

14:19 Fund Report 2015





- 1 Aberdeen Foyer
- 2 Action for Children Scotland
- 3 Callander Youth Project Trust
- 4 Calman Trust Ltd
- 5 East Ayrshire Carers Centre
- 6 Enable Scotland
  
- 7 Family Action in Rogerfield and Easterhouse (FARE)
- 8 Get Hooked on Fishing
- 9 Hot Chocolate Trust
- 10 Impact Arts
  
- 11 Move On
- 12 Murton Trust for Education and the Environment
- 13 Rural and Urban Training Scheme (RUTS)
  
- 14 Showcase the Street
- 15 Station House Media Unit
- 16 Street League
  
- 17 Tomorrow's People
- 18 Tulloch
- 19 The Venture Trust
  
- 20 Yipworld.com

Aberdeen City, Aberdeenshire  
 East Ayrshire, Edinburgh, Glasgow, Inverclyde, West Dunbartonshire  
 Stirling  
 Highland  
 East Ayrshire  
 Angus, East Ayrshire, Edinburgh, Glasgow, Inverclyde, North Ayrshire, Renfrewshire, West Dunbartonshire  
 Glasgow

Dumfries and Galloway, Glasgow, North Ayrshire, North Lanarkshire  
 Dundee  
 East Ayrshire, East Renfrewshire, Edinburgh, Glasgow, North Ayrshire, and Renfrewshire  
 Edinburgh, Glasgow  
 Angus

Clackmannanshire, Dundee, East Lothian, Edinburgh, Falkirk, Fife, Midlothian and West Lothian  
 Dundee  
 Aberdeen City  
 Argyll and Bute, East Ayrshire, Edinburgh, Glasgow, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Lanarkshire, West Dunbartonshire and West Lothian  
 Edinburgh, Glasgow, Inverclyde, Scottish Borders  
 West Dunbartonshire  
 Dundee, East Lothian, Edinburgh, Glasgow, Highland, Inverclyde, Perth and Kinross and West Lothian.  
 East Ayrshire

*Siobhan, supported by FARE.*

# Executive Summary

In the period from January 2015 to December 2015

Inspiring Scotland 14:19 Fund investment

---

**£5.1m**

Additional income leveraged by 14:19 Fund ventures

---

**£8.8m**

Young people supported by 14:19 Fund ventures

---

**8,056**

Progression milestones achieved by young people

---

**8,560**

Young people supported into positive destinations  
of employment, education or training

---

**4,677**

## Contents

---

- 01 Executive Summary
- 02 Chairman's Introduction
- 03 Cumulative Investment and Social Impact
- 04 Financial Investment
- 05 Non-financial Investment
- 06 Social Impact
- 08 Case Studies
- 12 Venture Highlights

# Chairman's Introduction

## Inspiring Scotland's 14:19 Fund supports over 20,000 young people into positive destinations of employment, education or training

Inspiring Scotland's 14:19 Fund has an impressive track record from a standing start in January 2009, with over 20,000 disadvantaged young people across Scotland supported into positive destinations of employment, education or training to December 2015.

2015 saw 14:19 Fund ventures operating at scale and delivering significant growth in social impact, both in terms of the number of young people supported and the number achieving positive destinations, an increase of 23% compared with 2014. The 14:19 Fund, a 10-year fund, is currently on track to support 35,000 young people into positive destinations.

76% of young people who completed venture programmes in 2015 achieved a positive destination of employment, education or training. In line with the national trend, to which the 14:19 Fund contributes, there was a further increase in the number of young people securing employment. This can be largely attributed to the strong relationships ventures have developed with employers and the support venture programmes provide to the young people moving into employment.

During the final three years of the 14:19 Fund, we remain committed to supporting the energy and innovation of ventures in tackling the difficult challenges faced by young people around employability. This innovation has now been recognised, with ventures winning 32 awards in 2015, ranging from "Innovation Awards" to "Investors in Young People Awards".

Inspiring Scotland's performance advisors and pro bono programme continue to be critical success factors in the delivery of Inspiring Scotland's engaged venture philanthropy model. As well as driving social outcomes for disadvantaged young people, the 14:19 Fund supports ventures to become stronger and more sustainable organisations. In 2015, there was a firm focus on planning for the sustainable exit of ventures from the 14:19 Fund by the end of 2018.

Performance advisors continue to be the primary resource for non-financial tailored development support. The pro bono programme complements this resource. It has expanded its geographical reach to more closely mirror the locations of ventures and now stands at around 250 supporters. In 2015, ventures also benefited from a collaboration between the University of Strathclyde Business School and Babcock International Group offering leadership mentoring.

It is difficult to distil in these pages the full impact that investment in Inspiring Scotland's 14:19 Fund has had on the social impact and sustainability of ventures and on the future of over 20,000 young people who have been supported to reach positive destinations so far. I hope you find the case studies go some way to illustrate this. Every one of those young people has a story to tell and a future which would have been markedly different if the 14:19 Fund had not existed. My sincere thanks, once again, for your continued support.



Niall Lothian.

**Professor Niall Lothian OBE  
Chairman**

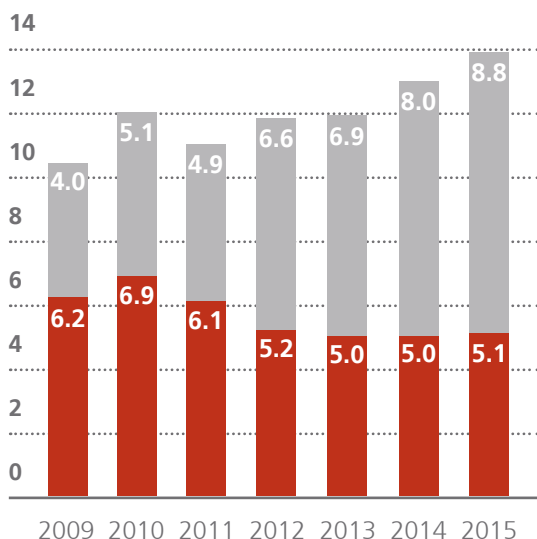
# Cumulative Investment and Social Impact

In the seven-year period from January 2009 to December 2015

- £39.5m was invested directly in the 14:19 Fund portfolio of ventures
- £44.3m in matched funding was leveraged by 14:19 Fund ventures
- 40,850 young people were supported by 14:19 Fund ventures
- 47,867 progression milestones were achieved by young people
- 20,859 young people were supported into positive destinations of employment, education or training
  - 5,200 (25%) into employment
  - 10,823 (52%) into education
  - 4,836 (23%) into training

## Investment (£m)

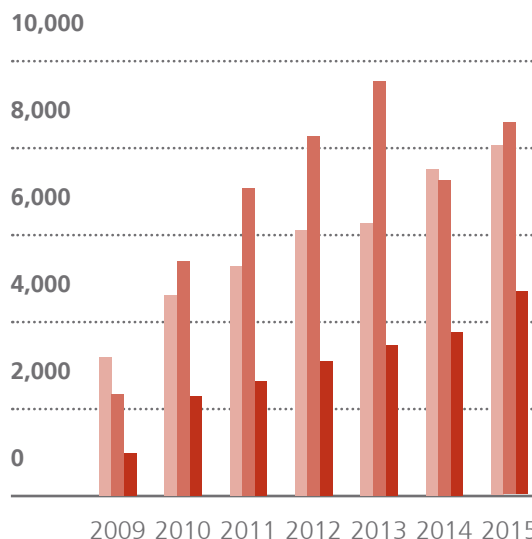
- Leveraged funding
- 14:19 Fund Investment\*



\*14:19 Fund investment peaked and reduced as scheduled

## Social Impact

- Young people supported
- Progression milestones\*
- Positive destinations



\*Progression milestones figure for 2013 restated as at 2014

# Financial Investment

## In the period from January 2015 to December 2015

£5.1m was invested directly in the 14:19 Fund portfolio of ventures following quarterly performance reviews. As in previous years, investment was dependent on ventures achieving targeted outcomes in annual operating plans.

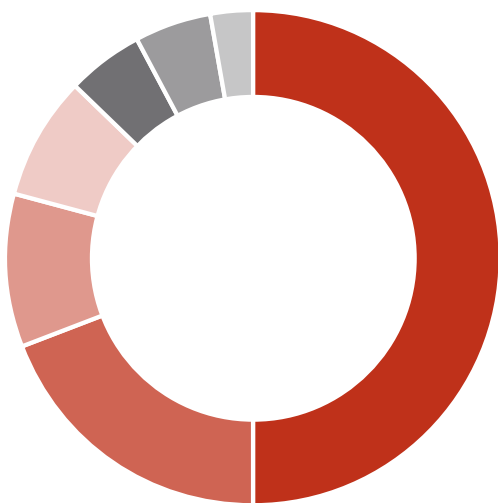
£8.8m in matched funding was leveraged by 14:19 Fund ventures. A fourth consecutive year of increased matched funding demonstrates the confidence other funders have in the ability of ventures to deliver social impact.

A breakdown of the matched funding leveraged by ventures is provided in the chart below, which evidences progress in diversification of funding as ventures work towards their planned exits from the 14:19 Fund by 2018.

Other public funding includes, for example, additional Skills Development Scotland (SDS) contracts and the Employability Fund, which involves payment by results. 13 ventures successfully secured SDS contracts. This is key to the future sustainability of ventures and, ultimately, their successful exit from the 14:19 Fund.

The annual 14:19 Fund portfolio benchmarking exercise reviewed ventures' performance and sustainability. It informed future investment decisions and identified areas on which to focus non-financial tailored development support. Based on a comprehensive mid-point review of the 10-year fund in 2014 and ventures' performance to mid-2015, investment continued in all twenty ventures.

### 14:19 Fund Matched Funding 2015



Other Public Funding	50%
Local Authority Funding	19%
Trading Income	10%
Trufts & Foundations	8%
Corporate Supporters	5%
Other Donors	5%
European Funding (e.g. ERDF/ESF)	3%

# Non-financial Investment

## Sharp focus on supporting sustainable venture exit strategies

Inspiring Scotland's performance advisors and pro bono programme are critical success factors in the delivery of Inspiring Scotland's engaged venture philanthropy model. As well as financial investment, 14:19 Fund ventures benefit from non-financial tailored development support.

In 2015, performance advisors continued to provide significant development support to ventures, with a firm focus on planning for sustainable exit from the 14:19 Fund by the end of 2018. Board development was part of this evolution process, with ventures recognising how key a balanced and experienced board could be in driving and guiding sustainable future growth. Nineteen pro bono supporters are now trustees of ventures, with two more about to join boards.

The pro bono programme was further developed in 2015 by the new pro bono executive, Elaine Crichton. A key feature of this development was the expansion of the geographical reach of the pool of pro bono supporters to more closely mirror the locations of ventures. The addition of several new supporters, not only in Edinburgh, but also in Glasgow, Perth and Dundee, boosted the pool to around 250 supporters.

With exit strategies a firm focus, support with business planning and organisational redesign was, and continues to be, a much sought after resource. Several of these pro bono supporter assignments are ongoing as venture boards debate the strategic merits of proposals.

In 2015, ventures benefited from a collaboration between the University of Strathclyde Business School and Babcock International Group offering leadership mentoring. Venture leaders and emerging leaders embraced mentoring and valued it as a vital tool, not only in their own personal development but in driving growth in ventures.

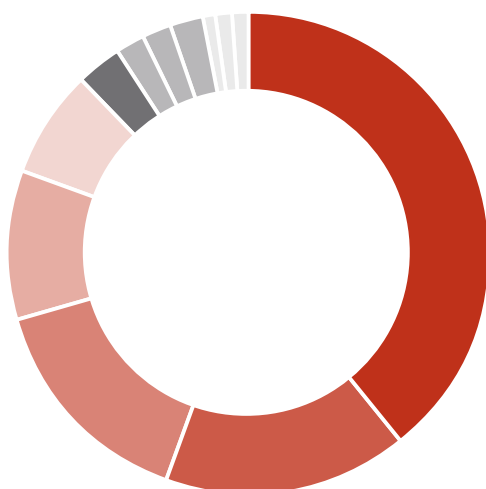
There was continuing demand for legal advice, most often in relation to HR and employment law issues. Law firms also hosted tailored workshops for ventures.

Pro bono photography continues to be a valuable resource. As social media evolves as the most commonly used medium to disseminate information, images are vital in raising the profile of ventures.

In 2015, Inspiring Scotland hosted events in Edinburgh and Glasgow to mark European Pro Bono Awareness Week. These events gave pro bono supporters direct access to venture leaders and the opportunity to hear first-hand about the challenges they face. The events were a success, with several requests from ventures being matched with direct offers of assistance.

Inspiring Scotland also hosted two 14:19 Fund portfolio days; an opportunity for all 14:19 Fund ventures to come together in a collaborative space. The Minister for Youth and Women's Employment, Annabelle Ewing, attended in November, when young people supported by ventures shared their life experiences: *"Having seen first-hand what the 14:19 Fund has done and is still doing to support the ventures' work with young people it's clear that this will have an important role in helping us to achieve our youth unemployment target."*

### Pro Bono Support



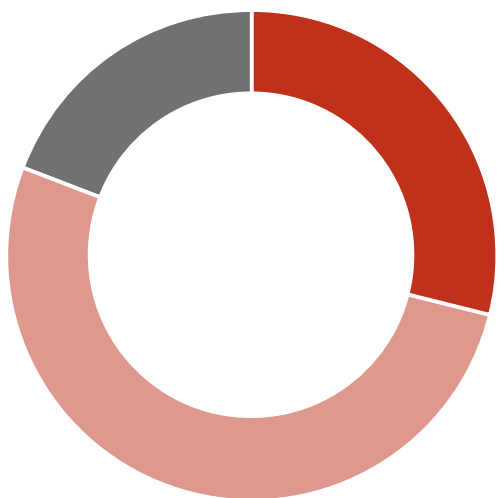
■ Mentoring & Coaching	39%
■ Business Planning	16%
■ Legal	15%
■ Photography	10%
■ Marketing & PR	8%
■ Board Development & Governance	3%
■ Project Management	2%
■ HR & Employment Law	2%
■ Technology	2%
■ Property	1%
■ Finance	1%
■ General Management	1%

# Social Impact

## 76% of young people who completed 14:19 Fund venture programmes in 2015 secured a positive destination of employment, education or training

- 8,056 young people were supported by 14:19 Fund portfolio ventures across 26 local authority areas.
- 17,821 soft outcomes were achieved by young people. These include improved confidence, communication skills and work readiness skills, which represent the first step on the journey to achieving a positive destination.
- 8,560 progression milestones were achieved by young people. The trend towards Scottish Qualifications Authority (SQA) qualifications, which are more valuable to young people and employers, has continued. 16 ventures are now SQA accredited providers. Other progression milestones included Duke of Edinburgh Awards, Saltire Awards, Youth Achievement Awards and John Muir Awards.
- 4,677 young people were supported into a positive destination of employment, education or training.
  - 1,370 (29%) into employment
  - 2,414 (52%) into education
  - 893 (19%) into training
- In line with the national trend, to which the 14:19 Fund contributes, there was a further increase in the number of young people achieving a positive destination of employment; 29% in 2015 compared with 28% in 2014 and 24% in 2013. Ventures have good links with employers and venture programmes are well designed to support young people into employment.
- 14:19 Fund ventures deliver programmes of varying content and duration, which means many young people supported in 2015 will remain on programmes into 2016. Across the 14:19 Fund portfolio of ventures, 76% of young people who completed venture programmes in 2015 successfully secured a positive destination of employment, education or training.
- 13 ventures successfully secured Skills Development Scotland contracts. Two of these ventures delivered modern apprenticeships programmes.

### Breakdown of Positive Destinations



■ Employment	<b>1,370</b>	<b>29%</b>
■ Education	<b>2,414</b>	<b>52%</b>
■ Training	<b>893</b>	<b>19%</b>





*Young people supported  
by Yipworld.*

# Case Study

## Organisational Development – Callander Youth Project Trust

Callander Youth Project Trust (CYPT) is one of the most rural and entrepreneurial ventures in the 14:19 Fund portfolio. Based in Callander, it delivers youth services for young people coming from a 400 square mile area across the south central Highlands around the Loch Lomond and Trossachs National Park.

In 2011, CYPT bought the Bridgend Hotel and, in 2013, opened the Bridgend Café, where produce is locally sourced. CYPT leveraged social investment funding to upgrade the building to launch the five star Callander Hostel as its flagship social enterprise in 2014. The hostel has since hosted over 5,000 overnight guests and is an excellent base from which to explore the Scottish countryside.

CYPT was supported by Duncan MacKechnie, Inspiring Scotland performance advisor, in the development of the business. CYPT consulted local employers to develop a strategy to up-skill local young people and re-balance the skills deficit in the local area to support those furthest removed from the labour market. CYPT also mapped all of its provision across the Strategic Skills Employability Pipeline - a model which has been developed as a framework to support the effective delivery of employability services - to offer universal opportunities for young people.

CYPT has taken an entrepreneurial and innovative approach to developing social enterprises and creating opportunities for young people, with a view to becoming self-financing. It is this approach that helped CYPT become the Overall Winner at YouthLink Scotland's National Youth Worker of the Year Awards

in 2015 and also win the award for Innovative Practice - Team of the Year.

14:19 Fund investment has supported CYPT to:

- Launch social enterprises, including the Bridgend Café and Callander Hostel, to offer employment opportunities for young people and raise funds to allow CYPT to operate.
- Achieve an impressive positive destination rate of 100% for young people with a considerable amount of aftercare included in the programme.
- Offer accredited opportunities for young people across the Employability Pipeline.
- Deliver a partnership programme for young people as part of McLaren High School's senior phase provision.
- Engage with over 100 young people every year.

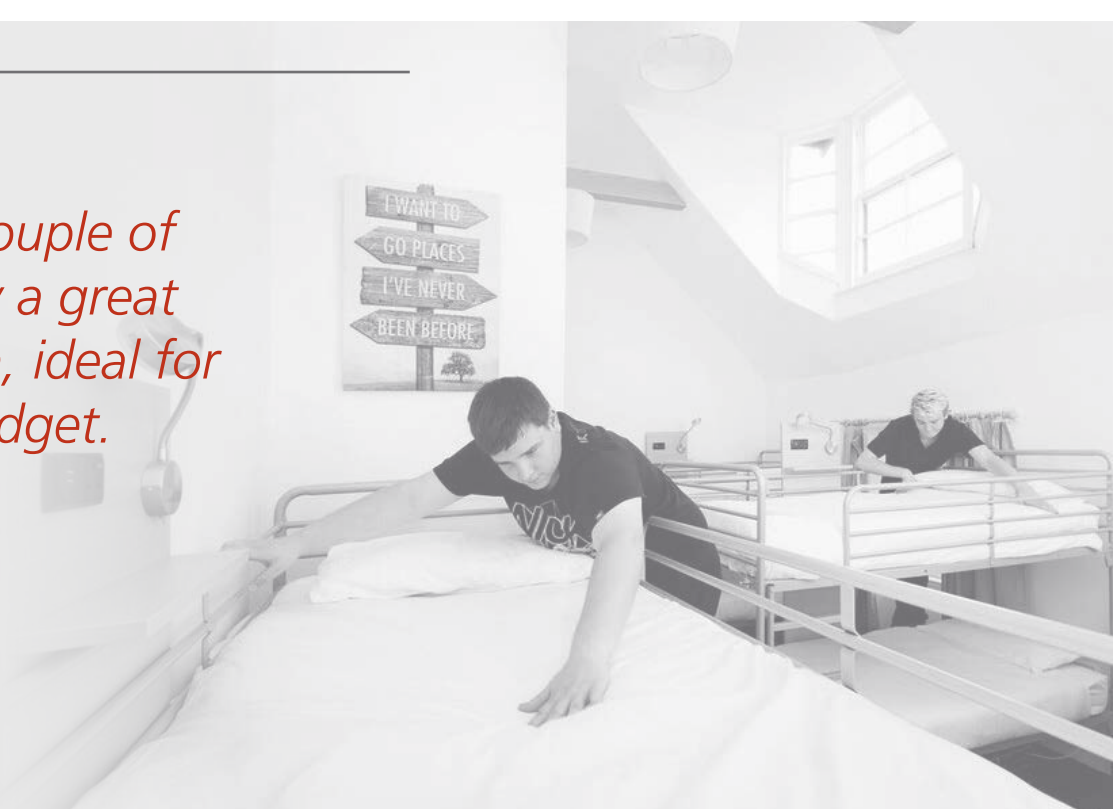
**Chris Martin, Managing Director of CYPT, reflects :**

*"We've achieved a lot over the past five years. Back then we had an informal agreement with our local high school providing an alternative curriculum for young people. Now we have our own premises, providing five star accommodation to tourists and offering employment opportunities to local young people."*

“““

*Stayed here a couple of times now, truly a great community idea, ideal for anyone on a budget.*

Callander Hostel – Trip Advisor review.



## Pro Bono Support – Rory Malcolm

The development of the Callander Hostel was vital to Callander Youth Project Trust's (CYPT) long term vision for the project and one of the key pillars in its journey towards long term sustainability. It is a venture that must both deliver profit and meet its social mission.

The team at CYPT realised it had lots of knowledge around local issues. However, along with its Inspiring Scotland performance advisor, Duncan MacKechnie, it recognised it needed help to understand more about feasibility, marketing and business strategies to ensure the hostel was a success.

Without a budget to secure a professional marketing consultancy, Inspiring Scotland's pro bono pool was offered. Pro bono supporter, Rory Malcolm, had extensive experience in the tourism and hospitality industry, both in the UK and internationally. When Rory heard the story of Callander Hostel, he was keen to bring his experience to bear and help Chris Martin and his team.

Rory's support came not only at a critical time but for a sustained period. During this time, he supported the team to develop a strong, well-formed and robust marketing strategy for the hostel to gain real traction as a business.

In his capacity as a pro bono supporter, Rory helped CYPT to undertake involved competitor analysis, analyse their product offering and develop a marketing strategy to support the initial launch, as well as develop a longer term strategy.

Rory also provided practical advice on online advertising, commission rates, room rates and room configuration ideas.

### Chris Martin commented:

*"Rory brought a depth of knowledge from across the hospitality industry, which we couldn't have dreamed of securing on our own. Access to this kind and level of support has been invaluable and we are clear that, without it, the launch of the five star Callander Hostel would not have been such a success."*

In its first summer season since launching, bookings have been strong and the hostel has been host to over 5,000 guests. The success of the hostel, especially within such a short period of time, is due to the drive and vision of the CYPT team, the focused support of its performance advisor, Duncan MacKechnie, and in particular, the pro bono support from Rory Malcolm.

“““

*Rory brought a depth of knowledge from across the hospitality industry, which we couldn't have dreamed of securing on our own.*

Rory, pro bono supporter, with Chris.



# Case Study

## Anton's Story – Station House Media Unit

Anton, from Aberdeen, was diagnosed with Autism and ADHD when he was six years old. He was fixated on routines and objects and struggled to communicate with people. At school, it became obvious he was not coping in a mainstream environment and he was originally put into the school base. However, his violent outbursts became worse and more frequent. The school was unable to manage his behaviour and his family was close to breaking point.

Anton was eventually awarded a place at a residential school in Fife, which supported him until he was 17. He loved it there and left with top grades in eight subjects. However, upon returning to Aberdeen, all support for Anton ceased. He went from receiving a lot of support to it being non-existent. His behaviour rapidly declined. He was not in work or education and was just sitting in his room all day. He gradually became more upset and worried about his future.

Anton then managed to secure a place on a ShmuTRAIN Positive Transitions course at Station House Media Unit, an Inspiring Scotland 14:19 Fund venture, to help him achieve a positive destination. The change in him was almost immediate and he started to make friends on the course.

He soon realised radio was one of his favourite things to learn on the course. He received a lot of support from the ShmuTRAIN staff team on how to apply for jobs and employability and managed to secure nine interviews. ShmuTRAIN also helped him to manage his behaviour, which helped his mum to take a step back.

As a result of the support from ShmuTRAIN, Anton successfully secured a job at Subway in the Tesco at Bridge of Don. It was not his first choice for a career but he really enjoyed his job and looked forward to going to work.

Anton has since completed his apprenticeship, which he achieved three months early. He has settled well and is committed to his job, doing overtime and extra shifts. Recently, he went to work at 8am (despite his shift not starting until 10am) to support a colleague who was struggling. Anton is now more sociable and, through helping others at work, is learning empathy.

One of the main things Anton says he learned on the course was the importance and value of setting goals and plans. He has written himself a 10-year plan, broken down into shorter time frames. He wants to achieve promotion at work and eventually manage his own store. By 25, he wants to leave home and move into his own property.

---

“““

*The radio really helped to boost my confidence; it made it easier to do job interviews.*

*Anton, supported by Station House Media Unit.*

## Case Study

### Alice's Story – Action for Children Scotland

Alice, from Glasgow, was 17 when she was referred to Transitions, a programme run by Inspiring Scotland's 14:19 Fund venture, Action for Children.

At an early age, Alice and her siblings were placed with her grandmother by social work as her mum was unable to care for them. Growing up was difficult as living conditions were cramped and relationships at home were often strained. As a result, Alice lacked confidence and self-esteem and tended to avoid interacting with her peers where possible.

Those supporting Alice at Action for Children felt she had personal and practical barriers that were preventing her from getting and maintaining a job or training. They decided to refer her to their Transitions Employability Service (TES), which offers intensive key work support to Looked After Young People in the community to help them overcome barriers and move on with their lives.

TES sourced a temporary administrative opportunity with a local employer. However, Alice's nerves got the better of her and she failed to turn up on the first day. The employer was very supportive of the project so he agreed for her to start the next day. Being supported to get over that initial hurdle helped Alice to see it was a good opportunity. She completed the four month post with glowing reports.

Alice was then successful in obtaining a modern apprenticeship with the local authority and worked there for 10 months. However, during this time her relationship with her family broke down and she became homeless. She struggled to sustain the modern apprenticeship whilst in homeless accommodation and left her job.

Alice's situation deteriorated as her mental health suffered and she again struggled with anxiety and low self-esteem. Throughout this period, Transitions staff continued to provide Alice with support and referred her to another 14:19 Fund venture, Tomorrow's People.

Tomorrow's People invited Alice to take part in a community painting and decorating project, which helped her add structure to her day and begin to rebuild her confidence.

Alice was then put forward for a Community Jobs Fund post with Action for Children and was successful. She has since extended her contract and is a valued member of the team. She now has her own home, is back in contact with her family and is in full time work.

It took a great deal of patience, perseverance, understanding and belief by Alice and her support workers with Transitions and Tomorrow's People but all agree it was worth the effort.

“““

*She now has her own home, is back in contact with her family and is in full time work.*

*Alice, supported by Action for Children Scotland.*



# Venture Highlights

Venture	Inspiring Scotland 14:19 Fund Investment	Leveraged Funding
<p><b>Aberdeen Foyer</b></p> <p>Provides housing support to young people aged 16 years and over in crisis situations in Aberdeen City and Aberdeenshire. 14:19 Fund investment supports 14 to 16 year olds who have been excluded, or are at risk of exclusion, from education and supports the provision of a range of interventions across the employability pipeline for 16 to 19 year olds not in training or employment.</p> <ul style="list-style-type: none"> <li>• Foyer Futures highlighted for good practice in the Aberdeen City Inclusion Review and has a Service Level Agreement with Education Department to work with schools across city.</li> <li>• Developed services across all stages of the employability pipeline including achieving SQA centre accreditation and delivering more accredited learning opportunities.</li> <li>• 87% of young people supported by Aberdeen Foyer in 2015 achieved a positive destination.</li> </ul>	<b>£120,000</b>	<b>£750,062</b>
<p><b>Action for Children Scotland</b></p> <p>Delivers services aimed at young people who are unemployed and who may have other issues restricting their ability to access the job market. 14:19 Fund investment supports three programmes: Youthbuild, Challenge and Transitions. Action for Children operates in East Ayrshire, Edinburgh, Glasgow, Inverclyde and West Dunbartonshire.</p> <ul style="list-style-type: none"> <li>• Achieved Investors In Young People (IYYP) Gold accreditation for its commitment to supporting young people with multiple barriers into employment. In particular, due to its work with young people on its Forestry and Transitions programmes through Community Jobs Scotland.</li> <li>• Introduced SQA Level 4 - Health &amp; Safety in a Construction Environment Qualification to enhance Youthbuild delivery.</li> <li>• Introduced accredited (PX2) training to groups of young people involved with Transitions, supported their social and emotional development enabling them to work in small groups prior to progressing into bigger group sessions.</li> </ul>	<b>£630,000</b>	<b>£689,294</b>
<p><b>Callander Youth Project Trust</b></p> <p>Offers support services for young people from primary school through to 25 years of age in rural Stirling and South Central Highland. 14:19 Fund investment supports the expansion of the accredited employability support programme, Steps to Work, which targets young people between the ages of 15 and 19, as well as post school support for young people entering the hospitality and adventure tourism sector.</p> <ul style="list-style-type: none"> <li>• Won "Overall Winner" - Youthlink Scotland Youth Worker of the Year Awards.</li> <li>• Won "Innovative Practice: Team of the Year" - Youthlink Scotland Youth Worker of the Year Awards.</li> <li>• Won "Young Volunteer Team of the Year" - Stirlingshire Voluntary Enterprise.</li> <li>• Won "Innovation Award" - Loch Lomond and Trossachs National Park Community Partnership Awards.</li> <li>• Runners-up Volunteers Awards - "Celebrating Communities" - SCVO Scottish Charity of the Year.</li> <li>• Piloted partnership programme for young people as part of McLaren High School's senior phase provision.</li> <li>• Its social enterprise, the 5-star Callander Hostel, welcomed over 5,000 overnight guests.</li> </ul>	<b>£158,675</b>	<b>£295,438</b>

Venture	Inspiring Scotland 14:19 Fund Investment	Leveraged Funding
<p><b>Calman Trust Ltd</b></p> <p>Offers a range of training opportunities for young people in the Highlands who are about to leave, or have left, school without a plan for the future. 14:19 Fund investment supports a continuum of programmes for young people, from intensive individual support through to training in one of Calman's social enterprises via a modern apprenticeship and the opportunity of full time employment outwith the organisation.</p> <ul style="list-style-type: none"> <li>Worked with more than 600 Highland young people, 264 of whom participated in learning activities that ranged from tentative early steps in cookery classes through to employment.</li> <li>Of those young people involved in its accredited training programmes, 77 young people achieved a nationally recognised qualification and 31 progressed into external employment.</li> <li>Entered into a partnership with SSE to provide the canteen service to SSE's Highland base in Inverness; a relationship that extends the opportunities Calman can offer young people, whilst strengthening its social enterprise activity and fulfilling SSE's desire to support this community.</li> <li>CEO Isobel Grigor was awarded MBE for contribution to community and economic development. She was also presented with the Social Enterprise Scotland award for Social Enterprise Champion.</li> </ul>	<b>£167,144</b>	<b>£1,256,618</b>
<p><b>East Ayrshire Carers Centre</b></p> <p>Provides information, advice, support, training, leisure and social activities to carers of all ages in East Ayrshire. 14:19 Fund investment supports young carers who do not attend school regularly, or who leave school without qualifications, to make a successful transition beyond school across a range of programmes.</p> <ul style="list-style-type: none"> <li>Opened former Dalmellington Library building as a dedicated Carers Centre for carers in the Doon Valley area.</li> <li>A group of Alpha Venture young carers won an anti-sectarian competition in front of a 'Dragons Den' panel of judges. EACC was the only community organisation to make it to the final stages; the young people were competing against university students.</li> <li>Provided catering for Waterloo 200 event in Kilmarnock. EACC young carers hosted the event and gained significant work experience in hospitality.</li> <li>Presented with "Pitch Perfect" Award for 'Nil by Mouth'.</li> </ul>	<b>£263,068</b>	<b>£222,747</b>
<p><b>Enable Scotland</b></p> <p>Scotland's leading organisation for children, young people and adults with learning disabilities and for their families and carers. 14:19 Fund investment supports Enable's five-year Stepping Up programme, which enables young people to make a smooth transition from school into employment, education or training. Operates across Angus, East Ayrshire, Edinburgh, Glasgow, Inverclyde, North Ayrshire, Renfrewshire and West Dunbartonshire.</p> <ul style="list-style-type: none"> <li>Herald Campaigner of the Year Award and "Stop the Bus" campaign recognition.</li> <li>Increased employment opportunities available for young people with learning difficulties.</li> <li>The Skills Development Scotland Employability Award increased by 40% from 2014 making ENABLE one of the largest participants.</li> </ul>	<b>£253,800</b>	<b>£244,116</b>

# Venture Highlights

Venture	Inspiring Scotland 14:19 Fund Investment	Leveraged Funding
<b>Family Action in Rogerfield and Easterhouse (FARE)</b>	<b>£291,247</b>	<b>£281,658</b>
<p>A community hub in the Easterhouse area of Glasgow with a focus on young people and employment. 14:19 Fund investment supports an integrated pathway of early intervention and vocational training for young people in need of support to secure a positive destination. The programme is delivered in classrooms and via work based practice with strong links with local employers and Glasgow Kelvin College.</p> <ul style="list-style-type: none"> <li>• Won first procurement contract with Skills Development Scotland, securing five modern apprenticeships for young people at SVQ level 3 Youth Work. After these were filled quickly, FARE secured a further five modern apprenticeships.</li> <li>• Successfully secured accreditation as an SQA approved centre.</li> <li>• Awarded an Operating Licence to deliver the Duke of Edinburgh Award (the first time a community-based organisation in Scotland has been awarded the licence).</li> <li>• Staff member, Kevin Martin, awarded "Scotland's Unsung Hero" Award. Kevin engaged with FARE's employability programme, is now a full time member of staff, and is in the final year of his degree at Glasgow University.</li> </ul>		
<b>Get Hooked on Fishing</b>	<b>£30,544</b>	<b>£8,800</b>
<p>Uses angling to engage young people, help them to set goals and establish a positive pathway into employment, education or training. 14:19 Fund investment supports operations at Broom Fishery in Annan, Glasgow, North Ayrshire and North Lanarkshire.</p> <ul style="list-style-type: none"> <li>• Strong support from five schools in North Lanarkshire.</li> <li>• Increased the number of coaches available at all sites representing a significant cost saving.</li> <li>• Plans in place for Urban Fishing in Glasgow and Edinburgh.</li> </ul>		
<b>Hot Chocolate Trust</b>	<b>£32,000</b>	<b>£153,519</b>
<p>A city centre youth work organisation in Dundee. 14:19 Fund investment supports organisational development and activities supporting young people's transitions into positive destinations.</p> <ul style="list-style-type: none"> <li>• Engaged with a new generation of young people and facilitated a positive move forward for older young people.</li> <li>• Captured young people's experiences in a set of powerful short films now being used to inform and influence professionals across Scotland.</li> <li>• Amplified its impact, increasing income generation and long-term sustainability via sales of training, coaching and consultancy expertise.</li> <li>• Won acclaim and support for new arts based projects and invited to contribute to academic research into arts approaches to young people who experience neglect.</li> </ul>		
<b>Impact Arts</b>	<b>£300,000</b>	<b>£586,637</b>
<p>Uses the arts to improve the lives of vulnerable young people and marginalised communities. 14:19 Fund investment supports three core programmes: Creative Pathways, Gallery 37 and Fab Pad in East Ayrshire, East Renfrewshire, Edinburgh, Glasgow, North Ayrshire and Renfrewshire.</p> <ul style="list-style-type: none"> <li>• Secured £1m in funding from Big Lottery's Bright Green Future programme to work with 225 young people on Creative Pathways programme.</li> <li>• SURF Awards 2015 - Creative Pathways shortlisted for Employability Category.</li> <li>• Herald Society Awards 2015 - The Young Gallery, Young People's Project of the Year.</li> <li>• Creative and Cultural Skills Awards 2015 - Impact Arts, Training Provider of the Year.</li> <li>• Scottish Independent Retail Awards 2015 - Factory 45, Fashion and Accessories Retailer of the Year South West.</li> <li>• Increased both its positive destination progressions and accreditations for young people by nearly 50% on 2014.</li> </ul>		



Venture	Inspiring Scotland 14:19 Fund Investment	Leveraged Funding
<b>Move On</b>	<b>£232,700</b>	<b>£246,213</b>
<p>Works with young people in Edinburgh and Glasgow who have experienced homelessness and focuses on addressing some of the root causes of homelessness. 14:19 Fund investment supports mentoring and volunteer peer educator programmes for young people aged 14 to 19 years.</p>		
<ul style="list-style-type: none"> <li>• Secured first contract with Skills Development Scotland to deliver Employability Fund in Glasgow.</li> <li>• Awarded Investors in Young People award at silver standard.</li> <li>• Completed successful 12 month relationship with Pilotlight, which helped support business planning process.</li> <li>• Expanded 'FareShare' food social enterprise to provide more than 100 tons of surplus food per quarter and employment experience for young people.</li> <li>• Funded by Life Changes Trust to employ a mentoring co-ordinator and develop and expand peer mentoring.</li> <li>• Awarded Mentoring Project of The Year at Scottish Mentoring Network's annual conference.</li> </ul>		
<b>Murton Trust for Education and the Environment</b>	<b>£40,000</b>	<b>£21,460</b>
<p>Uses the natural environment as a vehicle for education and training. 14:19 Fund investment supports the development of a nature reserve providing accredited training courses in land management, animal husbandry, rural skills, personal development and employability skills as an alternative to school curriculum for young people aged 14 to 16 years. Courses also support young people aged 16 to 19 years to help them into employment.</p>		
<ul style="list-style-type: none"> <li>• Staff restructure completed, which puts the Trust in the best possible position for exit from 14:19 Fund investment.</li> <li>• Created part time fundraising position to develop fundraising strategy to generate income through a range of channels to ensure sustainability.</li> <li>• Completed a review of the trading arm of the Trust. Clear plans are now in place to increase profits in the tearoom and farm. A new calendar of events will make full use of the facilities and staff expertise.</li> </ul>		
<b>Rural and Urban Training Scheme (RUTS)</b>	<b>£281,325</b>	<b>£290,000</b>
<p>Uses motorcycle and bicycle mechanics to improve the lives and career options of young people at risk of disengaging with education. 14:19 Fund investment supports a number of programmes delivered regularly across Clackmannanshire, Dundee, East Lothian, Edinburgh, Falkirk, Fife, Midlothian and West Lothian.</p>		
<ul style="list-style-type: none"> <li>• Launched Junior Climate Challenge Fund project at a Parliamentary Reception with young people presenting.</li> <li>• Secured 3 years' funding through the Edinburgh Challenge Fund.</li> <li>• Increased the number and range of qualifications delivered to young people by adding its own SCQF level 5 rated BikeFix Leadership Award.</li> <li>• Strengthened board with addition of new pro bono board member.</li> </ul>		
<b>Showcase the Street</b>	<b>£70,983</b>	<b>£73,016</b>
<p>Makes dance, drama, fashion and sports coaching accessible to young people in Dundee. 14:19 Fund investment supports the delivery of accredited courses to young people aged 14 to 16 years in dance, drama, fashion and sports coaching.</p>		
<ul style="list-style-type: none"> <li>• Secured funding from Resilient Scotland to further develop new multipurpose facility with the addition of a roller hockey pitch.</li> <li>• Successfully provided additional sports coaching courses funded by Dundee City Council for harder to reach young people.</li> <li>• Won the Changing Dundee award for its work in the city and the difference it makes to people's lives.</li> <li>• Won the Angus Council Education and Employer Partnerships Award for work in local schools.</li> <li>• Finalist - Evening Telegraph Community Spirit Award.</li> <li>• Finalist - Courier Business Awards, Dundee Matters.</li> </ul>		

# Venture Highlights

Venture	Inspiring Scotland 14:19 Fund Investment	Leveraged Funding
<b>Station House Media Unit</b> Supports participation in community media work in regeneration areas in Central and North Aberdeen. 14:19 Fund investment supports delivery of two media training initiatives: an early interventions programme for 14 to 16 year olds and a positive transitions programme for 16 to 19 year olds. <ul style="list-style-type: none"> <li>• Employability Fund outcomes rated well above the Local Enterprise Partnership (LEP) average and young people benefiting from real work experience with local employers.</li> <li>• HMle inspection of local school cited good practice in programme and work with young people.</li> <li>• Participated in UK project delivering radio and employability work with SQA accreditation.</li> <li>• Now a living wage provider via the Living Wage Foundation.</li> </ul>	<b>£115,000</b>	<b>£103,119</b>
<b>Street League</b> Uses football to help transform the lives of disadvantaged young people who are at risk of social exclusion. 14:19 Fund investment supports expansion of activities across Argyll and Bute, East Ayrshire, Edinburgh, Glasgow, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Lanarkshire, West Dunbartonshire and West Lothian. <ul style="list-style-type: none"> <li>• Full roll out of Scottish Aftercare Service, reintroduced in 2014 from the original pilot in 2009, aftercare positions were recruited for each operational region and were responsible for 168 (16%) of total hard outcomes in 2015.</li> <li>• 21 operating teams achieved agreed target of 1,000 hard outcomes. 50% increase on the previous year with only a 22% increase in services across 11 Local Authorities.</li> <li>• Reached an operating profit of £209,000 in FY14/15, which will underpin future growth.</li> </ul>	<b>£585,248</b>	<b>£2,057,251</b>
<b>Tomorrow's People</b> Helps those who are disengaged to get a job and keep it long term. 14:19 Fund investment supports expansion of various programmes focusing on community based challenge projects for young people aged 16 to 19 years as a basis for developing employability skills. Further support is then offered to help young people plan and be able to sustain positive destinations. <ul style="list-style-type: none"> <li>• Building on the success of the Glasgow based retail enterprise, opened a store in Galashiels, Scottish Borders. Plans to open at least another two stores in Scotland in 2017.</li> <li>• Secured its first Skills Development Scotland - Employability Fund contract, which will support the Works initiative in the Scottish Borders.</li> <li>• Awarded Matrix Quality Standard for Information, Advice and Guidance Services.</li> </ul>	<b>£439,923</b>	<b>£330,275</b>
<b>Tullochan Trust</b> Offers a range of activities to vulnerable young people in West Dunbartonshire. 14:19 Fund investment supports two-year Future Choices programme involving one-to-one support and skills development for young people who are at risk of disengaging from education. <ul style="list-style-type: none"> <li>• In December 2015, Tullochan secured accreditation as an SQA Approved Centre and is now delivering four SQA Awards: Personal Achievement Award at Level 2, Wellbeing Award at Level 3, Personal Development Award at Level 3 and the Employability Award at Level 3.</li> <li>• Tullochan Futures, a dedicated employability programme for young people who have left school, launched in 2015. 32 young people have been through the programme, 81% of whom have secured a positive destination so far.</li> <li>• Recruited a full-time Fundraiser, which will assist in Tullochan's journey towards exit from 14:19 Fund investment.</li> </ul>	<b>£334,675</b>	<b>£88,786</b>

**Venture****Inspiring Scotland  
14:19 Fund Investment****Leveraged  
Funding****The Venture Trust****£350,000****£269,489**

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 employment, education or training. 14:19 Fund investment supports Inspiring Young Futures, a personal development programme for young carers and those leaving care aged 16 to 19 years. Operates across eight Scottish local authority areas.

- Supported participant learning and achievement through both SQA Level 3 Personal Development Award and John Muir Award and accessed new employability funding streams.
- Strengthened employability support with a bespoke "SpeakUP" employability training pilot and developed new corporate partnerships to support employability training, work placements and internships supported by Scottish Business in the Community.
- Launched the 'Reaching Higher' employability and internship partnership with Move On and Who Cares? Scotland.
- In a 2015 referrer survey, 98% of respondents agreed "there would be a gap in the provision available if Inspiring Young Futures was no longer available".

**Yipworld.com****£150,000****£286,000**

Delivers early intervention programmes in nine secondary schools across Ayrshire. 14:19 Fund investment supports young people in schools and in community settings to achieve positive destinations of employment, education and training. Support is also provided to vulnerable young people leaving school with few or no qualifications.

- Small business forum established to provide increased employment opportunities for young people.
- Strengthened relationships with local secondary schools resulting in increased partnership working.
- Secured funding and planning permission for multi-sports area with work to begin in April 2016.

**Connect 2****£239,974**

Connect 2 was developed in 2012 to increase opportunities for disadvantaged young people in Glasgow and strengthen links between Glasgow's Youth Employability Partnership and five 14:19 Fund ventures. It is a springboard for young people on to a clearer positive destination pathway and motivates the hardest to reach young people and those facing significant challenge. In 2015, it continued to be supported with funding from the 14:19 Fund, JP Morgan and Glasgow City Council. In November 2015, funding was secured from The Big Lottery - this significant funding win will continue for three years at the rate of £180,000 p.a.

# Inspiring Scotland

## Invest in the future

Registered Office: Level 1, Riverside House, 502 Gorgie Road, Edinburgh EH11 3AF  
Inspiring Scotland is a Company Limited by Guarantee registered in Scotland  
No SC342436 and a registered Scottish Charity No SC039605  
A Member of the European Venture Philanthropy Association

**For real  
and lasting  
change.**

[www.inspiringscotland.org.uk](http://www.inspiringscotland.org.uk)

Tel: 0131 442 8760 Email: [enquiries@inspiringscotland.org.uk](mailto:enquiries@inspiringscotland.org.uk)

