

14:19 Fund

2017 ANNUAL REPORT



INSPIRING

SCOTLAND





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Chairman's Introduction

Youth unemployment in Scotland has greatly improved over the last nine years and the 14:19 Fund has made a significant contribution to that.



I am very proud to introduce the ninth and penultimate 14:19 Fund Annual Report – and to present another record year of impact for Scotland’s young people.

Throughout the last nine years Inspiring Scotland has worked alongside charities supporting young people to gain the confidence, self-esteem, skills and experience they need to progress into education, employment or training.

As we progress into our final year, we are on track to achieve our ambitious founding aim of helping 35,000 young people to progress to education, employment and training. Tens of thousands more young people have been supported to gain important qualifications, develop social skills and confidence, and have the self-belief to continue their journey.

Youth unemployment in Scotland has greatly improved over the last nine years and the 14:19 Fund has made a significant contribution to that. This is something of which we all – investors, supporters, charity staff, and pro bono volunteers – should be extremely proud. However, we know there is more to do.

At Inspiring Scotland, we strive to continuously learn from the work that we and our supported charities do and to share that knowledge with our charities and the wider sector. It is by developing more effective and sustainable practices and services across our portfolio that we are having greater social impact and helping more young people each year.

This experience has allowed us to see beyond the surface of the issues and has enabled our charities to access young people living with greater challenges and often further from the support they need. Our supported charities are now tackling problems that are less about volume, but rather the depth and complexity of challenges faced by young people and the care, time and commitment required to improve their life chances.

Based on what we have learnt over the last 10 years, there remains a considerable and ongoing need to help those young people who face multiple challenges on their journey to a happy, healthy and fulfilling life. Inspiring Scotland and its partners must – and will – address this need.

I would also like to thank Niall Lothian for his nine years of hard work, dedication and generosity as Chairman of Inspiring Scotland. I am honoured to have taken over this role in January of this year and will continue to take the mantle forward as we strive for a Scotland without poverty or disadvantage.

A.Sinclair Dunlop, Chairman of the Board of Trustees

14:19 Fund Progress Jan 2009 – Dec 2017

 **57,986**

Young people supported.

 **£48.3m**

14:19 Fund investment.

 **31,096**

Positive destinations.

 **£64.6m**

Income leveraged.

 **68,084**

Progression milestones.

 **£112.9m**

Combined investment.



Social Impact

On track to help 35,000 young people into employment, education or training.

Over the life of the 14:19 Fund, it has increasingly supported young people who face multiple and complex economic, social and emotional challenges, through no fault of their own, and often compounded by generations of poverty and disadvantage. In order to overcome these challenges, and to go on to gain qualifications and enter sustainable employment, education or training, young people need person-centred support, which is exactly what the 14:19 Fund delivers.

In 2017, the 14:19 Fund has again increased its social impact; helping more young people, who are most in need and who need help for longer.



9,125

Young people were supported by 14:19 Fund programmes in 2017.

This represents a 14% increase on the number of young people who were supported in 2016.



10,499

Progression milestones were achieved by young people.

14:19 Fund activity provides an alternative learning environment for young people who have not thrived in the school environment. Progression milestones include Scottish Qualification Authority Awards, Award Scheme Development, Accreditation Network Awards, John Muir Awards, Duke of Edinburgh Awards, Saltire Awards and industry-specific qualifications such as nationally recognised certification in construction, health and safety, machine handling and power tools.



20,882

Soft outcomes achieved by young people.

Soft outcomes are key life skills and include improved confidence, self-esteem and resilience, and are vital steps towards engagement with work, learning or training.



 **5,234**

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

14:19 Fund charities take a person-centred and flexible approach to supporting young people as the journey to employment, education or training can be long, and many young people remain engaged with programmes over a longer period. Across the 14:19 Fund the average length of time to achieve positive outcomes of employment, education or training is 38 weeks – but it could be as long as five years.



The power of the portfolio – Connect 2

The portfolio approach creates a collaborative network for sharing knowledge and experience. But it also creates opportunity for charities to increase their scale and reach and help more young people. The Connect 2 programme, which is delivered by five 14:19 Fund charities in support of Glasgow City Council’s (GCC) initiative to re-engage some of the hardest to reach young people post-16 years of age, continues deliver a strong performance on positive destinations. 2017 saw significant progress with outcomes ahead of expectations despite the multiple challenges faced by many of the young people. The impact of this collaboration between 14:19 charities meant when one 14:19 Fund charity ceased to operate in Glasgow, all young people were seamlessly transitioned to the four other charities involved in the Connect 2 partnership.

The profile of our young people

In 2017, we commissioned analysis from FMR Research to better understand key characteristics, challenges and the role of 14:19 Fund programmes in supporting young people. The research reviewed the profiles of 200 young people engaged in fund programmes. These are some of the key findings.

Multiple and complex challenges to overcome

Most young people have multiple and complex challenges in their personal lives to deal which impacts on their ability to enter employability. The main challenges facing young people were identified as:

- lack of confidence or self-esteem
- mental health or anxiety issues
- lack of family support or issues with their family
- lack of qualifications or work experience
- learning difficulties, such as ADHD or dyslexia
- experience of care
- adverse childhood experiences or trauma in their life

The secret to the success – motivation and person-centred support

The key to the 14:19 Fund success is the person-centred support provided to young people alongside employability support. A central pillar of this work is to build young people's confidence and self-esteem but the following supports were also commonly provided:

- one-to-one support, mentoring or counselling, including support with mental health, anxiety, emotions and relationships
- group work and/or team building support
- practical or creative skills workshops or tasters, such as fishing, cycling, cookery, music and/or trips/visits and residential pursuits
- personal development workshops
- support with independent travel or living

80% of young people taking part in 14:19 Fund programmes had negative school experiences. This included underachieving, low attainment, bullying, isolation, poor attendance or timekeeping.

Happier, more resilient and confident young people

The 14:19 Fund supports changes in young people's employability prospects, but also helps them to be happier, more resilient and focused individuals, with improved confidence and independence. The most commonly-cited changes for young people were:

- improved confidence and self-esteem
- found or retained employment
- improved relationships or made friends
- knowing what they want, having a plan or being more focussed
- financially more secure, able to pay rent or having a secured tenancy
- gained qualifications, experience or new skills
- independence
- started/sustained training, college or university

Building a passion in life and future careers

Young people have been supported not just into any job – but to think carefully about what the right job and career path is for them. Young people have found a purpose and passion in life, developed the confidence, resilience and skills to pursue their passions and built self-esteem and social skills. This support has changed the mindset of many young people, recognising that their opinions, skills and experiences are valuable in society. The 14:19 Fund provides post-destination support in a high proportion of cases to ensure that positive outcomes are sustained.



Non-financial Investment

Inspiring Scotland pioneered the Venture Philanthropy model in Scotland. This model supports essential charities to become extraordinary charities and changes the lives and life chances of young people across Scotland.

Performance Advisor

The role of the Performance Advisors is central to the venture philanthropy model. Our dedicated team of experienced Performance Advisors have worked closely with each charity to build positive, trusting and honest relationships. With the continuity of a long-term relationship and a deep understanding of each organisation, tailoring support to each charity's unique circumstances. In year nine, this support has focused on performance management, realisation of exit plans alongside sustained organisational resilience. Independent Evaluation undertaken by Research Scotland in 2017² found the following support provided by Performance Advisors as being particularly valuable to the 14:19 Fund:

- Strengthening strategic business planning processes;
- Development of risk management strategies;
- Strengthening financial management including the ability to undertake a cost-benefit analysis;
- Developing the skills of senior leaders and chief executives within the organisation;
- Accessing specific expertise when required – such as legal advice, marketing support, business mentoring and property development support;
- Securing new board members with key areas of expertise.

²Independent evaluation of the 14:19 Fund by Research Scotland, 2017

Pro bono

The pro bono network of over 400 professional volunteers continues to play a vital role in complementing and enhancing the tailored development support offered to the 14:19 Fund.

During 2017, pro bono support activity worth £165,000 was delivered to 13 of the 20 charities in the 14:19 Fund portfolio. In addition to this, three new Board appointments were made, bringing the total number of pro bono supporters currently on 14:19 Fund boards to 20.



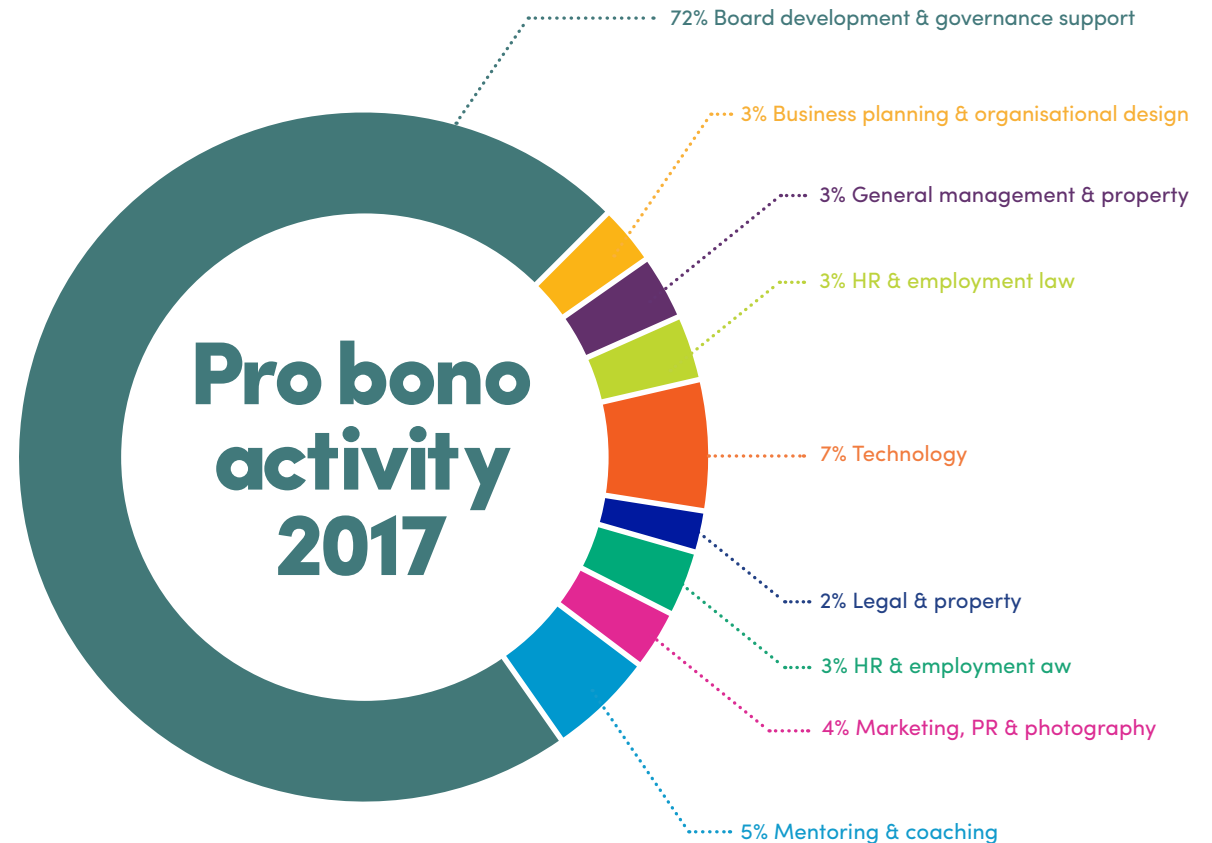
Pro bono highlights in 2017

Securing Move On a £40,000 VAT rebate

14:19 Fund charity Move On requested additional support on the treatment of VAT pertaining to their Fareshare social enterprise. With a pro bono supporter and VAT expert within the pool, Angela Bedi was connected with the charity and agreed to offer her support. Angela undertook a historical VAT review and discovered Move On had been overpaying for several years. Angela guided the finance team through the VAT rebate process which resulted in a £40,000 VAT return. Angela recorded her pro bono hours at a value of £3,400 which delivered more than 10 times that in value to Move on.

It has been fantastic working with Angela. She has been an amazing source of expert advice, patience and industry knowledge. She has volunteered a considerable amount of her time to walk us through a complex VAT registration process. With her guidance and support, we were able to backdate our claim, resulting in a repayment of almost £40k. The financial benefit to Move On is clear, but Angela's involvement has also helped improve our understanding of the complexities of VAT, develop the necessary systems to manage it and has given us much greater confidence that VAT registration can be a positive step forward for Move On.

- John Hinton, *Chief Executive of Move On*



Growing Venture Trust's social enterprise

Over the life of the 14:19 Fund, pro bono work to support the development of Venture Trust's social enterprise, Venture Mor, and its 4-star hostel has been ongoing. In 2017, we connected the charity with pro bono supporter, and Tourism Consultant Rory Malcolm to undertake a range of in-depth reports on marketing, positioning and competitive landscape. This independent research helped the Board of Trustees robustly assess the business and identify opportunities for development.

Rory's experience and expertise has been invaluable in guiding us. It also came at a crucial time for the social enterprise and has enabled us to develop a sound business case for continued development of the youth hostel and more broadly how we generate greater impact. Rory has an intuitive approach to getting at the issues and his observations and logical approach to understanding our business, our day to day operations coupled with an in-depth analysis of the wider market has given us confidence to move ahead. It has been an absolute pleasure to work with Rory.

- Amelia Morgan, Chief Executive of Venture Trust

Legal, HR and Employment advice

Legal, HR and employment advice has been consistently requested by 14:19 Fund charities. In the past year, 19 requests were fulfilled by pro bono supporters including HR advice at Callander Youth Trust. Move On also benefited from an in-depth HR benchmarking and contract review, vital to an organisation where staff numbers are growing.

Trustee Recruitment

An added benefit of the pro bono programme is the bespoke matching service it provides to charities seeking board members. This increases the resonance and the likelihood of a successful match with a board member who is invested and will serve a minimum term.

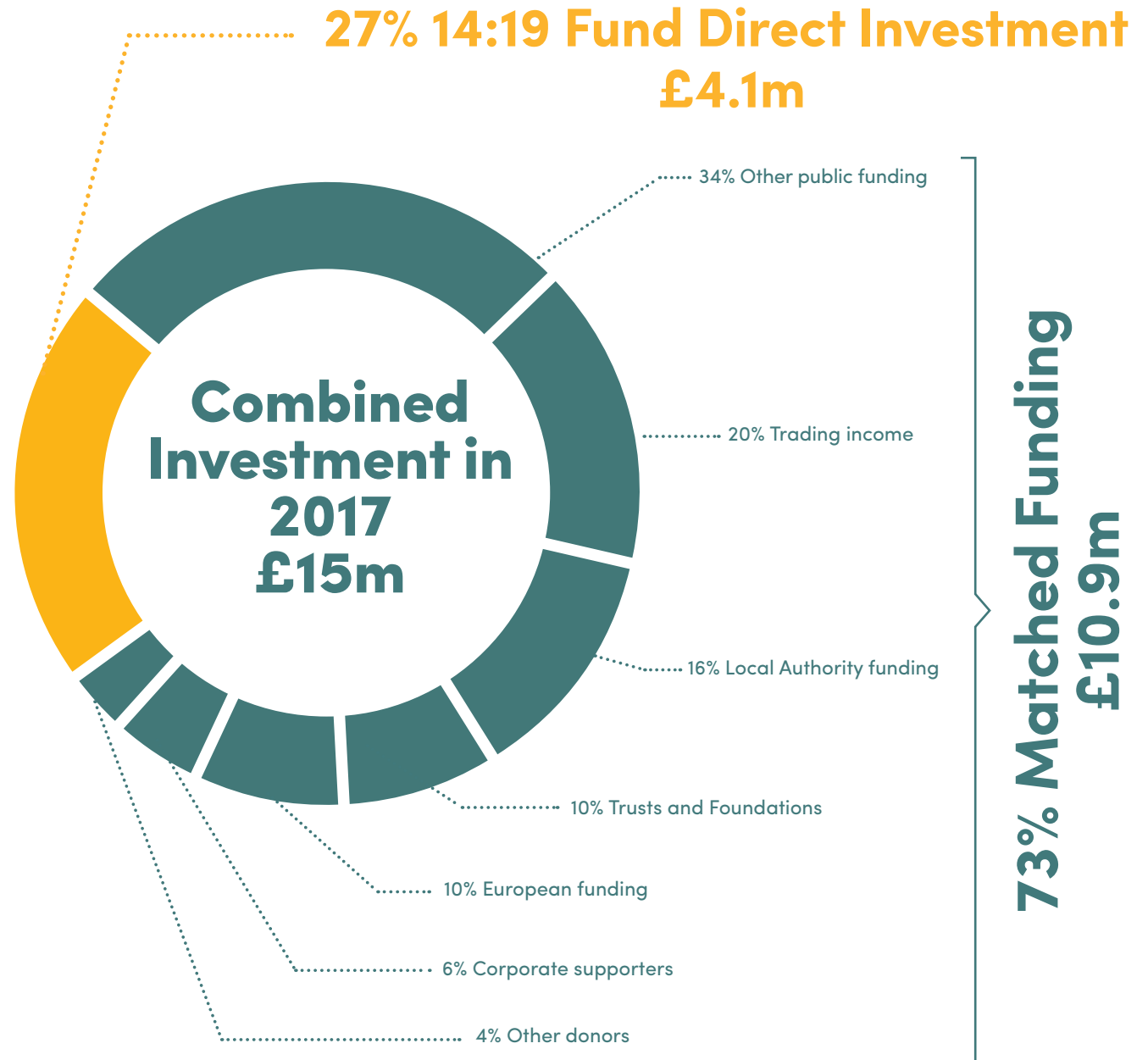
Pro bono support had been instrumental in strengthening the governance at board level by sourcing and successfully matching high calibre board members. For some charities this has been transformational.

Financial Investment

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

In 2017, £4.1m was invested directly into the 14:19 Fund of 20 charities.

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



Matched Funding

A fund record £10.9m of matched funding was secured by the portfolio against the 14:19 Fund direct investment. This outstanding achievement represents the sixth year of consecutive growth and a 16% increase from 2016 in an increasingly shrinking and difficult fundraising environment.

The matched funding is generated from a range of sources strategically targeted by each charity in the portfolio. There has been significant movement in some sources of matched funding, with trading income generated by the portfolio up from 10% in 2016 to 20% of the matched total in 2017.

Findings from the Independent Evaluation undertaken by Research Scotland in 2017 indicated the portfolio had been able to attract additional matched funding because of:

- the stability that 10-year 14:19 investment has provided;
- the flexibility in how the 14:19 fund investment can be used;
- an increased focus on demonstrating results;
- the ability to pilot approaches and demonstrate success;
- the development of a business-like approach within the organisation;
- increased organisational confidence and boldness about decision making;
- the status, profile and reputation that being selected for 14:19 funding has given the organisation.



Case Studies

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

In this penultimate report, these four case studies reflect some the different challenges faced by young people and how the work of the 14:19 Fund has, over time, helped them to overcome these challenges and realise their ambitions.

Kevin's Story: Faith in myself

My life could so easily have turned out a different way if it wasn't for FARE.

I didn't have the best start in life. In fact, those early years were pretty tough. Living in the east end of Glasgow, I was brought up in a single parent household and my Dad died when I was 12 years old.

By age 14 I would describe myself as an angry wee man. I had been kicked out of School. I had no direction in my life, I had picked up 12 Police charges and spent my time kicking about the streets of Carntyne. It was on the streets of Carntyne that I encountered FARE aged 16, and I began to get involved in their programmes.

I remember when FARE first suggested I go to College I said: "Nobody in my family goes to College," and I've gone on to complete an Honours Degree! If it wasn't for FARE's ongoing support and commitment my life could have been so different."

I had no qualifications and no faith in myself or an idea of what I could do with my life. But FARE did: they offered me the opportunity to apply for an apprenticeship with FARE to gain an Scottish Vocational Qualification (SVQ) level 3 in Youth Work. I didn't think I could do it, but I got the job.

After completing my SVQ, FARE suggested I go on to apply to College to do a Higher National Certificate which I passed, and it was FARE who suggested I don't stop there and I had the potential to go on to University. In December 2017, I graduated with an Honours Degree from the University of Glasgow.



Emma's Story: The confidence to get on

In 2008, Emma moved to the Stirlingshire town of Callander. She had left school two years earlier and hadn't left the safety of her bedroom since.

I had left school so long ago, I had become scared to go outside and had developed agoraphobia.

An opportunity for an administration role at Callander Youth Project (CYP) proved to be a critical turning point in Emma's life. Through the 14:19 Fund, Callander Youth Project had just purchased a new building and was developing their employability programme for young people. Part of this development was the creation of an administration role.

A friend convinced Emma to apply for Job Seekers Allowance, and as a result she found out about Callander Youth Project and applied for an administration role. Looking back, she's amazed she made it to the interview which she describes as "the most terrifying experience of her life."

Emma was given the opportunity to complete a Business Administration Apprenticeship over two years, giving her a meaningful accredited qualification post school. But more than this, CYP helped to build her confidence, self-esteem, develop much needed social skills. She also sought medical support for her challenge with agoraphobia for the first time ever.

"CYP taught me how to be human again. I could make eye contact and small talk and hold a conversation with a range of people for the first time in years." As Emma completed her apprenticeship, CYP also supported her to pursue personal interests, connect with the Callander community and think about her career.

Emma was in the process of applying for other jobs when local firm WD Harley Architects approached CYP to ask if they had any young people who would be suitable in applying for a role with the firm. Emma applied and four years on, is still there.

CYT has changed my life, if it wasn't for their support and opportunities I might still be locked in my room.

David's Story: Determined to succeed

During a challenging time of his life, David was unemployed, with limited work experience and a family to support. He was determined to turn his life around but needed direction and support to do this.

David started on the first ever Street League Academy programme in South Ayrshire after meeting 14:19 Fund charity in the local job centre. David had recently moved into a new house with very little personal belongings, no carpets or furniture. He was juggling multiple issues in his personal life and had no family support network. David was lacking in confidence and self-esteem and had the added stress of having his own young family to support.


David had Standard Grade qualifications, but limited work experience and had been unemployed for more than six months. He was determined to provide for his family and was clear he wanted to better his employability prospects and secure full time permanent employment, potentially in the hospitality sector.

David needed support to build his confidence and self-esteem; an understanding of the wider challenges in his life; as well as the opportunity to gain meaningful employability skills.

David worked through the programme, doing well and maintained motivation. Street League introduced him to recruiting manager for SSP Food at Prestwick Airport who offered him an interview for the position of commis chef. He was extremely excited and grateful for the opportunity and spent significant time preparing for his interview with Street League staff.

David was successful in securing the position and started at the airport in 2016. Two years on, David is still employed at the airport on a permanent contract and is now one of their more experienced members of staff, working both 'airside' (through security) and in the main foyer.

Sarah Thomas, Manager at SSP foods, said: "David has been employed by SSP foods at Prestwick Airport for almost two years now. He performs any tasks asked of him to a high standard and is a respected and well-liked member of our team."



I have managed to buy my own house with my partner in the last couple of weeks and will be taking her and our son on holiday in the summer. I'm also currently taking my driving lessons in the hope of getting my driving license in the near future. Without Street League and my job at Prestwick Airport I would not have been able to afford the life that I now have. Things are looking up for me.

Sam's Story: Building resilience*

Sam refused to let her family background hold her back or predict her future, so she turned to Tulloch Trust to help her change her life.

Sam got to know about 14:19 Fund charity, Tulloch in school after taking part in some group activities. She chose to leave school without a positive destination but referred herself on to Tulloch's employability programme. Her home life was unsettled with family members spending time in prison which affected her self-esteem and she often expressed her emotions through anger.

Because she had been part of Tulloch's school groups she knew exactly how Tulloch could help her and was a safety net she could turn to for support. She was focused and committed to her own progression; fully aware that things in the past hadn't been great but she was motivated to change her life and gain skills to move into employment.

Tulloch's employability programme provided a mixture of personal development work, group workshops and team building along with focused employability training. Throughout the programme, Sam enthusiastically applied for a range of jobs, but was deflated at the lack of response from the positions she had applied for. Tulloch staff focused on interview techniques and building Sam's resilience so she could manage set-backs in life.

*The name in this case study has been changed.

Empowered and with new confidence, Sam made fresh applications to local retail businesses and very quickly she was selected for an interview. She was offered her first job and was delighted to start work, become more independent and to step outside the shadows of her family.

Sam continues to work in the same business and enjoys her role.

Tulloch was the thing that helped me see what I could do and how I could do it. I'm happy to be working and I know that if I need them they will always be there.

Thank You



I hope that you have enjoyed reading the ninth 14:19 Fund Annual Report and are as proud as we are of the amazing impact we have achieved together, giving so many young Scots the opportunity to change their lives for the better. It is thanks to all our Investors that we have been able to do so much and we are, and will always be, indebted.

Our Investors have helped us to build long-term strategic partnerships between all sectors and helped to increase long-term funding and develop sustainability and resilience within all our supported charities. Vitally, we have made a life-changing difference to tens of thousands of young people.

2018 is Inspiring Scotland's 10th year and final year of the 14:19 Fund. Over the next 10 years, we will continue to build on these strong foundations.

We will continue to be inspired by the extraordinary commitment, compassion, skill, professionalism and drive of the people we have worked with, including our visionary Investors. We are energised to go even further into the issues we are all so passionate about and seek out more innovative solutions to the most difficult social problems.

As our 14:19 Fund has matured and the charities we support have developed, the services they are able to provide have evolved and grown. This has allowed

organisations to help more young people and support those who need it for longer. However, despite the increase in scale afforded by the 14:19 Fund, with our supported charities consistently supporting around 5,000 young people every year, there are still thousands more young people being referred for support. These young people cannot be left behind, and we must do whatever it takes to help them succeed. It is because of how far we have come and what we learnt, that we know what needs to be done. It is a responsibility we refuse to shy away from.

To do this will take our 10 years of experience, knowledge, and expertise. By supporting those who face the greatest challenges and are most in need, we can help an entire generation to have positive aspirations and the skills, confidence and ambition to achieve them and, vitally, to unlock their drive and determination to contribute positively to a sustainable and flourishing Scotland. To do nothing is not an option.

This is Inspiring Scotland's 10-year challenge. It is our challenge and we will rise to it, but we need others to rise to it too. I look forward to sharing more information about our ambitious plans over the coming months. Thank you.

A handwritten signature in black ink, which reads 'Celia'. The signature is fluid and cursive.

Celia Tennant, Chief Executive of Inspiring Scotland

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



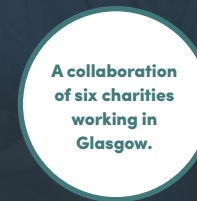
Tullochan



The Venture Trust

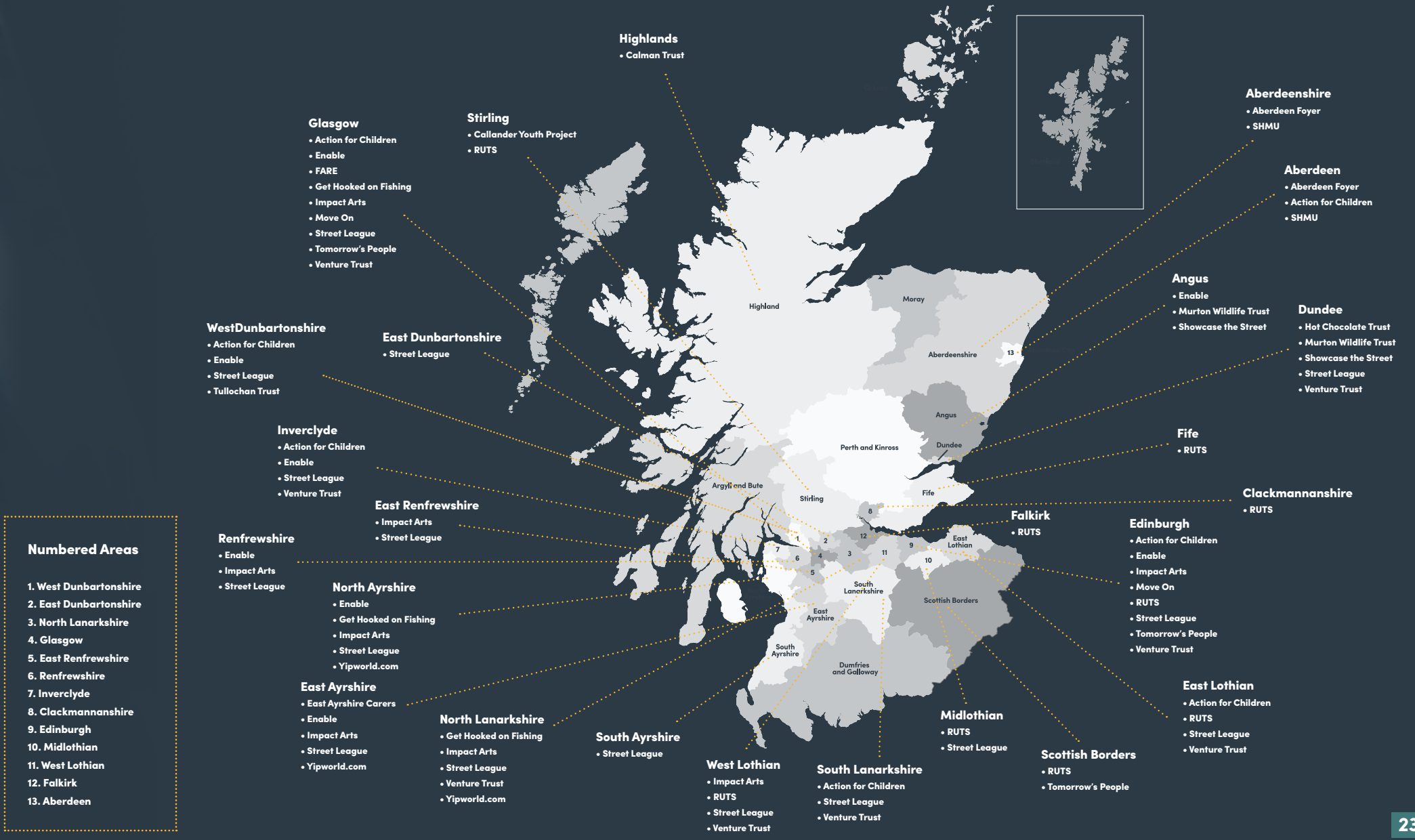


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Connect 2

Areas of Operation



Highlands
• Calman Trust

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
• RUTS

Clackmannanshire
• RUTS

Renfrewshire
• Enable
• Impact Arts
• Street League

North Ayrshire
• Enable
• Get Hooked on Fishing
• Impact Arts
• Street League
• Yipworld.com

Falkirk
• RUTS

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

East Ayrshire
• East Ayrshire Carers
• Enable
• Impact Arts
• Street League
• Yipworld.com

North Lanarkshire
• Get Hooked on Fishing
• Impact Arts
• Street League
• Venture Trust
• Yipworld.com

South Ayrshire
• Street League

West Lothian
• Impact Arts
• RUTS
• Street League
• Venture Trust

South Lanarkshire
• Action for Children
• Street League
• Venture Trust

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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