a panic attack. I had to keep talking to myself. I now feel I'm a completely different person."**

The project enabled Jenny to excel in something for which she had a natural talent. She developed an ability to monitor her anxieties and to help herself get over obstacles. "I've got more confidence. People actually like me for who I am. I don't need to be the same as them. I just need to be myself."

Jenny really wants to have a career in fashion and has applied to do fashion merchandising, but was too late to get a place this year. However, she has been successful in gaining a retail placement on the Commonwealth Apprenticeship Scheme.

*\*this young person's name has been changed.*

## b) Organisational Development Highlights

- Ongoing organisational development support has continued to ensure ventures are best placed to focus on and deliver quality services to young people which will in turn transform their lives. The focus of this reporting period has been on effective and efficient service delivery and overall performance.
- Management and development of capacity building resources continues including increased numbers of business volunteers and pro bono and reduced fee providers.
- Performance Advisors continue to provide capacity building support through their ongoing involvement with ventures including:
  - Change management. For example, Enable requested support with change management and the introduction of the Balanced Scorecard approach to organisational management. Various meetings have taken place with staff at all levels to introduce both concepts. The forward plan is to cascade the Scorecard concept, gather feedback and introduce it in the first quarter of 2011. When this is delivered it could be a great example of landscape change.
  - Recruitment support.
  - Mediation and brokering with local authorities.
  - Governance development.

## c) Financial

Match funds are progressively more difficult to achieve, with competition for all funding increasing in the current economic environment. However, significant efforts by ventures have leveraged additional income of £3.1m across the portfolio in the period under review, with a further £0.9m anticipated to be raised by December 2010.

**Inspiring**  
Scotland

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