

INSPIRING SCOTLAND

Our future. Now

Supporting a generation of young people to flourish.

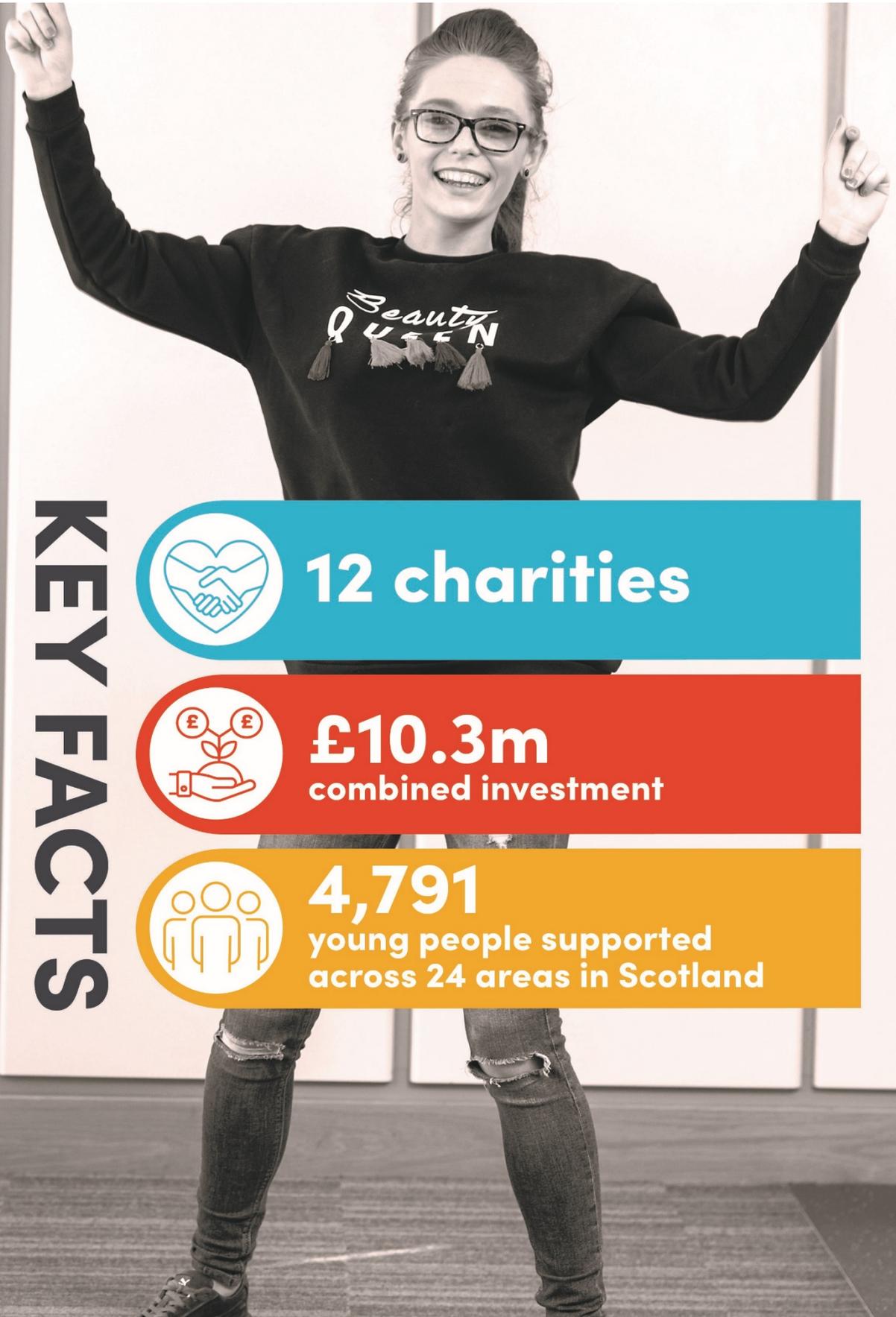


Fund Report

April 2019 – March 2020

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KEY FACTS



12 charities



£10.3m
combined investment



4,791
young people supported
across 24 areas in Scotland

Welcome

I am pleased to share the first year report for Our Future Now – Inspiring Scotland's 10 year fund to help a generation of young people in Scotland flourish - and I would like to thank you for backing the fund as one of our early investors. I am incredibly grateful for your support. Without it we would not be able to reach the thousands of young people across Scotland who need our help the most.

Our Future Now was formed as a legacy to the 14:19 Fund. This was Inspiring Scotland's flagship 10 year youth unemployment fund which supported 36,188 young people into employment, education or training, and to a better place in their life, and contributed to Scotland securing record lows in youth unemployment of 6.9% in 2019. However, through this work we understood that far too many young people were still being excluded from the opportunity to fulfil their potential due to circumstances beyond their control.

Through Our Future Now we selected 12 high performing, experienced and trusted local charities to direct their support at this group of young people, aged 16 to 25 – experiencing more challenges in their lives than most. We want to see these young people flourish, not just survive and get by.

Thanks to you, our visionary investors and supporters, we channelled £1.9m into the Our Future Now portfolio, who used this investment to leverage a record £8.4m in match funding. This investment has already changed the course and life chances for young people across Scotland, with the fund exceeding the target set for year one and engaging more than 4,791 young people. This demand demonstrated to us the clear need for this work and the combined strength of the portfolio in reaching young people who need support the most. The potential of this fund to change the life course of young people cannot be underestimated.

However, Our Future Now's first year ended as Covid-19 reached Scotland. Despite the crisis, the wonderful charities we partner with continued their support of young people – innovating, adapting and developing new support mechanisms. An incredible response.

Sadly, we know the economic crisis created by Covid-19 will impact young people hardest and we are facing a tsunami of youth unemployment. And we know the challenges for young people we seek to support through Our Future Now will now be even greater, and thousands more young people will need our help.

I hope this report will demonstrate to you the impact your donation is having on young people. With your ongoing support we can do so much more. Never before has a collective effort with solid leadership been more important. We are committed to rise to this challenge and we are determined to use our experience, energy and passion to help young people and prevent scarring further generations. We hope we can continue to work together with you, to create opportunities for young people to flourish. Thank you for your support in making the first year of Our Future Now such a success and for making a difference to thousands of young people.



Celia Tennant, Chief Executive

Our Future Now – The Need to Act

In 2019 when the 14:19 Fund concluded, youth unemployment reached a record low. Yet what we saw was no reduction in demand for support from young people. Referrals remained very high. Despite the economic situation being better for the majority, for a significant minority of young people in Scotland life was getting harder. Too many young people were still being excluded from the opportunity to fulfil their potential due to circumstances beyond their control and largely attributed to poverty.

As we embark on year two of OFN, we could not have anticipated the unprecedented, sudden rise in youth unemployment that we are now facing as a result of Covid-19. The needs of young people are now greater – particularly in relation to mental health and wellbeing where we anticipate a substantial increased prevalence of anxiety and toxic stress. There will be fewer college places, jobs will not be available and apprenticeship opportunities reduced (in a worst-case scenario by 80%). Young people – even those that are 'job ready', will have nowhere to go. If young people are not rapidly engaged in positive activity that is re-skilling and preparing them for the post Covid-19 job market they will be at risk of scarring which can last for generations.

We have a track record over 10 years in reducing youth unemployment through the last recession. The OFN portfolio has not stopped supporting and responding. Their commitment is as clear as is our need to act.

A Collective Third Sector Response

Through the Our Future Now Fund, Inspiring Scotland has created a vehicle which enables the Third Sector to respond as a collective and at scale, utilising its 10 year track record in helping to reduce youth unemployment.

12 high performing and high potential charities were selected for the OFN Portfolio to be active across 24 geographical areas. The portfolio was selected through a process of due diligence based on engagement in the 14:19 Fund, track record, ambition, potential for growth, solid infrastructure, commitment to evaluation and transparency.

The charities forming the OFN portfolio are uniquely well-placed to make lasting changes in young people's lives. They support young people in their communities, their schools, at home, and in their workplaces.

Each trusted charity engages with young people in ways statutory or educational bodies cannot. They are patient, consistent, open-minded, flexible and trusting. They provide one-to-one support, training, and certified programmes to support young people in the way that they need, including family and relationship support.

With each young person's needs at the centre of their work, charities uncover the ambitions that drive the young people they support. By working with them on the things they love, they can help them engage with education, training and work for the long-term so they can achieve their ambitions. You can read more about the individual charities in the OFN portfolio on page 10.

Fund Impact April 2019 – March 2020

Our Future Now launched on the 1st April 2019 and has exceeded initial expectations by engaging more than 4,791 young people.

The full year target for the fund was to support 3,781 young people, however by December 2019, the portfolio had already exceeded this number with referral rates from agencies and young people themselves high.



4,791 young people engaged and received tailored support by 12 charities across 24 geographic locations



13,020 soft outcomes achieved – these are reports of increased resilience, aspiration, motivation, self-belief, personal responsibility and wellbeing recorded by young people



2,294 progression milestones achieved – including individual qualifications, work placements, volunteering roles and supported programmes completed by young people



3,422 young people progressed onto work, further or higher education.

- 928 (27%) employment
- 1,631 (48%) education
- 863 (25%) training

Sector Leading Data Tracking

Each young person's route to success is unique and far from linear. Throughout the duration of Our Future Now, we will be gathering anonymised data on each of the young people supported by the fund. The data tracking is sector leading and unique to OFN. This data will build a body of evidence to support what we already have. The system will capture historical data on young people's experiences, their current circumstances (including the barriers that they face) and will track their journey to a successful outcome.

Financial Investment

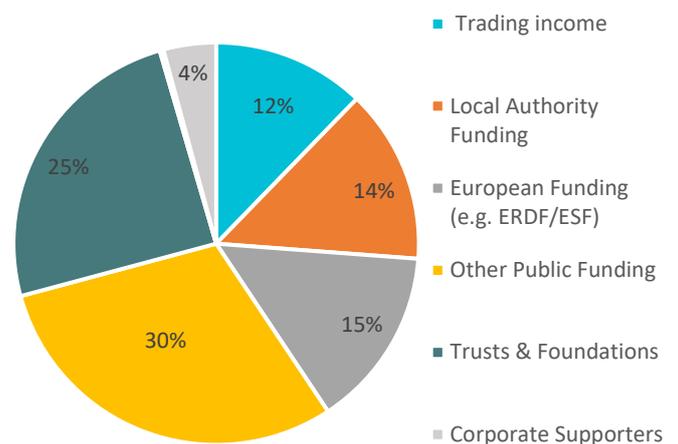
£1.9m was invested in 12 charities in the portfolio in quarterly instalments subject to satisfactory reporting and monitoring.

Matched Funding

An integral part of the funding agreement between charities in the fund and Inspiring Scotland is the target to attract 100% match funding from other sources. We are pleased to report that match funding for the year (2019/20) is £8.4m.

For every £1 invested OFN delivers another £4. This four times multiplier effect is a key feature of the model which enables the portfolio to use OFN investment effectively and levers other funding from a wide range of sources.

Breakdown of Matched Funding



Non-financial Investment

Just as young people require certainty, consistency and a long-term commitment, charities require this too, to maximise their ability to help young people. Inspiring Scotland's venture philanthropy model commits long term funding and development support which enables charities to plan, develop and build financial resilience with the ultimate goal of improving and increasing the scale of their impact. Each charity in the Our Future Now portfolio receives support from a dedicated Performance Advisor who nurtures collaboration and innovation to increase scale and impact. Performance Advisors are working intensively alongside the senior leadership and boards of each charity. Their purpose is to act as a 'critical friend' and focus their support on:

- Strengthening strategic business planning
- Development of risk management
- Strengthening financial management
- Developing the skills of senior leaders within the organisation

In addition, the Performance Advisory role:

- Makes connections across sectors to share learning and improve outcomes for young people
- Performance manages individual investments
- Builds robust management information systems
- Monitors, evaluates and oversees the social impact of the fund and the change in young people's lives

Specialist Volunteer Network

Each Performance Advisor has access to Inspiring Scotland's Specialist Volunteer Network – over 400 professionals who offer their support and expertise for free. Inspiring Scotland matches the skills and requirements to each charity appropriately and to best effect.

As the fund develops, this resource will be drawn upon. The following are the ten key areas charities request support on from the Specialist Volunteer Network:

- | | |
|--|--|
| 1. Employment Law & HR | 6. Financial modelling |
| 2. Business Planning development and refresh | 7. Trustee training and Governance support |
| 3. Strategic development facilitation | 8. Digital & Technology |
| 4. Property and Lease review | 9. Marketing, PR & social media |
| 5. Mentoring & Coaching | 10. Health & Safety guidance |

In the first year of Our Future Now Inspiring Scotland's Specialist Volunteer Network (SVN) has provided support to nine charities within the fund.

Board Governance

12 Specialist Volunteers were recruited as trustees serving on boards: four at Move On (including their new Wood Recycling social enterprise), two at Tulloch Trust and one at Hot Chocolate Trust. The approximate value of this support annually is over £62,000. Good governance and a highly skilled and engaged board is essential to a charity's effectiveness and critical to their ongoing survival too.

Procurement and Contracting

Two Specialist Volunteers delivered workshops on pricing service contracts and preparing procurement applications. This workshop resulted in one Specialist Volunteer assisting Hot Chocolate Trust with the pricing of a new service and ultimately going on to join the Board.

People & Human Resources

Support with ongoing human resource issues and compliance remain an area for support with HR workshops delivered during the year and one supporter providing the portfolio with access to current advice and guidance.

Legal

Street League, Aberdeen Foyer, and RUTS all benefitted from legal pro bono covering lease renewals and employment law. CMS, an international law firm, and a long-standing member of the SVN were extremely generous in providing rooms for the increased number of meetings around the setting up of Our Future Now and throughout the year.

Voice of the Charity Leaders

“Move On has been delighted to play a part in the successful first year of Our Future Now. Through the delivery of 1:1 mentoring, trauma-informed support and real-life work experience, we have enabled young people to develop skills, confidence and address the barriers they face. With our support, young people have grown and developed positive support networks, become increasingly resilient, developed work and life skills and improved their wellbeing. In many cases, young people went on to secure College, work and training opportunities.

“Move On is anticipating both a sharp rise in youth unemployment, a reduction in related opportunities, as well as more young people experiencing poor mental health. In response, we are increasing trauma-informed training for staff and volunteers, reviewing our SQA offer and the work experience opportunities offered through our two social enterprises to ensure we offer relevant training and qualifications which link to growing areas of the economy (for example logistics and renewables).”

John Hinton, Move On

“Our services have provided young people with individual support to address significant, complex barriers and issues. Support is provided to the young people as part of a wider range of structured programmes, that aim to develop core skills and improve learning, (SQA qualifications). Young people have also received sector skills-based training, linked to key partnership employer labour market needs. This year we were able to add a new service, STAY which supports care experienced young people whilst attending college.”

Tony Scally, Action for Children

“East Ayrshire Carers Centre is proud to be part of the Inspiring Scotland Our Future Now portfolio to support young carers into further education and employment through our Alpha Venture Employability Project. This project helps young people consider their future aspirations and choices and allows us to direct the appropriate support to them, which could be help with college/university applications and supporting statements, or supporting them into employment by helping them look for job opportunities and providing interview skills workshops, CV building, applications and cover letters.”

Fiona Pirrie, East Ayrshire Carers Centre

“Our Future Now has never been more vital. As we move into the deepest recession in history, youth unemployment is going to grow and there is no quick fix to resolve it, front line services need to deliver and generate change and results for people every day.

“Street League's services have stayed constant throughout the crisis. We have worked hard to not just move our sport and employability programmes online but to understand and meet the needs that young people have had during lockdown. That has seen the development of our new online service - 'Head - Body - Future'.”

Dougie Stevenson, Street League

Case Studies

These two short case studies bring to life the way Our Future Now charities support young people and the difference this makes to young people's lives.

Tullochan - Tullochan Futures

Twenty-two-year-old JJ self-referred to **Tullochan Futures** after meeting staff at a jobs fare.

After disclosing a chaotic home life and a diagnosis of schizophrenia, JJ met with a number of initial difficulties settling into the group.

Working with staff to break down personal barriers and address anger management issues, JJ was supported in his goal to gain employment.

Having started to demonstrate leadership skills and encourage others in the group, JJ became more confident, with staff able to gain more information about previous employment, gain references and assist him in applying for jobs.

After expressing an interest in security work, JJ accessed funding allowing him to gain a SIA Door Supervisor qualification, moving on to a work access course and subsequent employment with a large high street retailer.

Aberdeen Foyer - Foyer Futures

Lorna was fifteen years old when she was referred to **Foyer Futures**. Lacking motivation and focus, she was disengaging from school, often displaying poor attendance and arriving late to classes.

Over time, Lorna was able to develop trust with her Development Coach, and was eventually a regular attendee at Foyer Futures, having had her timetable reduced in agreement with school.

With support, Lorna applied for an Introduction to Professional Cookery course and was offered a conditional place. With the help of her Development Coach Lorna was able to complete the work required to achieve National 4 English and Maths.

Lorna went on to create a CV and apply for work placement opportunities through WorkingRite, a local training provider. As a result, Lorna secured a placement at Aberdeen sandwich shop, gaining valuable real-life kitchen experience.

Lorna secured her place at College, and although she decided it was not for her, went on to gain full time employment in a Care Home. Unfortunately this opportunity has been put on hold due to Covid-19, but she is looking forward to getting started once the situation improves.

The Portfolio

Aberdeen Foyer

Aberdeen Foyer works to disrupt homelessness and poverty by helping young people and adults engage with education, move into employment and achieve independent living. Serving the wider communities of **Aberdeen City and Aberdeenshire**, the organisation's services include supported housing, learning, training and counselling. Foyer's joined up approach is designed to help those facing the toughest challenges to build confidence, develop talents and achieve their goals.



Action for Children Scotland

Action for Children Scotland provide a range of employability, learning and support services to young people in **Edinburgh, Glasgow, Inverclyde, East Lothian, East Ayrshire, West Dunbartonshire, Moray, and the Highlands**. The programme's holistic, individually tailored approach aims to address inequalities by providing services at all entry points and stages of learning - ensuring young people can prepare for the world of work by increasing skills, qualifications, knowledge and experience. Services are designed to develop core life skills and address barriers to the workplace, as well as focussing on sector-based skills, college retention and employability.



Calman Trust

Calman Trust provide a relationship-based support and learning service for young people in **the Highlands** facing difficulties transitioning to independent living and the world of work. Those accessing the service can participate in age and stage appropriate learning opportunities combined with individualised support to manage barriers caused by challenging personal, social and educational circumstances. Three stages of participation are offered, through which young people can progress at an individually sustainable pace, as they grow towards future employment.



East Ayrshire Carers Centre

Delivered across **East Ayrshire**, the Alpha Venture Employability Programme offers work experience opportunities, training placements and volunteering options to young carers and those who have left or have poor attendance at school. Building on partnerships with schools, employers, colleges and universities as well as agencies engaging with young people, the service delivers flexible person-centred support. The aim is to ensure that young people can sustain positive activity whilst managing their ongoing responsibilities and challenges such as experience of poverty, trauma, and poor mental health.



Enable Scotland

The Stepping Up programme provides tailored, holistic support to young people with a learning disability, autistic spectrum disorder or additional support needs. The service guides participants from school and aftercare through to engagement with employers in real workplace settings, helping to remove barriers that can impede positive transitions into adulthood. Working in partnership with schools, the service also reinforces the skills, behaviours and attitudes expected by employers through embedded learning and ongoing support. Enable operates in **Angus, East Ayrshire, Glasgow, Fife, Highland, Inverclyde, North Ayrshire, Renfrewshire and West Dunbartonshire**.



FARE Scotland

Provided in schools and communities across **Glasgow**, FARE's Family Liaison Service offers holistic support to families facing multiple complex barriers - particularly young people with limited attainment or who are not attending school. The service equips young people with the skills and knowledge required to make healthy and safe choices about leisure activities, relationships, education and their futures as they grow up. Personalised support is given for accredited qualifications, work placements, access to further and higher education, Modern Apprenticeships and employment.



Hot Chocolate Trust

Youth charity Hot Chocolate Trust (HCT) has supported vulnerable and disadvantaged young people from across **Dundee and surrounding towns** since 2001. HCT focuses on open, long-term working, specialist resourcing and opportunities that maximise participation. Using a responsive, relationship-based approach suitable for those who may not fit well into programmed projects, the organisation works to mobilise the agency, responsibility and outcomes necessary to help each young person take on transformative opportunities and build fuller, healthier lives.



Move On

Move On delivers flexible relationship-based employability programmes and opportunities for young people in **Glasgow and Edinburgh** with experience of complex or unstable life circumstances such as poverty, trauma, and poor health. Using a long-term, structured approach to offer encouragement, focus and guidance, the service's Employment Support Workers and Employability Mentors offer consistent support to develop aspiration and skills-based personal employability plans, while brokering specialist provision from external agencies where appropriate.



Rural and Urban Training Scheme

RUTS deliver vocational training and employability support to young people not currently engaged in education or training, as well as those facing multiple barriers to employment. Facilitated by a team of employability workers, boxing coaches and mechanics, participants undertake sector-specific programmes and work towards a range of nationally recognised qualifications. With multiple employer partnerships, RUTS also offer workplace mentoring and strong progression routes to entry level employment through initial work experience. RUTS operate in **the Scottish Borders, Edinburgh, Midlothian, West Lothian, Clackmannanshire, Fife, Falkirk, South Lanarkshire, Glasgow, and East Lothian.**



Street League

Street League are a youth employability provider delivering services to 16- to 30-year-olds who are not in work and face barriers to progressing in life. The organisation combines sport - including football, dance, and gym-based fitness programmes - with SQA-accredited learning and employability work to engage and support young people into employment and further education. Working with over 1300 participants every year, Street League also delivers Modern Apprenticeships across multiple frameworks nationally. Street League operates in **East Ayrshire, North Ayrshire, South Ayrshire, East Dunbartonshire, West Dunbartonshire, Dundee, Edinburgh, East Lothian, West Lothian, Midlothian, North Lanarkshire, South Lanarkshire, Inverclyde, Renfrewshire, West Dunbartonshire, Angus and Glasgow.**



Tullochan

Operating across **West Dunbartonshire**, Tulloch Futures works with young people and families experiencing issues related to complex factors such as housing, mental health, attainment, criminal justice, substance abuse and care responsibilities. The organisation delivers a range of services from its Family Centre, including the Common Good Café, which underpins improvements in health and wellbeing and provides a warm environment at the early stages of engagement. Tulloch's two social enterprises also allow young people to gain vital experience in real working environments, whilst undertaking accredited qualifications.



Yipworld

Aim for Success operates across **East Ayrshire and bordering areas of Dumfries and Galloway** to provide support to young people facing barriers such as isolation, poverty, poor mental and physical health and generational unemployment. Staff work out of an innovative and welcoming 'living room' project base in Cumnock, where young people and their families can eat together, communicate and access a range of support. The holistic family-focused approach is particularly helpful for young mums and is also provided on an outreach basis in partnership with other agencies.



We are making a difference together

Thanks to our visionary investors, charity partners and supporters, we have been able to help change the course and life chances for thousands of young people across Scotland in the first year of Our Future Now.

We could not have known when we launched Our Future Now, in April 2019, how the world and economic prospects for young people would change. Covid-19 has created significant uncertainty and destabilised our world. Our work together, is needed now more than ever, as thousands of young people face an uncertain future.

We are committed to be there for young people, for a further nine years. We will draw on all of our experience and working together, with your support, we want to maximise the potential of Our Future Now to help young people.

4,791 young people have already reached out for help and as the momentum of the fund builds, we know there will be even more. We want to be there for each and every one of them, and with your support we can be.

Thank You



About Inspiring Scotland

Inspiring Scotland strives for a Scotland without poverty or disadvantage. Established in 2008 to identify and solve the entrenched social problems faced by Scotland's people and communities, Inspiring Scotland wants to create a Scotland where everyone, no matter who they are, has the same opportunities to reach their potential and lead happy and healthy lives.

We work with visionary entrepreneurs, philanthropists, Charitable Trusts, Scottish Government and Local Authorities to design and implement bold, long-term solutions – drawing on expertise and experience from across disciplines and sectors.

We identify organisations tackling deep social issues and invest time, money and expertise in them, establishing close working relationships and cooperative networks. We help organisations to maximise their social impact in these areas and rigorously evaluate performance to continuously improve and develop. We help essential charities to become extraordinary charities, allowing them to better help the vulnerable and disadvantaged in our communities and transform our society.

Thanks to the support and generosity of our investors, in 2018-19, we are proud to have invested **£18 million** in over **200** charities across all Local Authority areas in Scotland, delivering **10** social impact funds that supported more than **80,000** people.

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