

# 14:19 Fund

2016 ANNUAL REPORT



**INSPIRING  
SCOTLAND**







A black and white photograph of a young boy with curly hair, wearing a white short-sleeved shirt and a striped tie. He is holding a volleyball with both hands in front of his face, looking slightly to the side. The volleyball has the 'Ricador' logo and '14:19' on it. The background is a stone wall.

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# Chairman's Introduction

We continue to be fearless in pursuit of the aim we launched with – helping 35,000 young people into employment, education or training over 10 years.



## **It gives me great pleasure to introduce the 2016 14:19 Fund report – the eighth year of the fund and another record year of impact.**

From the very first day of the 14:19 Fund, we have focused on helping the portfolio of charities to become more successful, more innovative, and more sustainable so they can go on to help more young people in Scotland – and have a lasting impact on the country’s educational and employment landscape.

This year, with the support of Inspiring Scotland Performance Advisors, 14:19 Fund charities helped more young people than in previous years achieve a positive destination with just over 5,000 moving into employment, education or training. At this point in the fund, it is a sign of great maturity, resilience and progress towards sustainability which will ensure the impact of this work continues as the charities exit.

It is the long-term nature of the fund and the work being undertaken to scale up activity, build greater capacity and resilience within organisations, and to develop the skills, learning and professionalism of those working on the ground, that makes the 14:19 Fund unique.

Without this work we know that too many young people would slip through the net. These are young people with even greater challenges in their life because of circumstances out with their control. Please read the case studies to see how these

challenges can be overcome with the right support made possible by the 14:19 Fund. We firmly believe every young person deserves the same chances in life, and we are working hard to make sure this happens.

We continue to be fearless in pursuit of the aim we launched with – helping 35,000 young people into employment, education or training over 10 years. Over 25,000 young people have achieved this so far and, with two years to go, we are committed to helping thousands more. To achieve this aim, we need to keep working together. Thank you to all our supporters who are helping make this happen and for being in it for as long as it takes. Together, we are building a better future for our young people and a better Scotland.

Having occupied the chair of Inspiring Scotland since its launch in 2008, I’ll be stepping down at the end of the year. This will, therefore, be my last introduction to our Fund Report. To have worked with such a focused executive team led by Celia Tennant, and with such a committed board, has been a privilege. My successor will be Sinclair Dunlop who has been on the board for the past three years. Thank you all for your continued support.

*Niall Lothian.*  
Professor Niall Lothian OBE - Chairman

# 14:19 Fund Progress Jan 2009 – Dec 2016

 **48,861**

Young people supported.

 **£44.2m**

14:19 Fund investment.

 **25,862**

Positive destinations.

 **£53.7m**

Income leveraged.

 **57,585**

Progression milestones.

 **£97.9m**

Combined investment.





# Social Impact

## We strive for a better Scotland.

Driving social impact is at the heart of the Inspiring Scotland model. In 2016, 14:19 Fund charities helped a record 5,003 young people achieve positive destinations of employment, education or training. Thousands more were helped onto the pathway of employment, through improved confidence and self-esteem and achievement of meaningful qualifications.



8,011

Young people supported by 14:19 Fund programmes across 25 local authority areas.



18,982

Soft outcomes were achieved by young people. These vital outcomes include improved confidence, self-esteem and resilience.



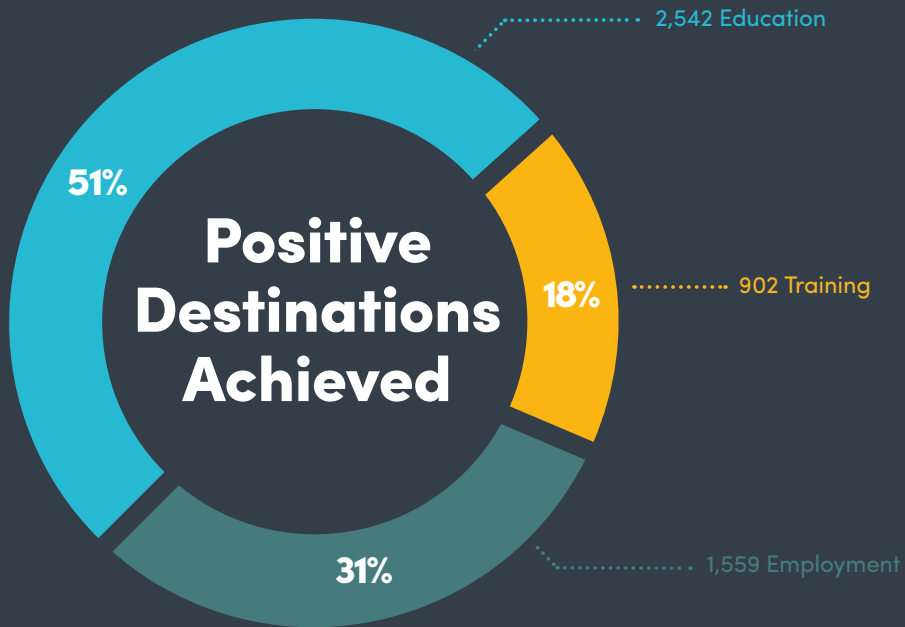
9,262

Progression milestones were achieved by young people.

These milestones are highly valuable both to the young person and employers. As well as Scottish Qualification Authority Awards (SQA), many charities offer industry-specific qualifications such as nationally recognised construction certification, health and safety, machine handling and powertools.

Recognition for volunteering opportunities also represents very meaningful achievement. Duke of Edinburgh Awards can take over a year to complete and Saltire Awards can be up to 500 hours of volunteering.





 **5,003**

**Young people were supported to achieve a positive destination of employment, education or training.**

This year there was a further increase in the number of young people securing a positive destination of employment. Thanks to the long-term support of Inspiring Scotland and the 14:19 Fund, our charities have been able to further develop their own expertise and fine-tune their employment programmes to help more young people learn the right skills to enter sustainable work.

Our focus on building partnerships and collaborative working has also helped

charities to forge strong links with employers and create successful pathways into employment. Across the 14:19 Fund portfolio of charities, 76% of young people who completed charity programmes in 2016 successfully secured a positive destination of employment, education or training.

For some young people, reaching a positive destination can take more time. 14:19 Fund charities are well placed to help this group of young people, providing person-centred programmes which reflect a deep understanding of all the issues affecting the young person.

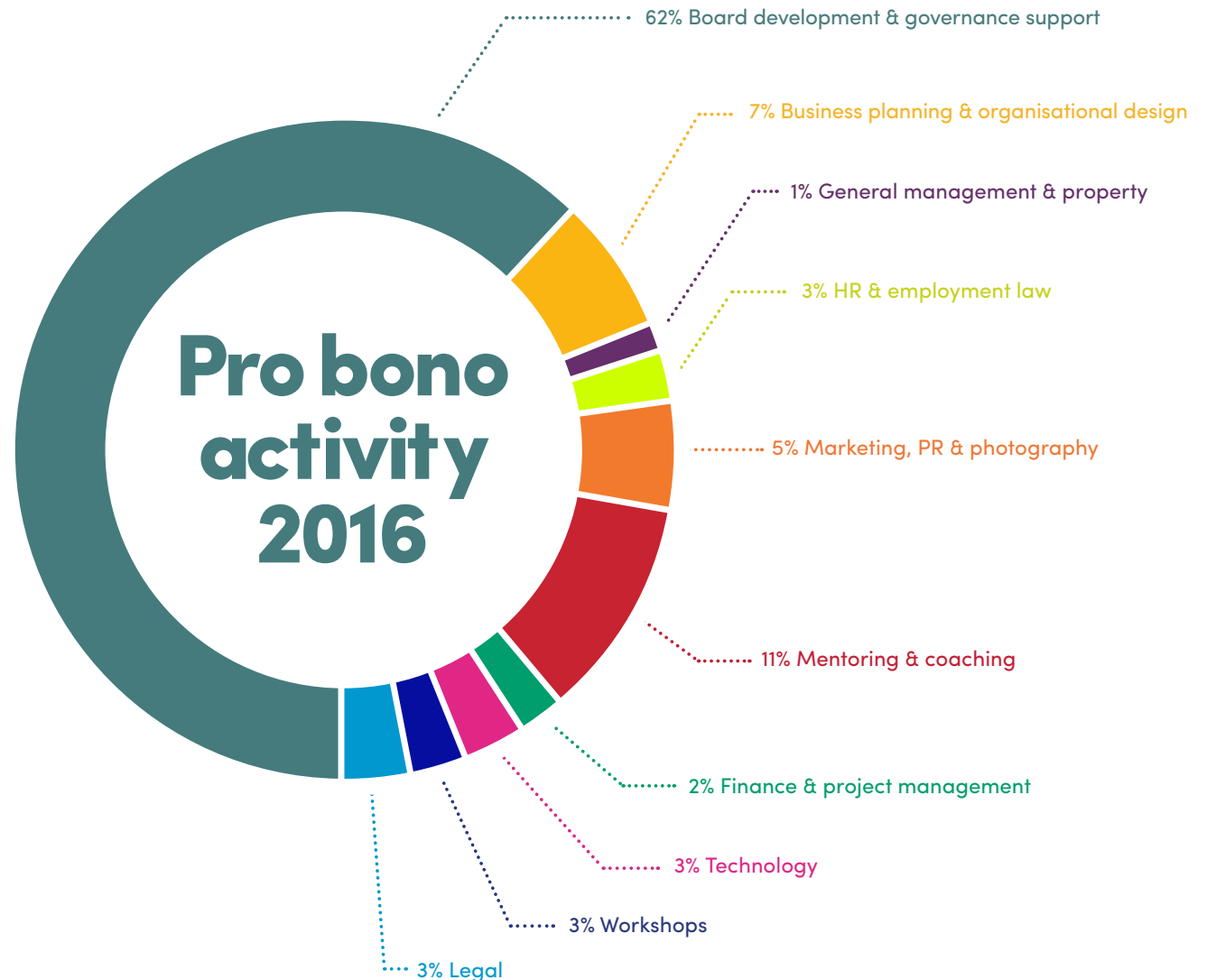
# Non-financial Investment

## We help essential charities to become extraordinary charities.

Having built strong, trusting relationships with each charity over the lifetime of the fund, our Performance Advisors have in-depth knowledge of the circumstances and challenges faced by our supported charities.

This allows them to use their expertise to help build efficacy, resilience and sustainability from within – a critical factor in the fund’s success and the reason why 20 charities have developed into a fit, dynamic, and responsive portfolio.

As the charities prepare for exit, our network of professional pro bono volunteers continues to be called on to help develop sustainability strategies. The strong connections we have with business and individuals from across the private sector allows the 14:19 Fund to access a deep and varied pool of expertise. In 2016, pro bono activity worth £200,000 was delivered by supporters to 14:19 Fund charities.







## Board Governance Training

A sign of maturity of the 14:19 Fund is evidenced by the increased requests for board governance and development training. Additionally, support in recruiting trustees with specific skill sets has also increased in demand. 16 pro bono supporters currently serve on 14:19 charity boards.

To support this, and to mark European pro bono week, pro bono legal firms, Burness Paull and Gillespie Macandrew, hosted training events in Glasgow and Edinburgh.

The content was focused on the responsibilities of trustees and the role of a board in supporting and challenging senior management, and safeguarding the vision, values and reputation of the charity.

Both events were very well attended by charities and prospective trustees from the pro bono network.

## Executive Coaching & Mentoring

Pro bono supporters have supported charity leaders through mentoring since the beginning of the 14:19 Fund. In 2016, the relationship established with one supporter, Drew Cameron, has evolved into a bespoke, personally-focused programme for all senior charity leaders.

This programme was built on the outstanding success of Drew's executive coaching with leaders at Street League, FARE and Impact Arts. His method of working not only benefits the senior leaders of the organisations but it is delivered in such a way that they can then cascade it to more junior members of their management team, creating a lasting legacy for each organisation.

This programme aligns perfectly with the goal of promoting long-term sustainability for the fund.

## Collaboration

A pro bono collaboration with the University of Edinburgh student organisation, FreshSight supported one 14:19 Fund charity, RUTS.

FreshSight is a unique, student-led consultancy where students are matched with selected charities to help them innovate, grow and bring new ideas to market. They worked with RUTS over a period of eight weeks supporting the development of a new business plan.

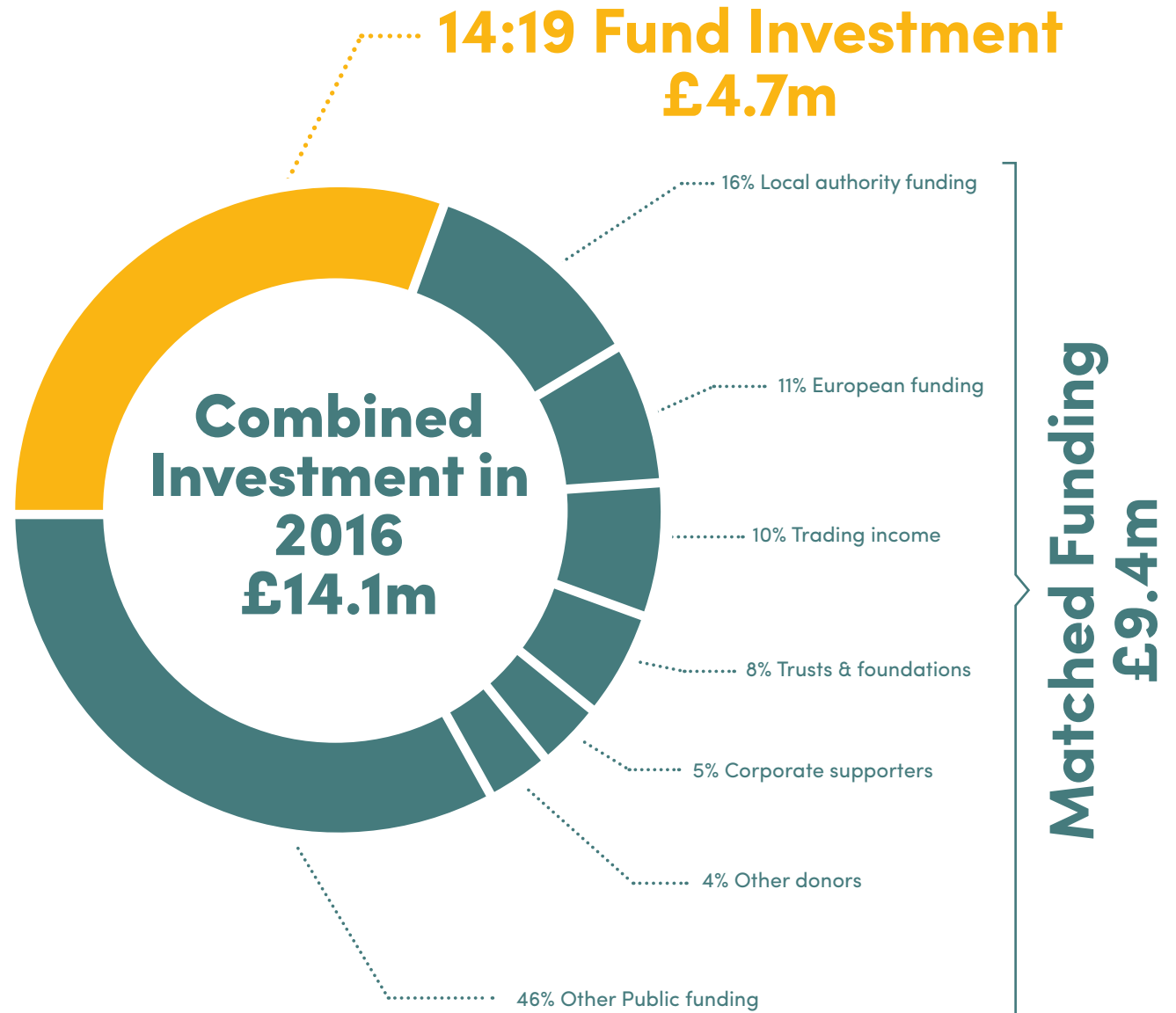
# Financial Investment

We help charities to maximise their social impact and rigorously evaluate performance to continuously improve and develop.

In 2016, £4.7m was invested directly into the 14:19 Fund of 20 charities.

A record £9.4m of matched funding was secured by charities against the 14:19 Fund investment. This represents the fifth consecutive year the level of matched funding has increased.

Charities continue to diversify income streams and ensure investment works hard to leverage additional funding as part of each charity's planned exit.







# Spotlight on the 14:19 Portfolio

**We work  
together and  
get results.**

The 14:19 Fund portfolio includes charities of different sizes and geographical coverage, many of which are engaging in enterprising activities, and developing innovative partnerships to increase the impact of their work. Much of this organisational transformation has been made possible by the long-term funding and focused, tailored support each charity receives from Inspiring Scotland through the 14:19 Fund.

The following is a selection of highlights from the portfolio.



# Developing Corporate Partnerships

Building partnerships and fostering deeper collaboration is a central tenet of Inspiring Scotland's model and, thanks to eight years of support through 14:19, FARE has done just that.

In 2016, FARE secured three new corporate partnerships which brought new funding, increased corporate employee engagement, geographical expansion and, most importantly, more employment opportunities for young people.

Through an introduction by Comic Relief, FARE was selected to receive £50,000 from a British Airways staff vote. This funding enabled FARE to employ five young people on a Modern Apprenticeship. However, the relationship has been much more than the funding; members of staff have become engaged in FARE and are now FARE ambassadors, payroll giving is being considered and one employee has joined the board.

The Wheatly Group, a Housing Association umbrella body, approached FARE to partner in delivering an employment programme offering 80 Modern Apprenticeships in their housing and environmental services departments.

The Wheatly Group also introduced FARE to Gingerbread who work with Marks & Spencer's to deliver its Marks & Start programme offering job placements and the possibility of full employment across its stores. FARE now supports Gingerbread to deliver the programme in Scottish stores. This partnership is helping FARE accelerate its plan of expanding into new geographical areas.



**Each of these new corporate partnerships offers something very different to FARE, and we're delighted to be associated with such strong and well-regarded brands. Importantly, they are offering up new employment opportunities for young people, but they are also part of our exit from 14:19 Fund, replacing funding and introducing people with new skills who can help our organisation continue to grow.**

- Jimmy Wilson, *Chief Executive of FARE*





# Award winners

“  
The award is fantastic recognition from our industry peers and testament to our staff and to the managers who have worked so hard to help alleviate disadvantage and the poverty that our participants face.”

Since working with Inspiring Scotland, Street League has dramatically increased their scale and geographical reach as well as the number of young people it has supported into positive destinations of education, employment and training.

Street League won the Youth Employability: Removing Barriers Award at the 2016 SURF Awards. The SURF Awards, which identify and celebrate success in revitalising Scottish communities, are delivered each year by SURF – Scotland’s Regeneration Forum, in partnership with the Scottish Government.

On winning the prestigious award, Street League Scotland’s Managing Director, Dougie Stevenson said:

**Moving someone into work is one of the most difficult yet rewarding things you can achieve and getting 1,024 young people into employment, education and training is no small feat, with over 600 jobs being secured last year.**



## Social Enterprise Activity in Action

Building organisational resilience and sustainability, and diversifying funding sources, has been an important focus of 14:19 since day one. With the help of our Performance Advisors, and input from experts in our pro bono network, enterprising activity has continued to expand across the 14:19 Fund.

Inverness-based Calman Trust has a long-established history of social enterprise activity and has embedded this into the programme offered for young people. Artysans Café in Inverness is a thriving, well-regarded business located in the town centre and provides great training and employability opportunities for young people. The success of this has led to Calman opening another café in Muir of Ord providing outside catering. Calman also took over a soap business and rebranded the product as Ness Soaps. Manufacturing takes place in-house and the sales outlets are through the cafés and local tourist services.

On joining the 14:19 Fund, it was clear that diversifying income was vitally important to ensure the sustainability of Murton Trust. Following a suggestion and feasibility study by Inspiring Scotland and pro bono support, Murton established a nature reserve and tea room as a social enterprise. The development and ongoing management of both is integral to the programme young people engage with. 2016 was a record year for visitors to the tea room and nature reserve, which is vital as the Trust prepares for replacing 14:19 Fund investment and then exit.

Callander Youth Project's development of the 5-star youth hostel and organisational transformation has been documented in previous reports. The youth hostel is now operating at capacity, surpassing initial forecasts, and the café has started to rapidly increase sales due to many overnight guests using the facilities. The staff team at Callander have also been recognised for their commitment with Managing Director Chris Martin winning the Exceptional Employee award at Scottish Charity Awards 2016.









## Expanding into New Geographical Areas

Yipworld, based in Cumnock, East Ayrshire, has been providing personal and social development to young people in nine secondary schools in East Ayrshire since 2009. In 2016, buoyed by the support to increase scale and the rigorous evaluation put in place by the 14:19 Fund, Yipworld believed young people in North and South Ayrshire could also benefit from their model and used the evidence gathered from the beginning of 14:19 Fund investment to make the case for expansion.

As a result, Yipworld is now Ayrshire-wide, working with four schools in North and South Ayrshire. Although Yipworld has only been working for a short time in these schools, its experience and expertise are already being called on to help more young people and, increasingly, young people with more challenges. Often these young people have multiple problems in relation to family breakdown, poor housing and poverty, mental health problems, and substance issues.

Working towards softer outcomes and milestones are key to helping young people re-engage with education as well as helping them make more positive lifestyle decisions. For some young people, the Yipworld sessions would be the only school class they would attend.

The schools are delighted with the additional support and Yipworld is pleased to be able to use its knowledge, experience and ability to help more young people across Ayrshire - all part of Yipworld's planned exit from the 14:19 Fund.



## Ministerial Engagement

The Minister for Employability and Training, Jamie Hepburn MSP, visited nine 14:19 Fund charities in 2016. He also attended the fund portfolio day in November where he thanked the 14:19 Fund charities for their significant contribution to reducing youth unemployment in Scotland and commended the charities on their work in closing the attainment gap and supporting young people throughout their journey to a successful, sustainable positive destination.

# Case Studies

**The 14:19 Fund aims to help young people in Scotland realise their potential and lead fulfilling lives.**

**These case studies are just three of the 5,003 young people helped in 2016 who were at risk of missing out on education, employment or training because of circumstances beyond their control; because of the area they live in, a difficult home life or because of their additional needs.**



# Dion's story: Building confidence and aspiration

Struggling with undiagnosed dyslexia and lacking guidance and support to find the right path, Dion was at risk of quietly falling through the net. She came to Tomorrow's People lacking confidence and looking for help to find the right next step after studying childcare at college.

Staff soon realised Dion was presenting several indicators of dyslexia, although there was no mention of it in any paperwork. When asked, Dion felt relieved to be able to talk about her difficulties, although she had never received any support at school or college.

Support from Borders Dyslexia Centre was sought and small changes for Dion were implemented: printing her paperwork onto coloured paper and installing a coloured filter over her computer screen. The huge benefits of these two seemingly insignificant changes became immediately apparent.

Dion found it easier to take on board written information and immediately became more expressive and confident. Within days, a new Dion began to emerge. Job searches and online applications became tasks she could undertake on her own instead of being challenging tasks to complete.

She completed her college application to study hairdressing with very little assistance or interference. She became more focused, productive and competent and asked for help when she needed it; she interacted with the group more and seemed more positive.

As part of the course, Dion was completing a John Muir Award building bird boxes and it was immediately apparent that Dion was already proficient with power tools and completely at ease in this workshop environment.

Dion then disclosed she felt applying for hairdressing was a mistake and she now wanted to study carpentry and joinery. This was a significant moment: not only had Dion made a positive decision about the career path she wanted to follow, she now had the confidence to pursue it and was genuinely excited about her career taking a new route.

Dion is now at Borders College studying the Creative Industries Introduction course and loving it.

**For Dion who started the project 10 weeks ago, low in confidence and self-esteem, this would seem an altogether unlikely outcome. We are delighted that she has moved on with an understanding of what she wants to do with her life, and a new confidence in her ability to achieve her goals.**

- Tomorrow's People



**Barbara's achievements have been amazing and have not gone unnoticed as Barbara has just been awarded Young Citizen of the Year for Cumnock in recognition of her caring responsibilities and the positive changes she has made in her own and others' lives.**

- East Ayrshire Carers

## CASE STUDY – EAST AYRSHIRE CARERS

# Barbara's story: Supported to re-engage

As a young carer to two young relatives, Barbara's home life led her to become socially isolated and she began falling behind in school.

Barbara is 15 and registered as a young carer at the beginning of 2016 due to her parents becoming foster parents for family members who were removed from their family through substance issues.

The boys had severe behavioural problems. However, Barbara bonded with the boys and focused her time on supporting them. Her mum was concerned about the impact of this on her at a critical time in her school life. She felt she was isolated and withdrawn and her school attendance was becoming an issue. Barbara did not seem to have any friendship groups in either her home town or at school.

Barbara began to attend weekly groups for young carers where she was encouraged to make friends but also think about her

future aspirations and she was helped to build emotional resilience. She was accepted onto East Ayrshire Carers, Alpha Venture Programme and completed strength finder modules on 'My World of Work' which led her to start thinking about her future.

Barbara became more and more engaged and after her return from a week long residential trip to Arran (in partnership with National Trust for Scotland) staff reported that she participated in all activities and offered support and advice to new comers to the groups.

Her school noticed an improvement in her attitude and her attendance improved significantly. While her home life and family situation is changing again Barbara has continued to use East Ayrshire Carers support service and has maintained her attendance at school during this very difficult time.





## CASE STUDY – ACTION FOR CHILDREN

# Andrew's story: A pathway to employment

Growing up, Andrew had to deal with a wide range of challenges in his life. After struggling to cope with a close family bereavement, his behaviour took a turn for the worse as did his engagement in school. He became involved in gang behaviour, substance issues, and ended up in the criminal justice system. He left school in fourth year with very few qualifications.

He started working with Action for Children through the Challenge programme, which for many young people is an introductory programme building confidence and employability skills but also, importantly, making a positive improvement towards an identified community issue.

This offers a pathway on to a more formal structured course. For Andrew, this was Action for Children's Youthbuild - a 34-week construction based training programme, which he started in April 2016.

Andrew made a massive effort through the programme to ensure he was ready to start his 26-week placement in construction. He also gained SQA Level 4 - Health & Safety in a Construction Environment, CSCS Test and Green Card, Asbestos Awareness, Manual Handling, Vehicle Reversing Marshall and PASMA - all of which are vital for a career in construction. Andrew was offered a placement with Phil Davies, a painting and decorating company, where he impressed the employer over his 4-week trial and was offered permanent employment.

Andrew's keyworker applied for funding through Action for Children's Barclays Best Foot Forward funding for £350 worth of tools for his job. As a result, his employer feels Andrew can work more independently. Andrew has now been in paid employment for 9 months and plans to move onto an apprenticeship in 2017.

**Andrew was delighted to receive a placement in painting and decorating and has had great reviews from his employer. Andrew has made significant changes in his life from where he was when he joined the programme and continues to do well in work.**

- Jackie Adams, Action for Children Project Worker

## CASE STUDY – CMS

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# Privileged access to a leading international law firm

For many charities, negotiating complex property leases or dealing with difficult HR issues can have a serious effect on their day-to-day work simply because they lack the financial resources and capacity to deal with them.

Thanks to our pro bono network, several charities have been able to access free expert legal advice with law firm CMS.

CMS is a long-standing pro bono supporter of Inspiring Scotland and the relationship has grown and evolved over many years.

Inspiring Scotland's relationship with CMS is primarily with the CMS Scottish offices, and with its award-winning Glasgow team in particular. Chris Rae, CMS Partner specialising in the Real Estate and Construction sector, and pro bono Partner for CMS, leads the relationship with Inspiring Scotland.

Chris has grown to become the 'go-to person' for all property-related matters.

**Chris has a remarkable capacity to process the information very succinctly and in great detail, usually by return. He has a remarkable talent for getting right to the heart of what can often be best described as "landlord friendly" contracts, instantly saving our organisations a huge amount of precious funding, and substantially reducing the risks they face had they not asked for pro bono assistance.**

- Elaine Crichton, *Pro Bono Executive*





Beyond property needs, Chris has recently involved other partners and specialisms from the broader CMS team.

**CMS offers a fast, effective professional service and we have deployed their expertise to help us with third party negotiations, closing financial contracts and with human resource planning. The relationship with CMS offers much greater security and oversight on business matters while giving a very professional view of our organisation to external agencies.**

**The pro bono service through Inspiring Scotland has enabled Street League to reduce necessary operational and legal costs and therefore ensures more of our funding reaches front line services.**

- Dougie Stevenson, *Managing Director Scotland, 14:19 Fund Charity Street League*

And the generous support of CMS and Chris Rae does not stop there: CMS very kindly permit Inspiring Scotland to regularly host meetings and seminars in the CMS offices in Glasgow, Edinburgh and Aberdeen. This use of high-quality city centre office space delivers massive value to Inspiring Scotland. Chris has also organised introductory meetings with potential new pro bono partners who may be able to deliver a broader range of support beyond legal services to Inspiring Scotland, the potential value of which is enormous.

# Portfolio of Charities

The charities in the 14:19 Fund portfolio:



Aberdeen Foyer



Action for Children Scotland



Callander Youth Project Trust



Calman Trust Ltd



East Ayrshire Carers Centre



Enable Scotland



Family Action in Rogerfield and Easterhouse (FARE)



Get Hooked on Fishing



Hot Chocolate Trust



Impact Arts



Move On



Murton Trust for Education and the Environment



Rural and Urban Training Scheme (RUTS)



Showcase the Street



Station House Media Unit



Street League



Tomorrow's People



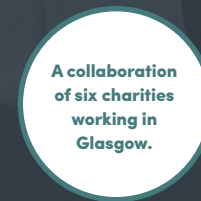
Tullochan



The Venture Trust



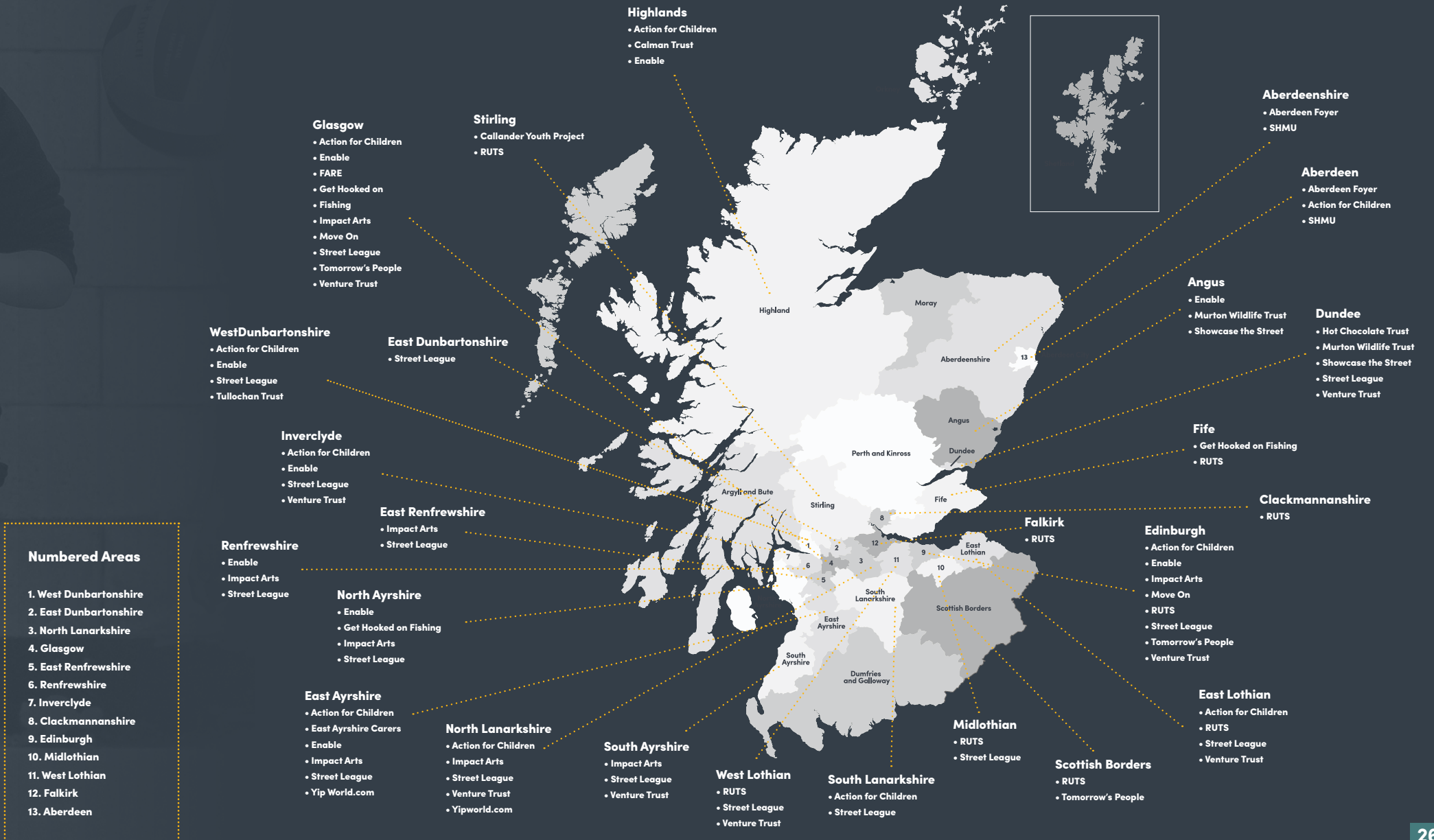
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Connect 2



# Areas of Operation



- Highlands**
- Action for Children
  - Calman Trust
  - Enable

- Glasgow**
- Action for Children
  - Enable
  - FARE
  - Get Hooked on
  - Fishing
  - Impact Arts
  - Move On
  - Street League
  - Tomorrow's People
  - Venture Trust

- Stirling**
- Callander Youth Project
  - RUTS

- Aberdeenshire**
- Aberdeen Foyer
  - SHMU

- Aberdeen**
- Aberdeen Foyer
  - Action for Children
  - SHMU

- WestDunbartonshire**
- Action for Children
  - Enable
  - Street League
  - Tulloch Trust

- East Dunbartonshire**
- Street League

- Angus**
- Enable
  - Murton Wildlife Trust
  - Showcase the Street

- Dundee**
- Hot Chocolate Trust
  - Murton Wildlife Trust
  - Showcase the Street
  - Street League
  - Venture Trust

- Inverclyde**
- Action for Children
  - Enable
  - Street League
  - Venture Trust

- East Renfrewshire**
- Impact Arts
  - Street League

- Fife**
- Get Hooked on Fishing
  - RUTS

- Clackmannanshire**
- RUTS

- Renfrewshire**
- Enable
  - Impact Arts
  - Street League

- North Ayrshire**
- Enable
  - Get Hooked on Fishing
  - Impact Arts
  - Street League

- Edinburgh**
- Action for Children
  - Enable
  - Impact Arts
  - Move On
  - RUTS
  - Street League
  - Tomorrow's People
  - Venture Trust

- East Ayrshire**
- Action for Children
  - East Ayrshire Carers
  - Enable
  - Impact Arts
  - Street League
  - Yip World.com

- North Lanarkshire**
- Action for Children
  - Impact Arts
  - Street League
  - Street League
  - Venture Trust
  - Yipworld.com

- South Ayrshire**
- Impact Arts
  - Street League
  - Venture Trust

- West Lothian**
- RUTS
  - Street League
  - Venture Trust

- South Lanarkshire**
- Action for Children
  - Street League

- Midlothian**
- RUTS
  - Street League

- Scottish Borders**
- RUTS
  - Tomorrow's People

- East Lothian**
- Action for Children
  - RUTS
  - Street League
  - Venture Trust

## Numbered Areas

1. West Dunbartonshire
2. East Dunbartonshire
3. North Lanarkshire
4. Glasgow
5. East Renfrewshire
6. Renfrewshire
7. Inverclyde
8. Clackmannanshire
9. Edinburgh
10. Midlothian
11. West Lothian
12. Falkirk
13. Aberdeen

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