

14:19 Fund Interim Report 2016

Executive Summary

In the six month period from January to June 2016

Inspiring Scotland 14:19 Fund investment

£2.1m

Additional income leveraged by 14:19 Fund ventures

£4.6m

Young people supported by 14:19 Fund ventures

4,536

Progression milestones achieved by young people

4,653

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

1,790

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Chief Executive's Review

Inspiring Scotland's 14:19 Fund firmly focused on closing the attainment gap and supporting more young people than ever into employment, education or training.

The 14:19 Fund continues to deliver results for disadvantaged young people across Scotland. Since 2009, it has supported over 22,000 young people into positive destinations of employment, education or training.

14:19 Fund portfolio ventures deliver a wide range of interventions that are successful in supporting young people to secure, and maintain, positive destinations. These comprise both early intervention whilst young people are in the school system, and employability provision post-school.

The 14:19 Fund remains closely aligned with the political landscape. 14:19 Fund portfolio ventures are very much at the heart of, and directly contributing to, the First Minister's key priority for this term of government - closing the attainment gap for young people in disadvantaged circumstances. This, in turn, lifts young people out of poverty and sets them on a journey resulting in them being lifelong economic contributors to society.

I would encourage you to read the case studies in this report, which I hope bring to life the social impact of the 14:19 Fund. It creates equality of opportunity for young people who are disadvantaged in a variety of ways. Elisha is one of many young people who are the first generation of their family to enter higher education. Against the odds, progression is being achieved and the cycle of poverty in which young people are too often caught is being broken, thanks to the 14:19 Fund.

Nonetheless, too many young people, particularly those in economically disadvantaged areas, continue to find themselves in extremely difficult circumstances and many of those the 14:19 ventures work with are increasingly further away from the labour market. The 14:19 Fund plays an integral role in supporting these young people in a holistic, flexible, and person-centred way to address the multiple barriers they face as they navigate their journey to employability.

Inspiring Scotland continues to provide intensive development support to the

14:19 Fund ventures through its dedicated performance advisors and pro bono programme. The pool of pro bono supporters continues to increase, both in its diversity and size, and now stands at 280 supporters, with recent work focusing on strengthening governance and leadership development. The ventures continue to develop, build resilience, and share knowledge and learning through the 14:19 Fund portfolio days, encouraging intelligent problem-solving and creating a stronger, more collaborative portfolio.

The 14:19 Fund is currently on track to achieve its target of supporting 35,000 disadvantaged young people into positive destinations by December 2018. Furthermore, it is increasingly evident that our programme is creating a lasting legacy of highly-effective, sustainable charities which can deliver real social impact and transform lives beyond that date.

This work is only possible as a result of the generosity of our investors and supporters, for which I give my sincere thanks.



Celia Tennant
Chief Executive



Interim Report

This interim report reviews the performance of the Inspiring Scotland 14:19 Fund in the six-month period from January to June 2016.

Financial Investment

£2.1m was invested directly in the 14:19 Fund portfolio in two instalments following quarterly performance reviews.

£4.6m in matched funding was leveraged by 14:19 Fund ventures. 14:19 Fund ventures' ability to sustain this level of matched funding is testament to their ability to evidence a strong performance track record of achieving social impact and bodes well for sustainable exit.

The annual portfolio benchmarking exercise is scheduled for quarter three 2016. As well as reviewing performance, it will again focus on sustainability and exit planning.

Non-financial Investment

Inspiring Scotland's pro bono programme complements the development support from Inspiring Scotland Performance Advisers. The Pro Bono Executive continues to develop and strengthen the non-financial resource available to 14:19 Fund ventures. Key initiatives have not only augmented the existing range of professional skills available through pro bono but also made this resource more accessible on a geographical basis; sourcing support closer to ventures. The pool of pro bono supporters now totals 280.

Pro bono activity typically takes place on a one-to-one basis. However, a number of training workshops were hosted by pro bono supporters on social media, employment law and board governance. Ventures are being supported to develop and strengthen their boards, often utilising board matrixes, and as such, they are requesting specific skill sets. This dovetails nicely with the highly experienced professionals in the pro bono pool. Currently, 17 supporters are active on 14:19 venture boards with a robust pipeline of requests.

Pro bono activity within the 14:19 Fund remains focused, in the main, on longer term requests around business planning and project management with a view to developing sustainable revenue streams. Typically, these pro bono relationships are in place for a number of months and most often culminate in a report which is presented at board level. Mentoring and coaching, and leadership development activity is now reaching not only venture leaders but members of senior management teams developing a lasting legacy for the fund.

Pro Bono Support



Social Impact

Almost 1,800 young people across Scotland have been supported into a positive destination of employment, education or training.

4,536 young people were actively engaged in 14:19 Fund venture services across 24 local authority areas.

4,653 progression milestones were achieved by young people. The majority of these milestones are now accredited qualifications by Scottish Qualifications Authority as a result of ventures becoming accredited providers. Scottish vocational qualifications are relevant and valuable to both young people and employers.

4,046 soft outcomes were achieved by young people, such as improved self-esteem and confidence, which is key in setting young people on successful pathways towards securing positive destinations.

1,790 young people were supported into a positive destination of employment, education or training.

- 459 (25%) into Employment
- 923 (52%) into Education
- 408 (23%) into Training

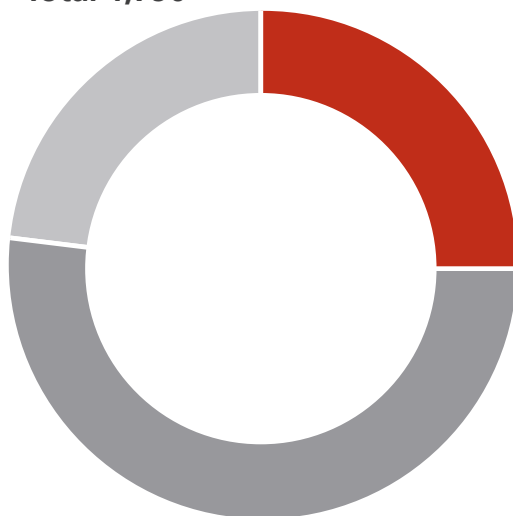
The total number of young people securing positive destinations is in line with the same period in 2015. Whilst the numbers of those securing employment is slightly lower, this reflects the fact that the young people the ventures are working with are further and further away from the labour market. As a result, education and training is increasingly a key component in the journey to employment. We expect this trend to continue. However, ventures working with employers and offering clear and supported pathways are doing so successfully and are also exploring supporting young people whilst in employment.

Venture programmes across the portfolio vary in length and duration and many of the young people recruited in the first half of 2016 will not complete programmes, and achieve positive destinations, until later in 2016 and 2017.

The 14:19 Fund remains closely aligned with the political landscape. 14:19 Fund portfolio ventures are very much at the heart of, and directly contributing to, the First Minister's key priority for this term of government - closing the attainment gap for young people in disadvantaged circumstances who are substantially under-achieving in education.

Breakdown of positive destinations

Total 1,790



■ Employment	459	25%
■ Education	923	52%
■ Training	408	23%

Case Study

Pro bono Leadership development for 14:19 Fund venture leaders

Pro bono supporter Drew Cameron is experienced in the management of large, multi-national companies, having most recently been a Senior Managing Director at Accenture, a leading global professional services company. With a unique background and track record, Drew brings years of solid experience in delivering growth and profit through business acumen and an ability to motivate people and align stakeholders and colleagues.

Drew is passionate about people development and has a "tough but fair" management approach. The Inspiring Scotland Pro Bono Executive met Drew in late December 2015 and instinctively knew he could deliver huge value to 14:19 Fund venture leaders. As a result, an introduction was made to Jimmy Wilson acting CEO at FARE. The initial meeting was successful with very positive feedback. "Had a great meeting with Drew. Good match, well done to you!".

Drew continued to work with and coach Jimmy which Jimmy felt would "benefit both FARE and myself for many years to come." He added: "I would highly recommend it to senior staff in other 14:19 Fund Ventures. Drew Cameron challenged me in ways I didn't think possible! "

Drew was then redeployed to Street League to work with Dougie Stevenson, Managing Director for Scotland, again with extremely positive results.

Dougie said: "There are moments in life which are pivotal in that they result in permanent change. With incredible accuracy and complete clarity, Drew quickly identified areas of my skill set to optimise, for better professional results while recommending approaches to achieve this. Drew has taught me techniques and theory around behaviour change and relationship management which I have utilised for improved results. For me, my work with Drew has been a life changing experience and I am now looking at life and my career through an augmented lens. Drew is a world class executive coach."

Drew remains very modest about his achievements with 14:19 Fund venture leaders and continues to offer his invaluable leadership and development support to our other ventures.



“““

Drew Cameron challenged me in ways I didn't think were possible.

*Drew Cameron and Dougie Stevenson,
Managing Director Scotland, Street League.*

Case Study

Giving David the confidence to secure a modern apprenticeship

When David engaged with 14:19 venture Tulloch Trust in Dumbarton he had issues with anxiety and depression but was keen to “do something” and was looking forward to being part of a group.

On day one of the programme, as the staff were delivering the introductory session, David was noticeably nervous and unsettled. Within the first half hour, David had to excuse himself from the training room. When speaking with staff, David said he “couldn’t do it” and “just wanted to go home”. He said he was feeling anxious and just knew he wouldn’t be able to continue with the course. Unfortunately, staff could not seem to alleviate his fears and David left the programme. Staff assured David that he could return to the programme at any time, if he felt able.

David did later make contact with the staff and re-engaged with the programme. He said he felt happier in himself, his mental health issues were under control, and he was in a better place. He worked well from the outset and engaged with other members of the group.

During the initial states of the programme, David would take part but would always be in the background of any activities. However, with support from staff, he gradually built up his confidence and communication skills. The programme involves employer visits and it was on one such visit to a construction site that David developed an interest in the industry and was keen to pursue this as a career.

Staff supported David to find out more about a job in property and construction and to plan a series of milestones towards his goal. He continued to develop and demonstrated leadership of group tasks. There was a clear change in his attitude towards both the course and himself. The Tulloch programme was one in which David felt comfortable, and he believed it was assisting him to achieve tangible results.

On completion of the programme, David progressed onto a work based training programme within a property company, which will lead to a Modern Apprenticeship (MA). His long term goal is that his MA will help him to secure employment in construction.

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There was a clear change in his attitude towards both the course and himself.

Tullochan Trust



Case Study

Supporting Elisha to succeed in education and secure employment

Elisha moved with her mum and siblings into her grandparents' home when she was two after her parents split up. This big change was stressful and she began to struggle both at home and at school.

At secondary school, Elisha was placed on anger management classes and various vocational courses which made her feel she was being pushed out. However, she was desperate to do higher biology and, although academically capable, her teachers felt she had too much going on in her home life to cope with the pressures of the course and didn't want her to do it.

Elisha's uncle encouraged her to attend 14:19 Fund venture FARE. She was nervous to join as she felt she'd be labelled as "bad", and wouldn't be accepted by others. However, she did go and became involved in a girls group, then cooking clubs, and also completed her Duke of Edinburgh Award.

Throughout this time FARE was a constant source of encouragement, showing Elisha that you have to work hard and do things you may not want to do to achieve your goals. This was a lightbulb moment as she realised her 'must do it – won't do it' attitude was stopping her from achieving her best. FARE then gave her the chance to attend various residential and, after taking significant responsibility, she was offered the opportunity to join those residential as a young leader.

Elisha credits her time at FARE as her turning point at school and, although she still had issues with attendance, she was adamant she would stay on and achieve great results. Despite huge issues at home (her grandfather died of cancer and her brother was stabbed and nearly died), FARE was there to encourage her throughout and she became determined to do well.

Elisha's hard work paid off. She left school with several Highers and was accepted to study Criminal Justice at the University of West of Scotland. Four years later, she graduated with a First Class Honours Degree and was awarded the University Court Medal for Outstanding Achievement in her Studies in June 2016.

Today, Elisha is in full time employment working with offenders from Kilmarnock prison offering them a second chance to integrate back into the community. "FARE gave me self-confidence and showed me that I can have a positive impact on others and help them. This is why I love the job I am in just now, I'm supporting and helping others to turn their lives around the way FARE did for me."

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If it wasn't for attending FARE I wouldn't be sitting here with a degree, and I know that university wouldn't have been something I would have went back to later in life.

Elisha



Case Study

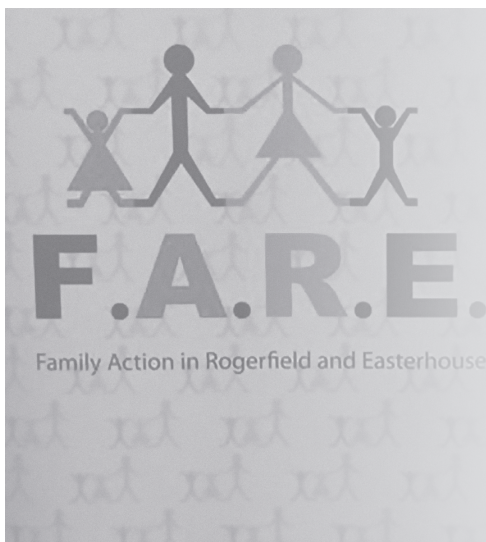
Developing 14:19 Fund ventures to deliver maximum social impact

14:19 Fund venture FARE is achieving excellent results supporting young people into positive destinations from across the North and East of Glasgow. FARE's work creates equality of opportunity for young people who are disadvantaged in a range of ways and Elisha is one of many young people who are the first generation of their family to enter Higher Education. This level of progression is being achieved against the odds and is breaking the cycle of poverty in which young people are often caught within economically disadvantaged areas.

Inspiring Scotland investment focuses on FARE's work with 14 to 19 year olds, FARE has also identified the need for providing consistent, trusted, holistic support for young people from Primary One right through to adulthood with services aimed at key stages of transition. With a strong presence in the community, FARE works with each young person as an individual and systematically removes barriers to success including homelessness, bullying, neglect, caring responsibilities, criminal justice issues, mental health issues and others. These are the reasons many young people fail in education, as opposed to a lack of academic ability. FARE's services, and other similar organisations in the 14:19 portfolio, are central to a young person's life, both within and outwith school, providing them with whatever support they need to enable them to progress.

FARE's programme provides wrap around support to young people to actively encourage them to remain engaged with the school system. This ranges from mediating between teachers and young people, advocating on behalf of young people, coaching them to manage their behaviour and often providing alternative ways of learning and achieving their qualifications. On leaving school, FARE then provides support into further/higher education, training or employment. The ultimate aim is to lift young people and their families out of poverty and set them on a journey which will result in them being lifelong economic contributors to society.

Inspiring Scotland has supported FARE through Performance Advisers and pro bono professionals. The PA's provided guidance on the design of services and facilitated connections with other ventures in the portfolio to share experience and avoid duplication. Pro bono introduced two new board members with finance and legal expertise at a time when the board was developing alongside the diversification and growth of the FARE programmes. Significant time has been spent with FARE on product development and design to ensure their viability and long term sustainability. Pro bono also provided excellent executive coaching and leadership development to the Senior Management Team, which would not have been accessible otherwise. This has accelerated the confidence and ultimately the social impact that FARE has delivered with further ambitions to grow and ensure sustainability.



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The ultimate aim is to lift young people and their families out of poverty and set them on a journey which will result in life long contributors to society.

Inspiring
Scotland

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