

# 14:19 Fund Half-Year Report 2018

This interim report reviews the performance of the Inspiring Scotland 14:19 Fund in the six-month period from January to June 2018.

 **5,201**

Young people supported.

 **1,841**

Young people supported into positive destinations.

 **4,581**

Progression milestones achieved.

 **£1.7m**

Inspiring Scotland 14:19 Fund investment.

 **£5.2m**

Matched funding leveraged by 14:19 charities.

**INSPIRING SCOTLAND**



**We have seen the positive effect supporting one young person can have on their family and the wider community, and it is truly inspiring.**

In our tenth year, it gives me great pleasure to introduce the final half-year report for the 14:19 Fund.

This report offers a snapshot of the progress of the fund in its final year and I am pleased to report it is on track to deliver its annual targets. This will mean we will achieve our bold and ambitious aim of securing 35,000 positive destinations for young people, and will have helped tens of thousands more young people to begin that journey.

So far, 32,937 young people have been supported into sustainable positions of employment, training or education.

We are proud of the work Scotland has undertaken to significantly reduce youth unemployment over the last 10 years.

During this time, we have supported a portfolio of 20 charities to help young people to gain the confidence, self-esteem, skills and experience they need to progress.

As our fund has matured and the charities we support have developed and become stronger, the opportunities available to young people have diversified, evolved and grown too.

Our understanding of what works and what is needed has been transformed. This collective knowledge has enabled organisations to provide more of what young people really want and need, and to be there for those who require support

for longer. We have seen the positive effect supporting one young person can have on their family and the wider community, and it is truly inspiring.

For nearly 10 years, the story of the 14:19 Fund has been about people; the young people supported at its heart but also the hundreds of people who have worked tirelessly, doing whatever it takes to help those young people succeed.

None of this would have been possible without dedicated support workers and volunteers across Scotland, committed Pro Bono supporters offering their time and expertise, generous investors pledging their money to ensure this work succeeds, and a host of friends and colleagues who have offered expertise, advice, thoughts and insight to ensure we all do the best for the young people we have sought to help.

The success of the 14:19 Fund will be measured not just in the number of positive destinations secured by young people but by the breadth and depth of the dedicated group of people across Scotland who have risen to the challenge over the last 10 years and will continue to meet the challenges ahead.

Our next report will offer a final look at the impact of the fund over the 10-year period which we look forward to bringing to you in 2019.

Celia Tennant, Chief Executive, Inspiring Scotland

# Social Impact

## Transforming the lives of disadvantaged young people in Scotland

In the final six months of the 14:19 Fund, Inspiring Scotland and the charities we support remain committed to transforming the lives of disadvantaged young people in Scotland. Quarterly reviews were carried out during April and July 2018 and the Fund is maintaining its performance forecast for the year and is on track to reach our ambitious goal of supporting 35,000 young people into employment, education or training over the 10-year life of the 14:19 Fund.

 **5,201**

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

 **1,841**

Young people supported into positive destinations\*.

 **4,581**

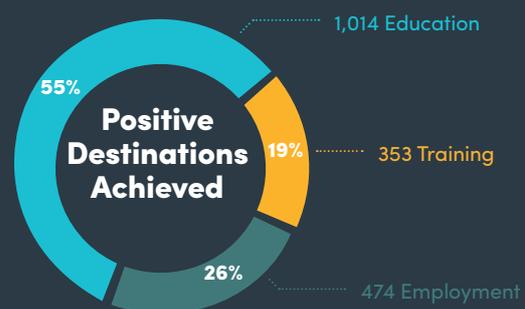
Progression milestones were achieved by young people.

 **7,931**

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

\*The design and duration of 14:19 Fund programmes mean some young people will not have completed a programme at this stage in the year.

The fund continues to support more young people who face multiple and complex economic, social and emotional challenges, through no fault of their own. We know these challenges impact on young people's ability to enter employment, and support to overcome these challenges can mean progress on the path towards employment, education or training may be slower.



## What young people say

This opportunity has helped me to advance in life and made me feel like a contender.

For the first time in my life I know what I want to do, and where I want to go.

They've got me a career and it has changed my life forever probably. If I keep working hard this could be my career for life.

# Non-financial Investment

## We help essential charities to become extraordinary charities.

As has been the case throughout the life of the fund, the non-financial investment of the Inspiring Scotland model is what catalyses the greatest impact.

A team of Performance Advisors drive the portfolio impact and manage the investment as well as offering tailored development support to each individual charity's unique circumstances, to help ensure the delivery of long-term development goals.

In 2018, the Performance Advisor team has continued to focus on supporting the realisation of exit strategies. Each charity in the fund has an individual exit strategy outlining how the charity will continue to deliver their important work while reducing dependency on Inspiring Scotland.

Professional advice and guidance from our pro bono pool continues to enhance the support provided by individual performance advisors.

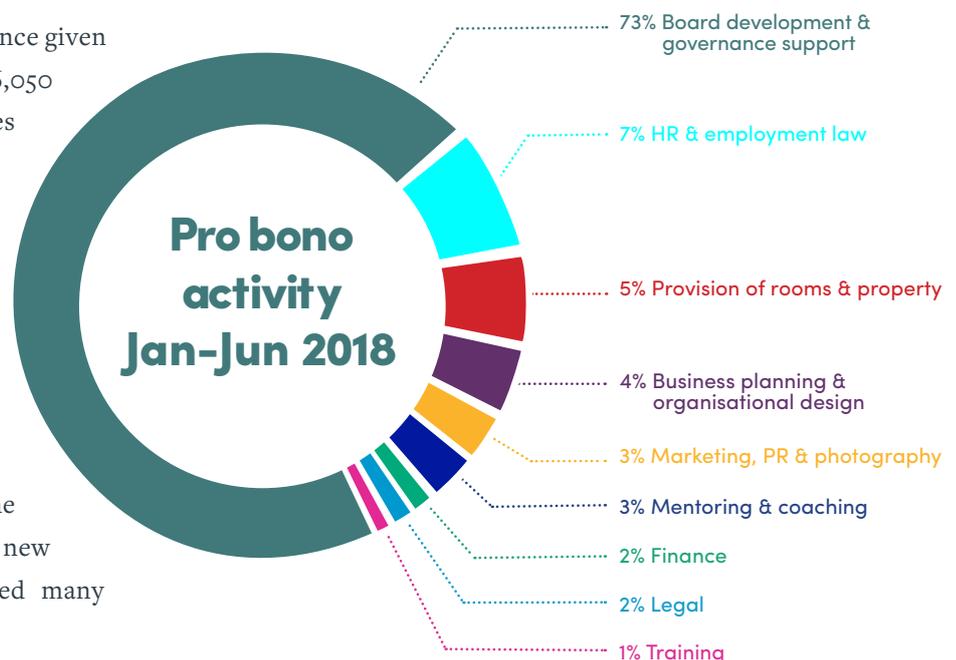
The free professional advice and guidance given to portfolio charities was valued at £86,050 for the period. As well as one-off pieces of support, 18 pro bono-sourced board members are active on 14:19 Fund boards, helping ensure sound governance of the charities.

Aberdeen Foyer benefitted from a pro bono learning and development workshop for all staff. The training was tailored to match the needs of the organisation as they transitioned to a new operating environment and addressed many staff issues.

As part of this transition process an experienced HR professional was also engaged to work on CEO succession with the incumbent CEO and board. Both are great examples of how Pro Bono can be used preemptively to build resilience and sustainability within organisations.

A supporter with logistics expertise is continuing to support Move On's FareShare warehouse in Glasgow one morning a month to improve productivity and the movement of thousands of tons of surplus food. This piece of support is vital as the warehouse supplies a rapidly growing number of Community Food members.

Pro Bono came to the rescue of Station House Media Unit this quarter by not only facilitating emergency payroll processing over two consecutive months but also providing HR support with a key staff member. Pro Bono training was also delivered on GDPR and understanding VAT.



# Financial Investment

£1.7m was invested directly in the 14:19 Fund portfolio of 20 charities in two instalments following quarterly performance reviews.

£5.2m in matched funding was leveraged by 14:19 Fund charities against this half-year investment. The full-year matched funding total raised by the portfolio is on track to be £10.97m.

This will be the seventh consecutive year in which matched funding has increased.



## £1.7m

**Inspiring Scotland 14:19 Fund investment.**



## £5.2m

**Matched funding leveraged by 14:19 charities.**



Young people supported by RUTS's Urban Box programme.

**I have new skills and I am a lot more confident. Now I am a lot more motivated to find work. I have learned that I have got a lot more abilities than I thought.**

A participant from the 14:19 Fund.





# Case Studies

## CASE STUDY – ACTION FOR CHILDREN

### “An extraordinary, positive journey.”

When Action for Children Scotland applied to the 14:19 Fund in 2008, it had just begun a pilot employability programme for young people. The charity had a long history and pedigree in supporting vulnerable young people with difficult childhood experiences who, as a result, faced multiple and complex challenges holding down a job or succeeding in education, but it had never run an employability programme before.

AfC wanted to help the young people they supported to succeed and saw an opportunity in 14:19 for those they worked with to gain the skills and experience to get a job and career by establishing a long-term programme from their current pilot.

Youth Build was designed to help young people, many of whom were in the care system, had experienced the court system or lived through a very difficult home life, to gain skills, work experience and certificates in the construction industry. Inspiring Scotland committed to the vision and the idea and began funding AfC to take its nascent programme further.

Beginning in January 2009, the Youth Build programme built links with employers and trainers in the construction industry. Over a six-month course, young people got hands-on experience, industry-standard training and the opportunity to gain apprenticeships and, eventually, jobs.

However, because the young people joining Youth Build were often living through very difficult circumstances, the team at AfC knew that many of them would not be ready for the world of work, regardless of the qualifications they gained. Emotional challenges, mental health issues, a lack of confidence and self-belief, as well

as often worsening home circumstances, all contributed to some of the young people not being able to cope with challenges of Youth Build.

**This has been a most extraordinary, positive journey for Action for Children and the young people we support.**

- Tony Scally, Asst. Director of Service Development, AfC

So AfC also used funding from Inspiring Scotland to develop a complementary programme to support its Youth Build project. The Challenges programme supported young people to adjust and develop themselves through community-based volunteer work where they worked with AfC coordinators on the key skills needed to be ready for the opportunities afforded by Youth Build.

By 2014, half-way through the 10-year funding commitment, AfC had supported more than 1,000 young people through Youth Build and Challenges. Despite this significant success, many more young people were being referred to Action for Scotland, often with more complex issues and living in even more difficult circumstances.

AfC approached Inspiring Scotland again with an idea for a third programme to support these young people whose journey to sustainable employment or education was longer and more complex, and who needed additional support to take the initial steps.

The Transitions programme, alongside Challenges and Youth Build, helped AfC support more young people but importantly helped the charity to offer more effective support for the hardest to reach young people. Together,

the organisation's three programmes resulted in more sustainable outcomes for the young people they sought to help.

With dedicated and flexible funding from Inspiring Scotland and specific support from its Performance Advisor, AfC was able to distil feedback and experience and adapt lessons from its ongoing work to develop and scale its programmes, ultimately helping more young people to gain the confidence, self-esteem, skills and experience to fulfil their ambitions.

But AfC didn't stop there. Guided by the mantra "never give up on anyone and never turn anyone away," AfC's team developed an After Care support system to ensure that the young people graduating from their programmes were able to sustain jobs and work placements.

For many of the young people AfC supported, circumstances could change rapidly, and they could all too easily revert back to old habits and feel unable or incapable of committing to work. Working with employers, AfC made sure its Coordinators were the first point of contact should a young person be absent from work. Using trust, knowledge and understanding built over time with each young person, AfC staff could offer a level of personal care outside of formal mechanisms, helping more young people to stay in work and learn to cope with changing circumstances.

**The long-term investment model and the flexibility of the investment has enabled a solution-focused response to significant changes within the economic, financial and political landscape which affect young people's opportunities over the last decade.**

- Tony Scally, Assistant Director of Service Development, AfC

As the 14:19 Fund nears its end, AfC continues to develop – expanding its into-work programmes into other industries with its Hi Hospitality project and expanding After Care to support of all its graduates. With Inspiring Scotland funding of over £6 million to date, AfC has raised a further £7.4 million in leveraged funding and supported more than 2,500 young people into a sustainable destination of work, education or training.

The evolution of AfC's employability work, from a bold idea 10 years ago to a comprehensive suite of person-centred, thoughtfully developed programmes is testament to the dedication, skill, imagination and passion of its staff, as well as a stark example of what can be achieved with long-term, flexible support and a committed and collaborative partnership between funder and funded. According to Tony Scally, AfC's Assistant Director of Service Development, "This led to great innovation and many new approaches, ensuring young people had access to services and support at the level, time, pace, location and intensity they require."



# Chloe's story: Confidence through creativity



Young people from Impact Arts' Creative Pathways programme.

Chloe is 16 years old and from Irvine, North Ayrshire. She left school with little confidence or aspiration for her future. Although actively looking for work, she had struggled to find anything appropriate, and she felt her age and lack of experience was a barrier.

Chloe attended an Impact Arts programme and returned to take part in the 12-week Creative Pathways arts-focused employability programme aimed at young people who aren't involved in training, employment or education.

Through the SQA and Arts Award accredited programme, young people are engaged full-time, gaining creative skills and confidence, but also improving job readiness, communication and interpersonal skill and team working.

**Chloe has always been a vibrant member of the team but struggled with confidence in her own abilities. I think we've helped her realise that she has a lot to offer.**

- Impact Arts staff member

Although lacking confidence, Chloe had great enthusiasm for the course and engaged in the creative aspects and team working. Chloe's artistic skills developed greatly and she excelled in making bird-boxes, gift cards, screenprinting

t-shirts, and was a key part of a team that worked to build a bench to be donated to local care home. She also developed a greater understanding of art through field trips to Glasgow School of Art, the Lighthouse and Glasgow Wood Recycling.

Chloe worked closely with Impact Arts' employability staff to complete units in Employability and Personal Development, interview skills, job-searching and CV creation.

**I am much more confident. These are the first steps towards my career, I'm really happy.**

- Chloe

She became much more confident in her abilities and gained a much clearer idea of what she would like to do in the future. She also became more positive - an open, warm, friendly member of the team.

As she came to the end of the programme, Chloe applied to college to study Early Years Learning and Childcare at Ayr College. She successfully secured a place on the course and started in the Summer term 2018.

*The name in this case study has been changed to protect the young person's identity.*

## Kai's story: Getting back in the game



Kai was in his third year of high school with aspirations to be a professional footballer when a life-threatening brain injury and subsequent surgery turned his life around.

Kai had been a football enthusiast and an ambitious young goalkeeper who played pro-youth and trained with professional Scottish goalkeepers with the aim of gaining a professional contract. After his injury, the extent to which Kai could participate in football was restricted and he drifted away from football and sport in general.

Two years after his operation, at the beginning of 2018, ENABLE Scotland received a request from Kai's school to provide support. His brain injury had made it hard for Kai to retain information or understand his teachers' style of teaching.

Liam, an ENABLE Scotland co-ordinator and a goalkeeping coach with a varied sporting background, began engaging with Kai and together started to develop a plan with Kai to meet his changing aspirations.

At this stage Kai admitted that he struggled with learning and retaining information and that he was struggling with his national 5 Physical Education qualification.

Liam organised a meeting with the head of Physical Education and the school's Head Teacher and put an action

plan in place. Proposed actions included having accessible learning notes for Kai with a fully broken-down lesson plan, a quiet base to study, and access to the fitness suite during certain periods, with a full training plan provided.

Over the course of Kai's time with Liam, Kai started to fall away from school and had an ambition instead to gain work and get re-involved with sport and his beloved football.

Liam, who coaches with Celtic ladies and Partick Thistle and has a degree in sports coaching, supported Kai to apply for NQ Level 5 in Football Performance at New College, Lanarkshire. Kai secured an interview but in the end was unsuccessful. However, Kai remained motivated and applied to college again, this time for NQ Level 5 in Sports Coaching and is currently awaiting a response.

While Kai waits to hear from the college, he has been exploring potential work experience opportunities with Celtic Ladies. Kai is also working with Liam on a weekly basis to explore part-time employment options and develop his employability skills.

In his time with ENABLE Kai has made great progress, reigniting his passion for sport and football despite his injury and finding a way to channel that passion while learning, gaining experience and exploring a potential career through a sports-related course.



# Thank You

So far, 63,187 young people have learnt new skills, built confidence and self-esteem and started on an amazing journey to fulfilling their ambitions, thanks to the support of the 14:19 Fund charities. This has been made possible because of the generosity of our supporters, investors, partners, friends and colleagues. Thank you.

**INSPIRING** SCOTLAND

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