



Impact of Barnardo's Fit for For Work Programme

Annual Report 2017/18

in partnership with







Introduction

This is the first year of Barnardo's involvement in the Cashback for Communities partnership. We have been contracted to work with and support 300 young people aged 15 to 24 in the three years to March 2020.

In our first year Fit for Work has supported 90 young people from deprived areas in the following Local Authorities: Renfrewshire, Edinburgh, Dundee, Aberdeen and Highland.

The Fit for Work offer is aimed at Young people disadvantaged by:

- Living in areas of deprivation; and
- Being unemployed, not in education or training; and
- Being at risk of being involved in antisocial behaviour, offending/ re-offending

Summary of programme offer

Intensive 1:1 mentoring and group work to those young people furthest from the work force.



Engagement:

Assertive outreach engagement. Young people will be assigned an employability mentor who will assess them and provide guidance to ensure a relationship is established that underpins the young person's outcome progress.



Health/ wellbeing fitness:

Activities that improve young people's mental/ physical health, e.g. mountain biking, and up to 20 hour's community volunteering.



Fit to compete for work:

Bespoke employability activities to build young people's soft, core and vocational skills, including: work placements, CV/ interview techniques, exploring further education, employer visits and presentations.



Financial fitness:

Young people will be supported to better understand their personal finances to: maximise income, recognise the benefits of work, and how to budget for household costs.



Graduation / post-programme support:

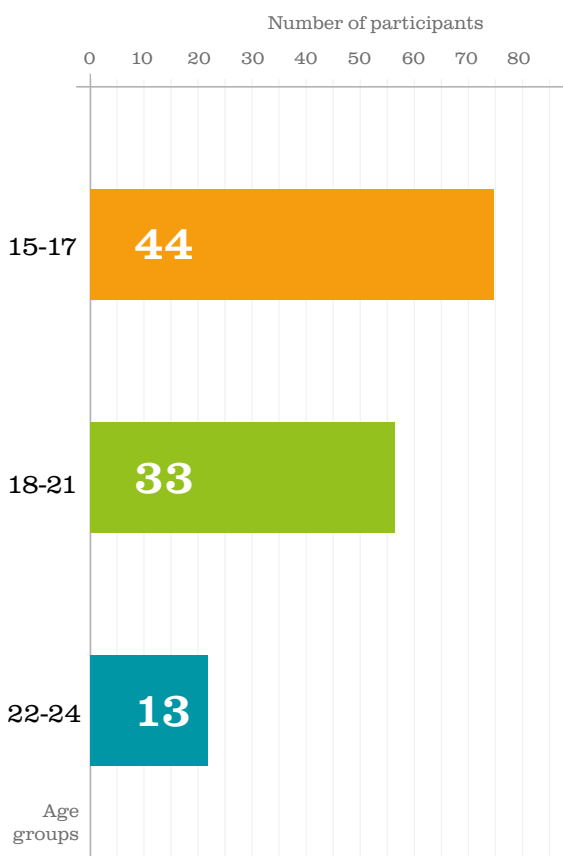
Young people will have an award ceremony. Those progressing to positive destinations are offered additional in-work support/ guidance. Those not will be offered ongoing aftercare employability support.



Our reach

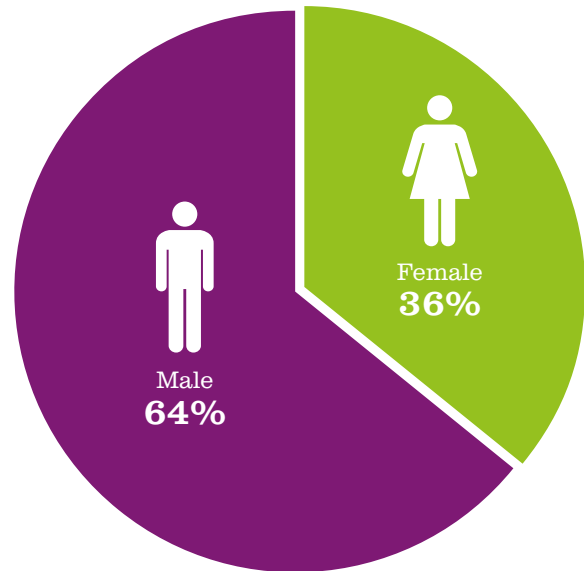
We engaged with a wide range of young people aged 15 to 24.

Fig 1:
Age of programme participants



We pro-actively engaged with a wide range of key stakeholders to ensure that a diverse group of young people participated in our programme, including Skills Development Scotland, Jobcentre Plus, and Princes Trust, Local Authority partners, NHS, other third sector organisations and other cash-back portfolio partners.

Fig 2:
Gender of programme participants



Ethnicity

Information on ethnic origin was gathered through a survey of participants, the majority,

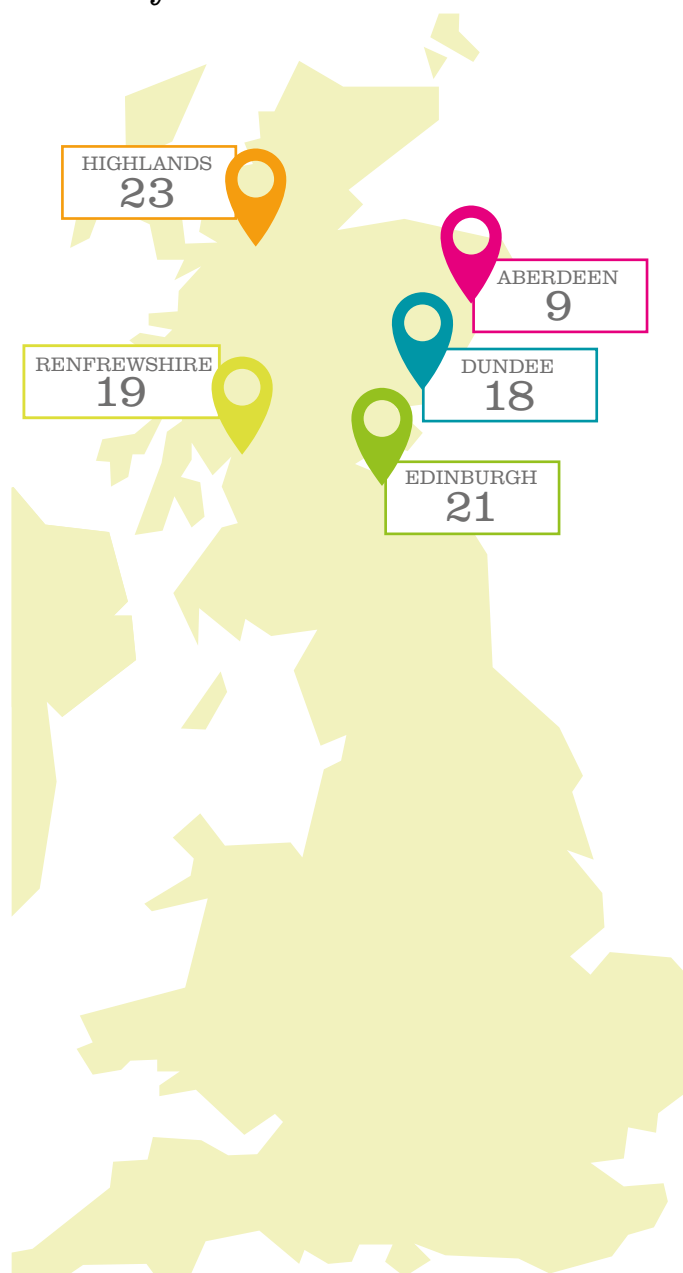
95% identified as White Scottish/British.

5%

The remainder identified as White other British, Asian, Indian Scottish or Indian British, mixed ethnicity or preferred not to say.

Fig 3:
Locality of programme participants

During the year we worked with young people across all 5 targeted local authority areas:

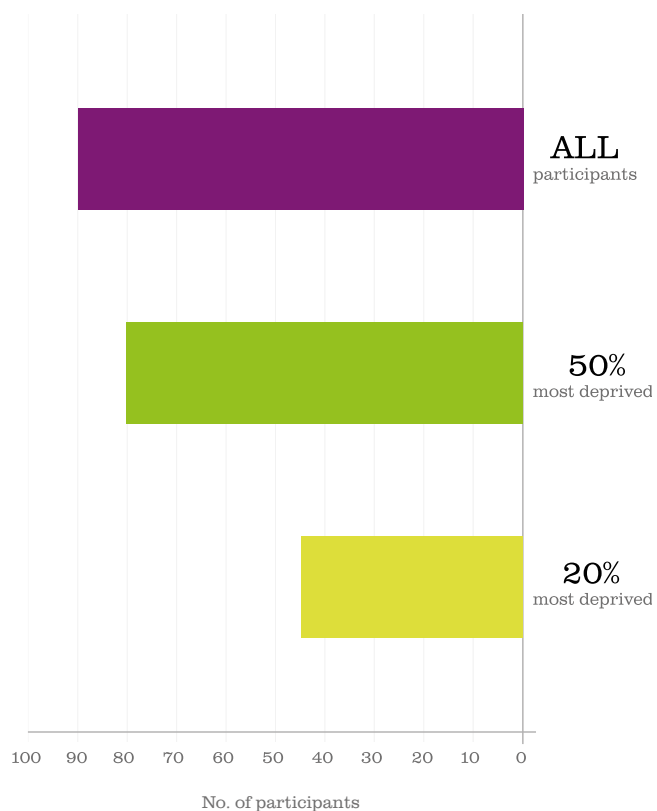


Reaching young people from deprived areas:

We reached out in to local communities, engaging with local voluntary sector organisations and representative bodies, going where young people go.

Half of the project participants (45) were from the 20% most deprived areas of Scotland. Almost all (80) were in the 50% most deprived areas of Scotland.

Fig 4:
Deprived areas reached



Volunteering

Each group of young people were able to determine the type of volunteering opportunities they wished to undertake, this ranged from helping out at a local Foodbank, or local Nursing Home to some work with a local charity partner.

“We painted a summer house for a nursing home and they loved it and made us feel special.”

Fit for Work Programme participant





Our young
people contributed



1,090
hours

of volunteering

An average of

23 hours

per volunteer



Case study

Summer House refresh at Cradlehall Nursing Home, Inverness.

The group of young people volunteered at Cradlehall nursing home, which is about 5 miles out of the city centre. It is a residential unit catering for residents with a variety of needs, but the young people were working in the unit for additional support needs.

They tidied out and cleaned up a summerhouse which had become

a bit of a dumping ground in the residents garden. After cleaning up and masking the young people prepared the house and painted it, in the colours chosen by the residents.

The group wanted to make the house a little more personal, so they found out the residents names and made some bunting and stones with their names on, in the same colour scheme. To finish off they painted a bird house and planter baskets, before cleaning up and setting all the paint.

BEFORE



They did this over 4 days and were really proud of their achievement and how happy the residents were with the finished house. In fact the nursing home made all of the young people individual heart cards and gifted them some chocolates and a photo frame, so they could record their achievement. They have been asked back to an official open day, so the manager can thank them personally and they can have a small party.



Painted stones with the residents names on.

AFTER



Team building and getting fit

Young people were able to determine the type of activities they wished to undertake to help develop their physical fitness, team building skills and communication skills. This ranged from go karting to hill climbing and gym work to indoor bowling.



“I needed to build confidence in teams, get used to doing a whole day’s work. I never used to go out... that makes you feel horrible and lazy. You want to go out but you don’t.”

Fit for Work Programme participant





Good team work in Inverness

Outcome

These activities had a really positive impact on the overall wellbeing of participants:

Fig 5: Well-being of programme participants

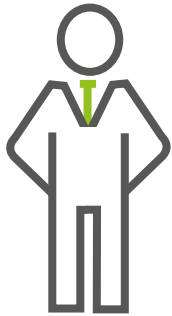


“A few years ago thinking about work was really scary. Because of working with others. Now I feel I could totally do it.”

Fit for Work Programme participant

Achieving

Of the **90** young people who started the programme,



23 have continued the programme in to April 18 and



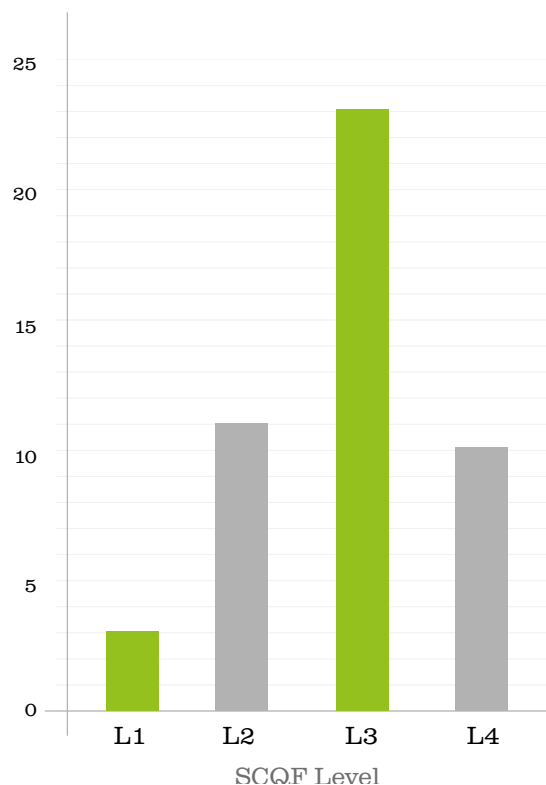
63 young people have successfully completed the programme.



47 participants successfully achieved a recognised SCQF level qualification.

This ranged from *Dynamic Youth Award*, *Youth Achievement Award* and *Personal Development Award*.

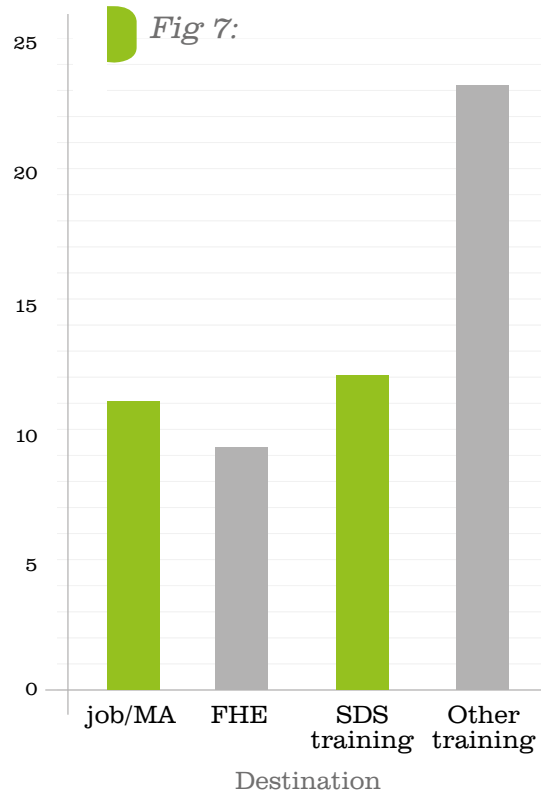
Fig 6: Qualifications achieved.



Outcome Positive Destinations

Of the **63**
young people
who have **completed**
the programme by
31st March 2018,

55 have moved
on to a positive
destination.



Celebrating success

We made sure every young person's achievements were recognised and celebrated by holding celebration events at the end of each programme. Young people helped shape what this could look like and also ensured that all the important people in their lives were invited along. For all of the young people it was recognition of what they had achieved but also the start of a journey which would help them to progress on to bigger and better things.



Outcomes

Our survey of young people participating in the Fit for Work Programme tell us that:

Outcome



97%

of young people felt **more able to do new things.**

Outcome



92%

of participants said that they felt **more confident,**

with over half,

58%

reporting that they felt **'a lot' more confident.**

Outcome



90%

of stakeholders felt the programme had **increased young people's confidence.**

Outcome detailed in charts on Fig. 6, page 13.

Outcome detailed in charts on Fig. 7, page 14.

Outcome



89%

of young people reported that it had **helped them to develop their skills.**

100%

of stakeholders agreed that the programme had **helped young people develop their skills**



89%

of young people **accessed training** during the programme.

Outcome



75%

of young people now felt they were **making a difference, or getting on better in their local community.**

100%

of stakeholders agreed that young people were now **making a difference, or getting on better in their local community.**



Evaluation

In our first year of delivery, we have developed an excellent partnership with our evaluation partner Research Scotland.

We will continue to develop this partnership in to the 2nd year of our delivery and will be using the evaluation and feedback provided to inform our priorities and areas for improvement going in to Year 2.

Research Scotland will support our work in Year 2 through:

- data analysis;
- five focus groups with young people (one carried over from year one);
- 24 telephone interviews with young people;
- six case studies on young people's experiences (based on 6 of the 24 telephone interviews); and
- a focus group with staff.



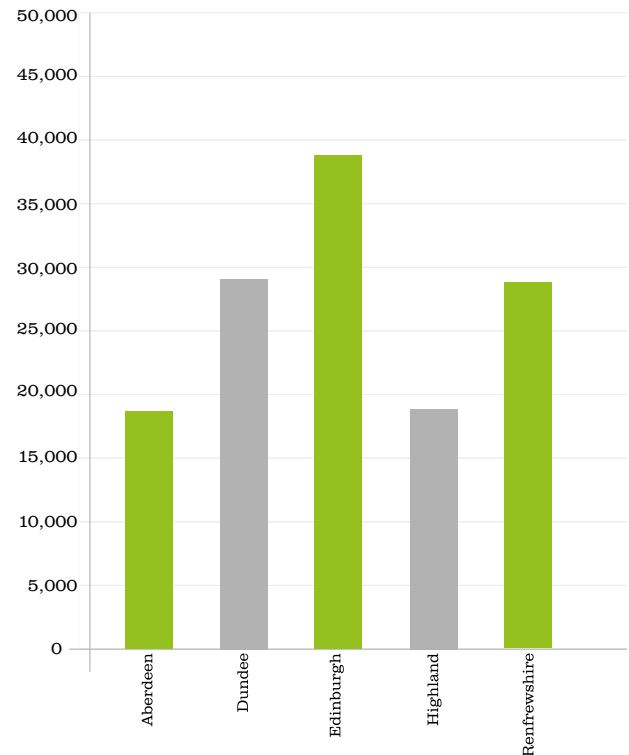


Priorities in 2018/19

- We will use our existing recording methods to report with more clarity on the characteristics of young people coming to the programme – for example factors such as disability, looked after children, homelessness, engagement with the criminal justice system, mental health needs;
- We will continue to embed our programme delivery in the five areas, to ensure that reach is accelerating, and the programme is on track to meet its overall target for participants;
- We will continue to review and improve how we reach more young people from a diverse range of backgrounds and areas, proactively encouraging more female participants;
- We will use Social Media and other communications tools more effectively to demonstrate our impact.
- We will build on the closer working relations we have already established with Cashback partners, developing these further.

*Fig 8:
Local authority financial breakdown
2017/18*

A total of £167,248 was allocated to the Fit for Work programme in Year 1, of which a total of £156,603 was spent, a breakdown of this spend per Local Authority area is as follows:





Appendix 1: Financial

	Performance		
	Actual	Target	Variance
Project Activity			
Staffing Costs:			
Service Manager	20,366	20,366	0
Fit for Work Mentor(s)	54,930	52,830	-2,100
Employer Liaison Officer	17,487	17,487	0
Administrator	13,659	13,659	0
Staff Insurance and Training	3,918	3,918	0
Staff Travel Expenses	3,580	3,840	260
Delivery Costs:			
Refreshments	1,222	2,000	778
Payments to Learners	4,546	6,000	1,454
Equipment and resources	17,246	25,000	7,754
Office Costs:			
Telephone, stationary and other office costs	2,961	2,960	-1
Total Project Activity	139,915	148,060	8,145
Other Project Costs			
Management and Marketing	11,688	11,688	0
External Evaluation	5,000	7,500	2,500
Total Other Project Costs	16,668	19,188	2,500
Total Expenditure	156,603	167,248	10,645
Matched Funding	15,624	15,624	0

Appendix 2: Outcome and indicator performance

	Performance		
	Actual	Target	Variance
Outcome 1: YP build their capacity and confidence			
YP increased their confidence/capacity	34	65	-31
YP report they are able to do new things	35	65	-30
Other stakeholders report increasing confidence in YP	90%	70%	+20%
YP go on to do new things after initial CashBack involvement	32	60	-28
Outcome 2: YP develop their physical and personal skills			
YP increased personal skills, achieving accredited learning	30	60	-30
YP report an increase in their skills	33	65	-32

Other stakeholders report skills increasing in YP Recognised SCQF qualifications/accreditations	100%	70%	+30%
Level 3	26		
Level 4	21		
Number of non-SCQF qualifications/accreditations	0		

Outcome 3: YP behaviours and aspirations change positively

YP report increased aspirations	35	70	-35
Other stakeholders report increased aspirations in YP	100%	65%	+35%
YP positively change behaviours	33	70	-37
Other stakeholders' report positive changes in YP behaviour	100%	70%	+30%

Outcome 4: YP wellbeing improves

YP improve wellbeing	33	70	-37
Other stakeholders make positive comments about wellbeing against one of the relevant SHANARRI indicators	80%	70%	+10%

Outcome 6: YP participate in activity which improves their learning, employability and employment options (positive destinations)

YP taking part in training (during programme)	80	56	24
YP taking part in learning (during programme)	80	56	24
YP taking part in volunteering (during programme)	48	39	9
YP achieve positive destinations	55	99	-44
YP will access learning (including staying on at school)	9		9
YP will progress to training	35	50	-15
YP volunteer following completion of programme	3	5	-2
YP will gain employment	11	44	-33

Outcome 8: YP are diverted from criminal behaviour or involvement with the criminal justice system

YP report reduction in their own antisocial/criminal behaviour	10	40	-30
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Outcome 9: YP contribute positively to their communities

YP going on to volunteer/leadership role in community organisation	3	24	-21
No. of hours volunteering contributed by YP	1,090	1,500	-410
YP feel contribution and links with communities improved	27	60	-33
Other stakeholders perceive that YP contribution and links with community improved	90%	70%	+20%
YP undertaking coaching, mentoring or supporting roles	3	20	-17



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