

Impact of Barnardo's **Fit for Work Programme**



Annual Report 2022–2023

In partnership with







Introduction

We have now reached the end of our Fit for Work programme that was funded for three years through Phase 5 of the Cashback for Communities Programme.

Through Phase 5 Barnardo's have delivered support to over 300 young people in the three years to March 2023.

Over the three years our services have had to deal with a range of challenges: not least due to covid restrictions but we have continued to adapt and work creatively. In the last year we have started to return to normality and help support young people to move forward from the challenges of the previous years.

Over the last three years we have delivered work across Aberdeen, Dundee, Perth and Kinross, Edinburgh, Moray, Highlands and Renfrewshire.

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.



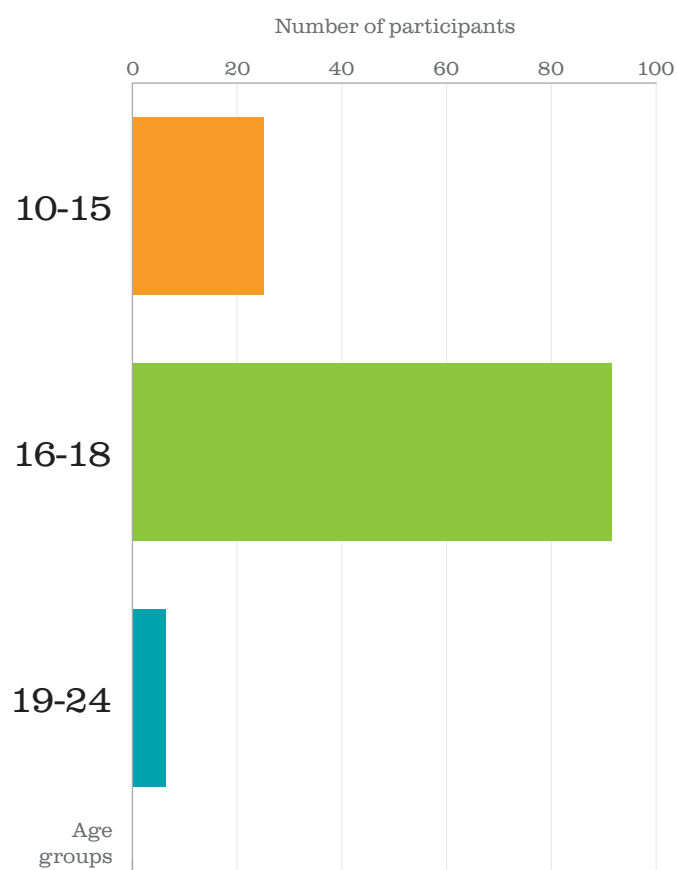
Our reach

The total number of participants in Fit for Work through CashBack from 2020 to 2023 was 302. This is slightly higher than the target of 300 set for Phase Five.



Over Phase 5 our work evolved and we increased the numbers of 15 year olds that engaged with our programme. In 2022-2023 we worked with the following split of ages.

Fig 1:
Age of programme participants



Fit for Work involved slightly more males than females across Phase Five. However, the imbalance was identified early on, and work undertaken to attract a balance of males and females. The proportion of females therefore increased over the years from less than a third in the first year, to more than half in the last year. This is a significant achievement for the programme.

Fig 2:
Gender of programme participants

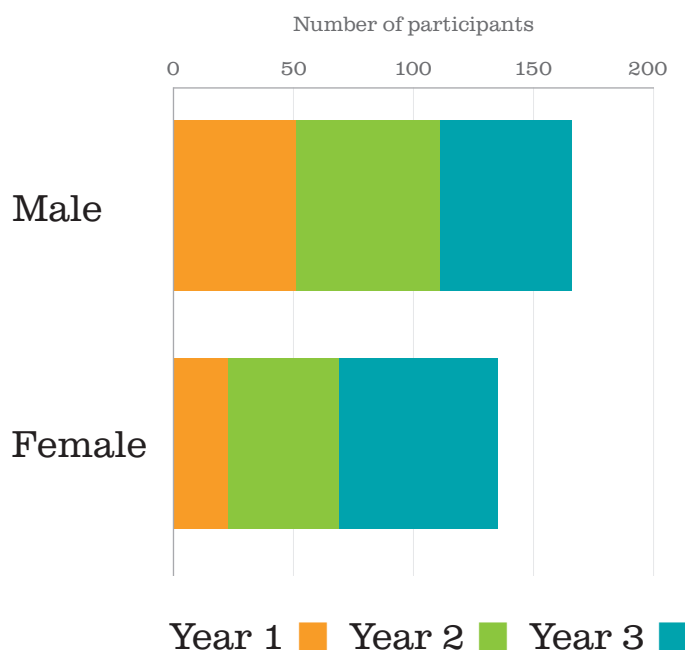
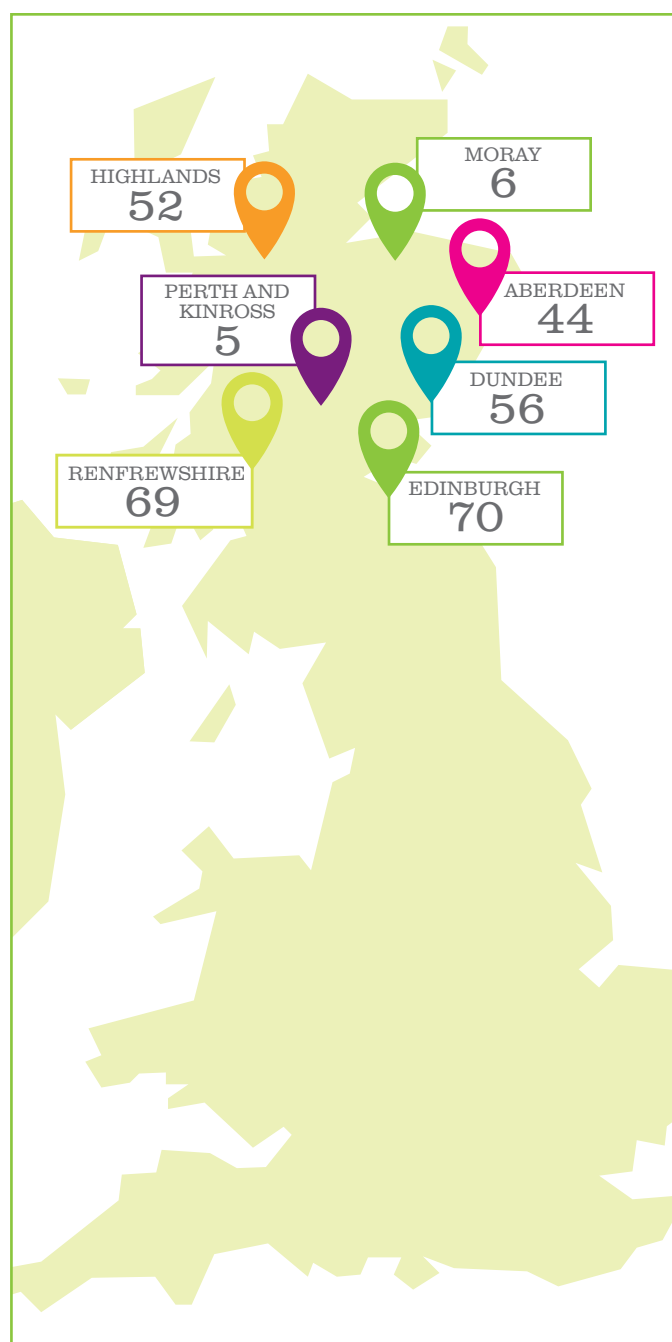


Fig 3:
Locality of programme participants

Fit for Work was delivered in seven areas. Moray was introduced as a new target area for the programme in 2021-22.



Within these areas, Fit for Work through CashBack was strongly targeted at communities in areas of high deprivation. Barnardo's carefully targeted the work at the 10% most deprived communities in Scotland (based on the Scottish Index of Multiple

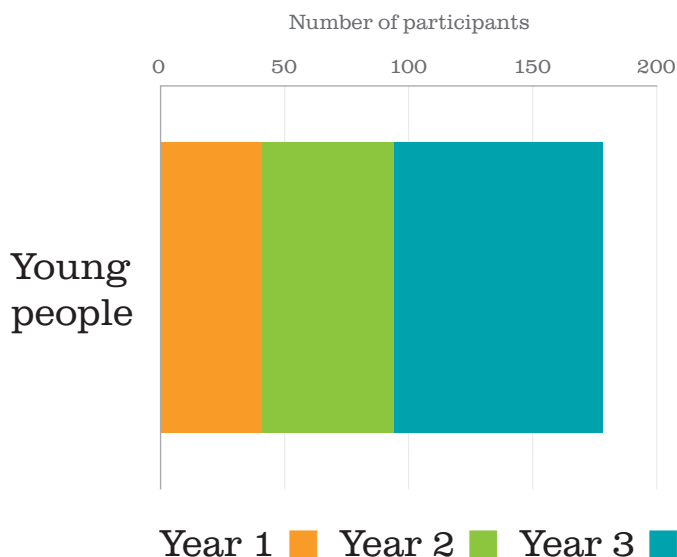
Deprivation) within these local authority areas. It also reviewed evidence about types of deprivation within these communities, and targeted activities at communities experiencing the highest level of disadvantage relating to youth unemployment, crime and poor health.

Almost all of the young people involved in Fit for Work through CashBack were from the 50% most deprived areas in Scotland (93%). The proportion of young people from the 20% most deprived areas increased during Phase Five, from 30% in the first year to almost half (49%) in the final year.

Disability

Over half of all participants identified as having a disability. Of these, most had issues with learning, understanding and concentrating. Participants also had social or behavioural needs, hearing issues or memory issues. For comparison, in Scotland approximately one in five people identifies as disabled. The proportion of young people identifying as having a disability increased over the years of Phase Five.

*Fig 1:
Disability of programme participants*

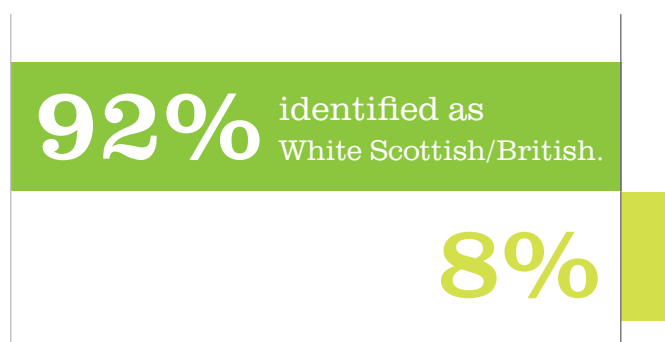


Sexual Orientation

There was a good mix of participants in terms of sexual orientation, with 12 per cent identifying as gay, lesbian, bisexual or other across Phase Five. This compares to an average of around four per cent for the 16 to 24 year old age group across the UK.

Information has not been broken down for each year due to the small number of young people involved.

Ethnic Minority



In terms of ethnic origin, 8 per cent of participants were minority ethnic across Phase Five. Overall, across Scotland eight per cent of the population is minority ethnic.

- 1 265 young people answered this question, 32 identified as gay, lesbian, bisexual or other
- 2 Annual population survey, UK, 2018 (sexual orientation question asked)
- 3 Self describing as an ethnic origin other than white Scottish or white British (25/302 participants)
- 4 For this purpose, to ensure comparable figures, defined as minority ethnic/white non British – <https://www.scotlandscensus.gov.uk/ethnicity-identity-language-and-religion>
- 5 30/302 participants



Case study: Building confidence

AJ self-referred himself to Barnardo's in August 2022. He had disengaged from secondary school after he moved to the area and left with no formal qualifications or focus. AJ was keen to learn and progress into a job however he needed some support to guide him.

After initial discussions and support he was motivated to join our Fit for Work programme. Fit for Work suited AJ as he was unsure of his future plans, isolated and needed some direction. He was able to work in a group setting which helped him gain transferrable skills as well as enabling him to reflect and become more self-aware.

AJ had excellent attendance during the programme and was always polite and friendly. He is also a conscientious young person with a healthy attitude to learning and working and over the weeks he was able to explore his future options.

During AJ's time on our course and through him meeting the FFW milestones the project workers noticed natural key skills such as communication and customer care developing in him. To encourage his development further it was suggested that he complete a couple of weeks work experience in a

sector of his choice. AJ was initially unsure when we suggested a food and Beveridge role at a local hotel. However he decided to try it after discussions with his Project Workers.

AJ completed his work experience and received excellent feedback from the manager, who offered him a full-time position. AJ was surprised at how much he enjoyed the role and was thankful he pursued this route. AJ's journey through Barnardo's has seen him progress hugely. He now believes in himself and his abilities, has gained a SQA qualification and is now enjoying full time work.

Quotes from young people:

"If I wasn't on Fit for Work, I probably would've just been sitting at home. It has helped me to be in bigger groups and deal with my anxiety issues."

"I can talk fluently to people now. Before I started the group, I wouldn't have been able to go for a job interview. But I had one yesterday and the guy interviewing me was the one not able to make eye contact!"

"I've learnt that I shouldn't just decide who not to like."

Example: Working with schools

One teacher highlighted the value of Fit for Work for pupils who struggle with mainstream classes, have social anxiety or are school refusers. Through Fit for Work, young people develop more confidence and social skills. Young people become more confident, engage a bit more in classes, and are happier putting their views across.

“They’ve definitely grown in confidence.”

Fit for Work also helps young people to think about options for the future, and gives the school more confidence that they will stick at their chosen destination.

“We do our best in school to have a positive destination for every kid, but there’s always a niggling feeling that they may fall off. But by doing Fit for Work and seeing places other than school that can support you, they are more inclined to stick at their destination.”



Impact on young people



64%

of young people reported improvement in their Health and Wellbeing.

It is important to recognise the significant challenges to mental and physical health during 2020 to 2023. In the context of restrictions on every day life, a continually changing public health environment and a cost of living crisis, young people across Scotland (and the world) faced real issues with physical and mental health.

In year 1, many of the young people involved in Fit for Work found that they rated their health and wellbeing lower at the end of the programme than at the start, while others reported health and wellbeing increasing over the programme. It is likely that many of these changes are related to wider factors, and not directly related to Fit for Work itself.

Young people felt that Fit for Work helped with health and wellbeing through:

“Instead of sitting in the house all day, I’m getting out more. I guess it makes me feel happy.”

Instead of sleeping my days away, I’m forcing myself to get up.”

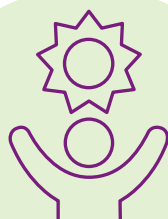
I’ve started waking up on time, my sleep schedule is better than it was when I left school.”

Participants

Encouraging physical activity – Many young people became more active as a result of fitness challenges and activities introduced through Fit for Work.



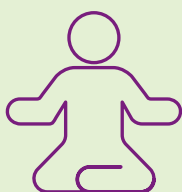
Mental health
support



Kindness
projects



Creative projects –
such as creating
a podcast



Meditation



Outdoor activity
such as visiting
country parks
and walking
challenges



Gardening and
horticulture



Gambling, drugs
and alcohol
awareness
activity

For example, in one area, participants found a Conqueror fitness challenge really helped them to be more active. In another, participants receiving fitness watches as part of a fitness challenge encouraged them to be more active.

I have walked between 10 and 20 miles a week.”

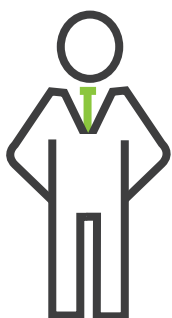
I’ll be honest I’ve been a lot more active. Like I have energy to tidy my room and go out for walks.”


We went on a bike trip and were out for like three hours.”

Participants

Achieving

Of the **89**
young people
who started the
programme,



 **16** have continued the programme in to April 23 and



 **81** young people have **successfully** completed the programme.



Destinations 22-23	No of young people
Achieve a positive destination	81
Progressing to Training	45
Go onto full time education	23
Move into a job	13
Number staying on Fit for Work into the next year	16
YP who did not complete the programme	17

Young people also talked about the life skills that they had gained, which helped them to feel better prepared for work.

“I am better equipped for different situations.”

“I am more prepared and more willing to tackle problems.”

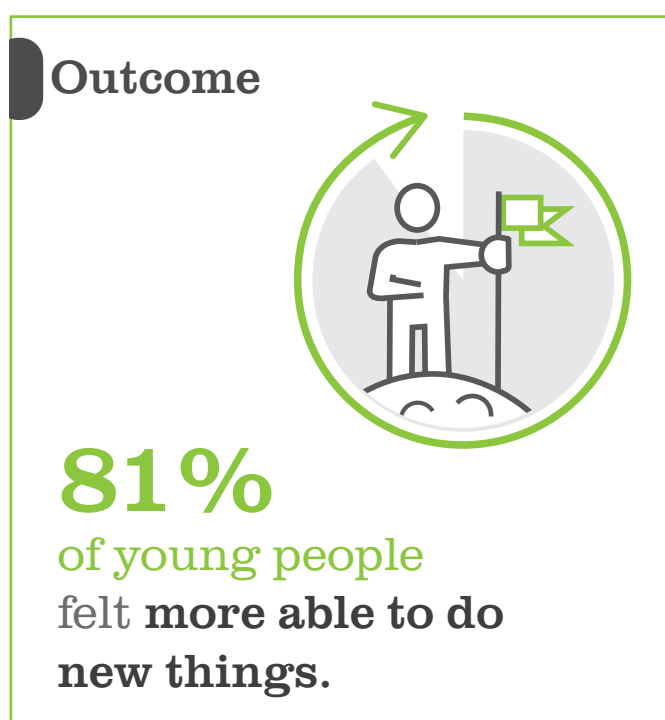
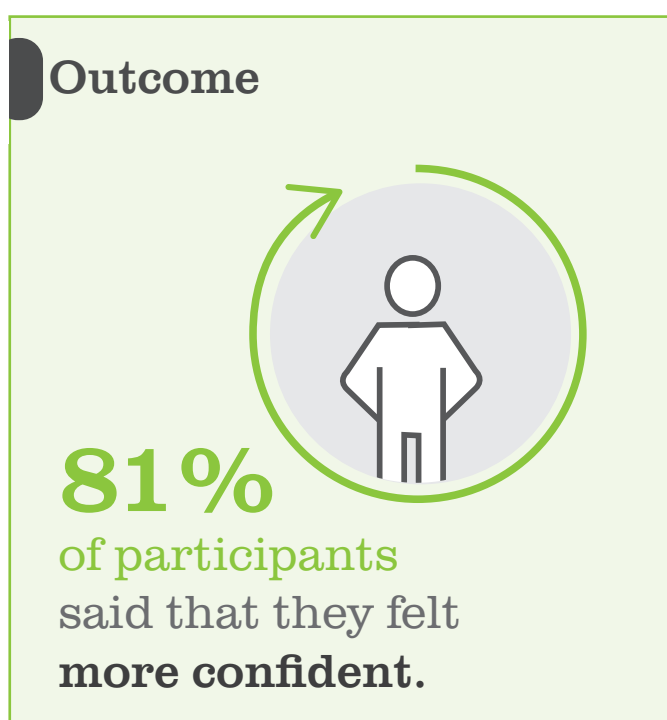
“I’ve been out of work for just over a year now. This is a chance for me to get back into work and getting a qualification from it was an added bonus.”

Participants

Outcomes

Over the period of time our use of measurement tools has been developed and this has given a more accurate read of how young people are reporting the benefits of the programme.

Feedback from young people via completion of the Work Star tool tells us that:



Young People reported	2022-23
Their confidence increasing	81%
Positive changes in their behaviour	67%
Feeling able to do new things	81%
Positive, supportive networks	74%
Feeling more stability – used as a measure for resilience	60%

Outcome



87%

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**



94%

of young people
accessed training
during the programme.

Outcome



67%

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

This is the third and final impact report as we now come to the end of Phase 5 of our three year partnership with Cashback for Communities.

We are pleased to see we have achieved our targeted starts for the programme and have made a substantial impact on the young people we have worked with over the last three years.

We continue to work well with our evaluation partners Research Scotland and together we have identified some key areas which we will focus on improving in as we look move into the next Phase.

- Our programme has been rebranded Head 2 Work following feedback from young people. This

will allow us to develop a wider range of opportunities for young people that are not restricted

- We will develop a bespoke evaluation tool that will help us to better measure our impact across our targeted outcomes.
- We will renew our efforts to target the programme at those young people from 20% most deprived areas, increasing the participation of the number of young people from these areas on our programme.
- We will aim to increase the numbers of young people from World Majority groups who are participating in our programmes.
- We will develop plans to further develop more links with key schools in our existing areas.



Appendix 1:

Spend 2022–2023

2022–2023 Cashback Spend		Spend	
	Metric	Actual	Target
Project Activity Costs:			
Service Manager	£	20,000	20,000
Fit for Work Mentor(s)	£	98,250	87,800
Employer Liaison Officer	£	18,125	18,000
Administrator	£	20,800	20,800
Staff Insurance and Training	£	3,840	3,824
Staff Travel Expenses	£	1,796	2,000
Delivery Costs:			
Refreshments	£	1,510	480
Payments to Learners	£	13,025	10,000
Equipment and resources	£	5,881	12,000
Office Costs:			
Telephone, stationary and other office costs	£	1,792	3,600
Total Project Activity Costs	£	185,194	178,504
Other Project Costs			
Management & Marketing (up to 10% of CashBack funding)	£	18,390	17,600
External Evaluation (per agreed guidelines)	£	8,300	8,700
Total Other Project Costs	£	26,690	26,300
Total Expenditure	£	211,884	204,804
Match Funding	£	7,080	0

Appendix 2:

2020–2023 Progress Against Targets

Indicator	Target	Year 1	Year 2	Year 3	Measurement
Overall number of participants	300	74*	106	122	Barnardo's stats
Outcome 1: Confidence and resilience					
Young people report confidence increasing	80%	100%	96%	81%	Focus groups (Y1:29, Y2:27, Y3:21, Total=77)
Young people report being able to do new things	80%	89%	74-85%	77%	Workstar: aspiration (Y1:18, Y2:69, Y3:77)
		100%	96%	81%	Focus groups (Y1:29, Y2:27, Y3:21, Total=77)
Young people report positive changes in their behaviour	80%	100%	74%	67%	Focus groups (Y1:29, Y2:27, Y3:21, Total=77)
Young people feel more resilient	70%	33%	70%	60%	Workstar: Stability (Y1:18, Y2:69, Y3:77)
Young people report positive supportive networks	70%	83%	84%	74%	Workstar: Workplace and social skills (Y1:18, Y2:37, Y3:77)
Stakeholders report increased confidence and resilience of young participants	80%	100%	100%	100%	Stakeholder interviews (Y1:3, Y2:10, Y3:2, Total=15)
Stakeholders report positive changes in behaviour of young participants	80%	100%	100%	100%	
Outcome 2: Physical and personal skills					
Young people gain accreditation for learning and skills development	70%	29 people = 73%	92 people = 80%	84 people = 69%	Barnardo's monitoring (Y1 out of 40 completed, Y2 out of 115 completed, Y3 out of 122 completed)
Young people demonstrate increased skills	80%	83%	87%	74%	Work star: Workplace, job search and social skills (Y1:18, Y2:69, Y3:77)
Stakeholders report participant skills increasing	80%	100%**	100%	100%	Stakeholder interviews (Y1:3, Y2:10, Y3:2, Total=15)
Outcome 3: Health and wellbeing					
Young people report increases in wellbeing feelings against SHANARRI	70%	56%	63%	72%	Work star: Health and wellbeing (Y1:18, Y2:69, Y3:77)
Stakeholders report increases in SHANARRI among young people	80%	100%**	100%	100%	Stakeholder interviews (Y1:3, Y2:10, Y3:2, Total=15)

* Participation figures for year 1 were impacted by the global health situation. The overall target number of participants is 300 over 3 years.

** Three stakeholders were interviewed in year 1. More stakeholder interviews were held in Year 2 and expect this to continue in to Year 3.

Appendix 2:

2020–2023 Progress Against Targets

Indicator	Target	Year 1	Year 2	Year 3	Measurement
Outcome 4: Learning, employability and options					
Young people achieve a positive destination	75%	37 people = 93%	80 people = 70%	81 people = 91%	Barnardo's monitoring (Y1 out of 40 completed, Y2 out of 115 completed, Y3 out of 122 completed)
Young people improve attendance***	70%	68 people*** = 81%	100 people = 94%	122 people = 100%	Barnardo's records: attendance at FfW
Young people improve attainment***	70%	29 people = 58%	92 people = 80%	84 people = 69%	Barnardo's records: accreditation for learning
Stakeholders report increased attendance and attainment	80%	100%	100%	100%	Stakeholder interviews (Y1:3, Y2:10, Y3:2, Total=15)
Outcome 5: Community contribution					
Young people volunteering or leadership in community organisations	10%	0%	1 person = 1%	42 person = 34%	Barnardo's records
Hours of volunteering contributed by participants	4,000	142 hours	215 hours	875 hours	
Community focused awards gained	2	0	6 people	2 people	
Stakeholders report improvement in contribution, links and social interaction	80%	100%**	100%	100%	Stakeholder interviews (Y1:3, Y2:10, Y3:2, Total=15)
Young people's perception of neighbourhood improves	60%	–	67%	62%	Focus groups (Y1:29, Y2:27, Y3:21, Total=77)
Young people have heightened sense of belonging to a community	60%	90%	67%	62%	
Young people have increased motivation to positively influence community	60%	70%	67%	36%	
Young people feel contribution, links and social interaction are improving	60%	90%	67%	62%	

** Three stakeholders were interviewed in year 1. More stakeholder interviews were held in Year 2 and expect this to continue in to Year 3.

***Barnardo's does not aim to work with people who are attending school. Improvements in attendance are measured through attendance at a positive learning environment through the Fit for Work programme. Improvements in attainment are measured through achievement of accredited learning through the Fit for Work programme.

Appendix 2:

2020–2023 Progress Against Targets

Indicator	Target	Year 1	Year 2	Year 3	Measurement
Long term outcome: Diversion from involvement in the justice system					
Young people report reduced antisocial and/or criminal behaviour	50%	All stated not applicable to them	100% of those who felt it was relevant to them (3/27)	All stated not applicable to them	Focus group discussions (Y1:29, Y2:27, Y3:21, Total=77)
Young people feel less inclined to participate in anti-social and/ or criminal behaviour	50%				



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