

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



Annual Report 2021/2022

In partnership with







Introduction

This is the second year of our new Cashback for Communities funded programme, Fit for Work. We are delighted to be a portfolio partner for Phase 5 and will be delivering support to 300 young people in the three years to March 2023.

Due to ongoing COVID restrictions we continued to adapt and be creative in our delivery of Fit for Work through Cashback this year. The gradual easing of restrictions then allowed us to return to our more face to face delivery approach. We also delivered the programme in the Moray area for the first time, on top of delivering in our usual areas, Aberdeen, Dundee, Perth and Kinross, Edinburgh, 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:

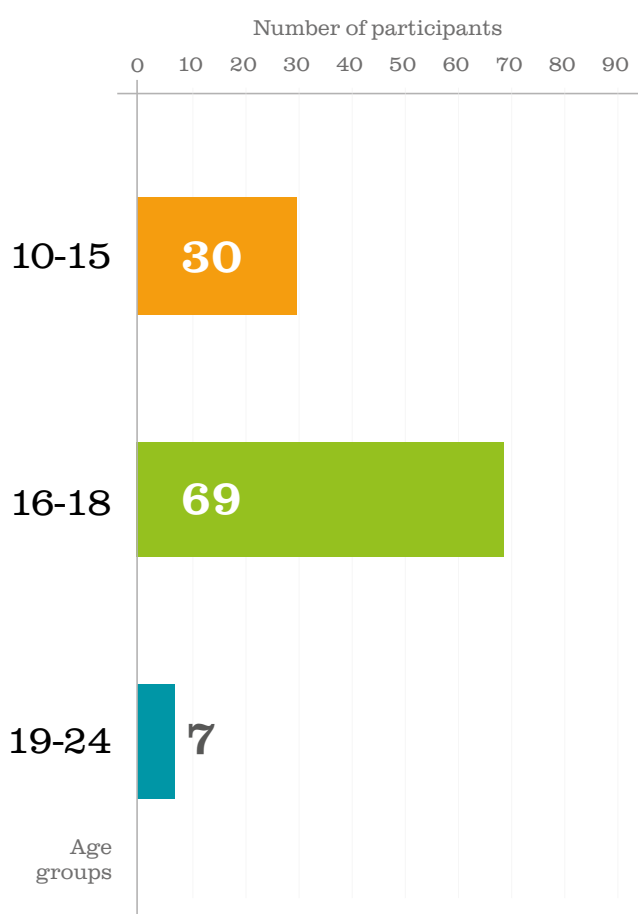
Young people will have an award ceremony. Those progressing to positive destinations are offered additional in-work support/ guidance. Those not will be offered ongoing aftercare employability support.



Our reach

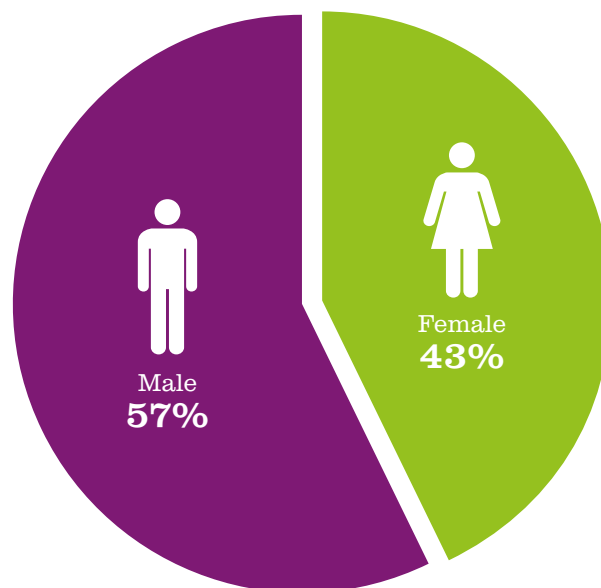
We engaged with a wide range of young people aged 15 to 24.

Fig 1:
Age of programme participants



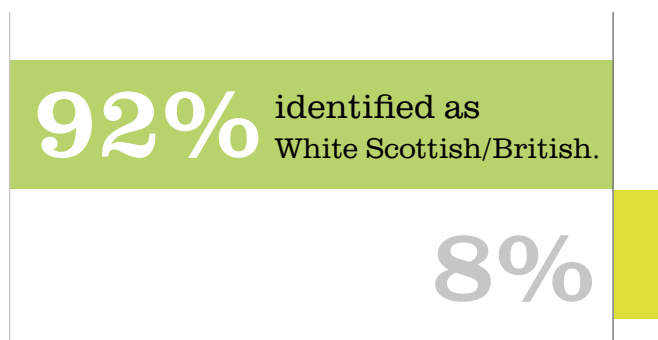
We pro-actively engaged with a wide range of key stakeholders to ensure that a diverse group of young people participated in our programme, including Skills Development Scotland, Jobcentre Plus, Local Authority partners, NHS, other third sector organisations and other cash-back portfolio partners.

Fig 2:
Gender of programme participants



Ethnicity

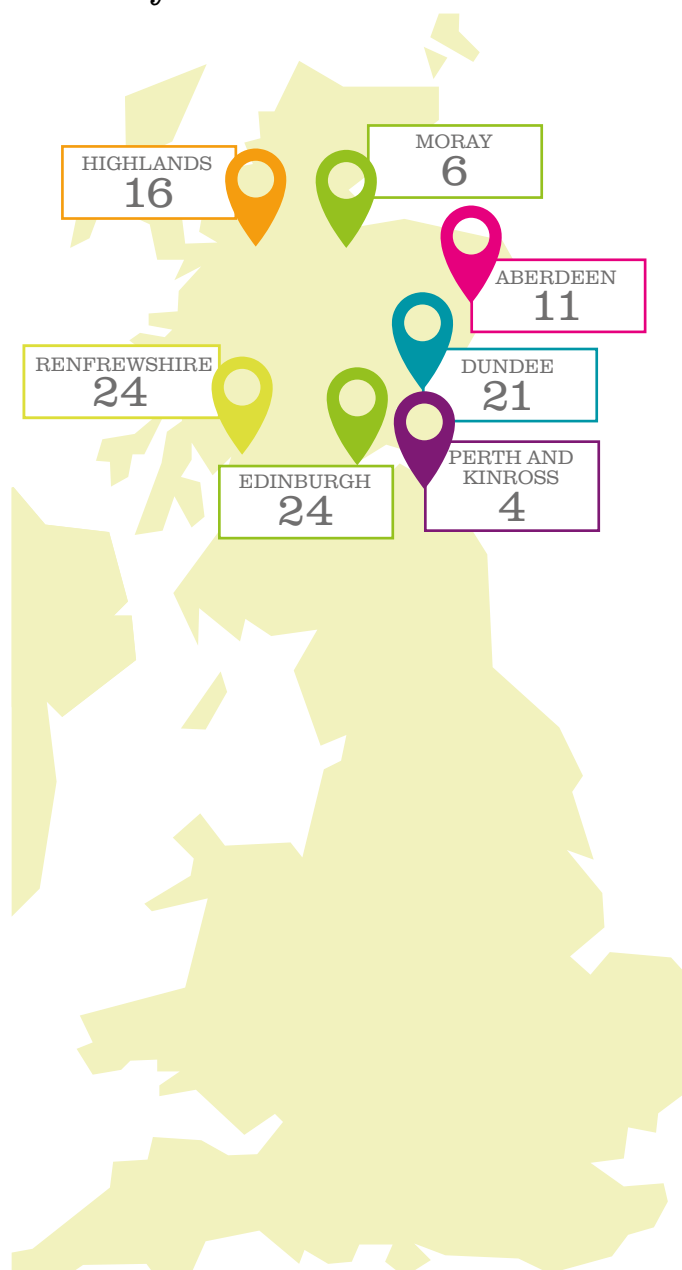
Information on ethnic origin is gathered through completed of the participant equalities report.



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 7 targeted local authority areas:

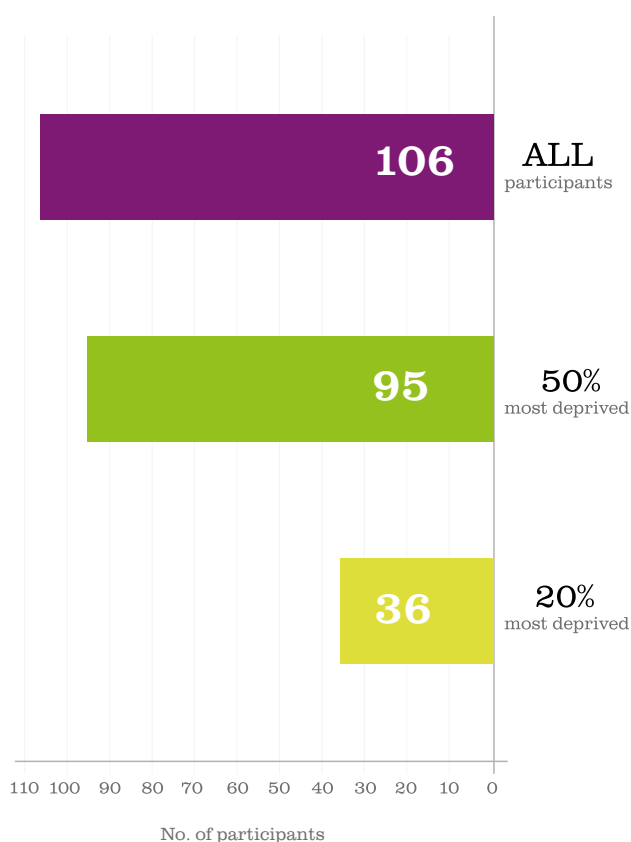


Reaching young people from deprived areas:

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

Almost all of our participants were from the 50% most deprived areas in Scotland. Just under 1/3rd were from the 20% most deprived areas.

Fig 4:
Deprived areas reached



Supporting young people on Fit for Work during the COVID 19 Pandemic

During the year to March 2022 we continued to adapt and develop our programme offer in line with the changing COVID restrictions. This enabled us to support 106 young people through a Hybrid approach combining online and face to face support.

Ice breaker games

These informal exercises were used to relax the group and begin to encourage participation. The games were led in such a way as to encourage participation whilst also supporting those who wanted to take a lesser role at this stage.

Mindfulness and Meditation in Renfrewshire

As part of the Fit For Work programme delivered by Barnardo's Works in Renfrewshire, participants took part in mindfulness and meditation workshops delivered by a Barnardo's team member who is a qualified practitioner of a number of alternative therapies. The sessions were aimed at getting people to focus on their mental wellbeing as well as their physical fitness for work and provided participants with tools to manage stress and anxiety they may experience on a daily basis.

After these sessions some participants took up the offer of hypnotherapy sessions, with young people reporting an improvement in their wellbeing as well as a reduction in their stress levels.

Advert/Podcast

Our Dundee service continued with the partnership with the Underground Cinema club and young people participating in this produced a number of podcasts and narrative pieces which helped improve their communication skills.

Role Play

This project delivered in a safe space, helped to develop communication and language skills, by allowing the participants to act out and analyse real life situations. Giving young people an opportunity to practice communicating face to face, as well as making phone calls/zoom calls without the fear of making mistakes.



Fitness Challenges

Young people participated in various challenges including beach cleans, walks, gardening and horticulture and fitness challenges using fit bit to monitor progress.

Arts and Crafts

Upcycling

This was a project where the participant's upcycle furniture, clothes, frames, boxes in the comfort of their own space while engaging in light chat.

The young person would pick their own project, plan and design their final item and we would provide the necessary equipment for the task to be carried out.

We would then photograph all final pieces to bring them together in a digital slide show showcasing Arts/Crafts.

Money Management

Delivered in partnership with My Bnk we were able to bring groups together from across areas to participate in learning about money management, how to save, budget, compare prices



and look out for scams. Enabling young people to achieve a Level 4 SCQF award in Financial Management.

Many of our participants were also supported to be able to engage effectively online, Barnardos was able to provide relevant IT Kit, Data and connection help to ensure all young people were able to fully participate in the online programme.

Young People quotes about working online

“It has helped me to build my confidence and learn new life skills.”

“Definitely for me. I used to get really anxious speaking to people I didn't know.”

“I have anxiety issues, and normally get nervous talking to people, I'm getting better at talking to people I don't know.”

Case study

BH had previously been working with Barnardo's on a one to one basis, however he needed to become more confident within a group setting and be comfortable speaking out. These issues were stopping him from progressing in to work. Therefore he joined the Fit for Work programme.

BH has autism and the initial transition from one to one into a group setting was very daunting for him, previously since Covid 19 BH had found himself very isolated at home and hadn't been surrounded by other young people in nearly 3 years. When BH first entered the Fit for Work group consisting of 6 other young people he was initially very shy. BH was least likely to get involved answering questions or sharing his thoughts, feelings, and opinions to different subject matters.



On a group outing BH didn't want to participate in the bowling activity in the first week but as each week went by BH was slowly coming out of his shell, he began interacting with other group members, speaking out during group discussions, and participating in a variety of fun activities the group played 10 minutes before their session finished such as hangman.

As the FFW group is approaching the end, it was clear to see a massive difference in BH. He gained more confidence every week and his anxieties aren't holding him back as much, this has helped him not only gain the confidence to apply for college but to secure a place studying Retail Skills as NESCOL. BH is still discovering his newfound confidence each day, the project workers and the other members in the FFW group are supporting and encouraging BH each week to show him that he can do it and that group environments actually aren't as scary as they seem.

Quotes from young people:

"I wasn't able to get on a bus myself because I have anxiety but after working with Barnardo's for a while I've been able to get on the bus myself multiple times now."

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

Case study

M.B joined Barnardo's in January 2021. He had been negatively impacted by Covid 19 and due to this he had disengaged from Education though previously he had been achieving high levels of attainment and had achieved all A's at National 5. M.B had been left feeling very anxious about Covid and unsure of what opportunities were available to him. M.B also has ADHD and due to this can struggle to follow verbal instructions and retain information, so a support plan was put in the place with his project worker to best support participation.

The FFW programme helped M.B develop personal and social skills through activity-based learning. While on this programme M.B took part in a walking challenge to raise wellbeing and general fitness. This was a great challenge for him as due to covid M.B had not been leaving his house.

He also took part in several sessions around "financial fitness" where he learned how to budget and what bills are involved in independent living. M.B also took part in an upcycling activity where he successfully upcycled a drum.

M.B designed his brief, budgeted for materials and created a fantastic end result. M.B was supported to apply



for College while on FFW. During the application process his project worker arranged a visit to the college, where he was given a tour and met with one of his lecturers.

This was an amazing experience for M.B as he was shown the studios and the equipment and he could see the passion for music from the lecturers on this course. It also helped to ease the worries M.B had for the transition from school to further education. M.B was prepped over several sessions for his college interview, and when the time came, he was prepared and was given an unconditional offer. M.B's confidence and employability skills had also grown so much by this point that he was also applying for part time jobs independently. M.B has now left Barnardo's and is sustaining his college place and gaining the skills he needs for his future career as a musician.

Quotes from young people:

"These courses give me a confidence boost. It makes socialising a little bit easier and I can prevent socially awkward situations."

Health and Wellbeing



63%

of young people reported improvement in their Health and Wellbeing.

It is important to recognise the ongoing significant challenges to mental and physical health during 2021/22. In the context of restrictions on every day life

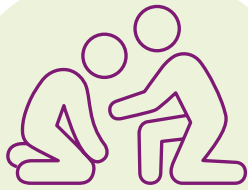
and a continually changing public health environment, young people across Scotland (and the world) faced real issues with physical and mental health.

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

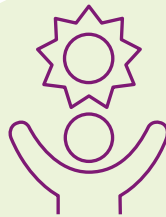
“I struggle a bit with my mental health. Doing the fitness challenge has helped me.”



Through participation in Fit for Work young people took part in a range of activities:



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



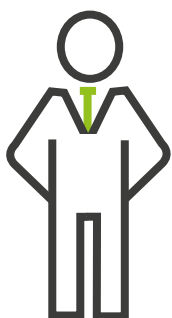
Gambling, drugs and alcohol awareness activity


Many felt that the routine and regularity of the Fit for Work sessions helped them to feel useful and positive.

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


Achieving

Of the **106**
young people
who started the
programme,



 **17** have continued the programme in to April 22 and



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

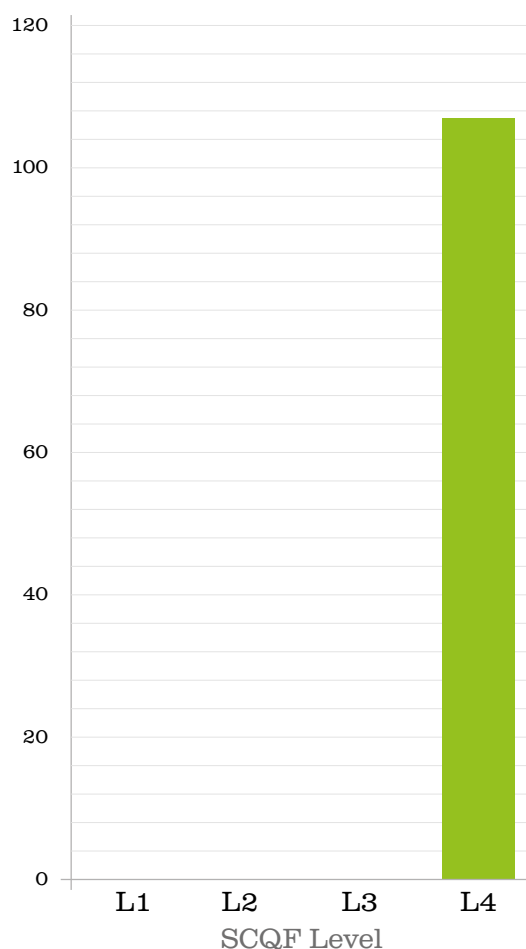


72 participants

**successfully achieved
a recognised SCQF level
qualification.**

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

Fig 6:
Qualifications achieved.

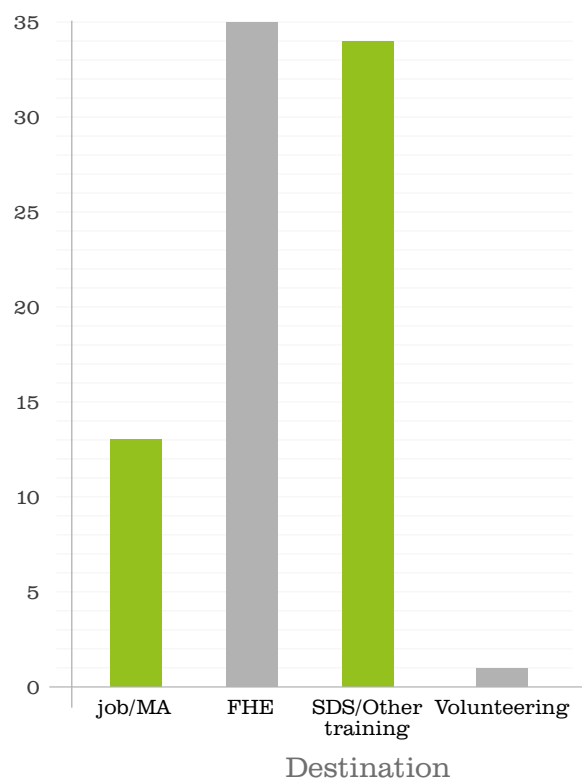


Outcome Positive Destinations

Of the **100**
young people
who have **completed**
the programme by
31st March 2022,

83 have moved
on to a positive
destination.

Fig 7:



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

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

Outcome



96%

of participants
said that they felt
more confident.

Outcome



96%

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

“I mean in school I had no idea of what being in the workplace would be like. But Barnado’s helped with that.”

Fit for Work Programme participant

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

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 second impact report of our new three year partnership with Cashback for Communities, we are pleased to see good progress being made despite ongoing restrictions related to the COVID pandemic. 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 Year 3:

- Young women face significant barriers in the labour market, including occupational segregation and a gap in earnings of 33% between 18 to 21 year old women and men. There is also evidence that the pandemic hit women's employment the hardest. We will renew our efforts to promote and encourage more young women to participate in the programme.
- We will continue to embed and fully utilise the Workstar tool in our delivery, ensuring that this is completed for all young people who start and complete the programme, this will ensure we obtain full feedback to report on our 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 refocus on developing more volunteering opportunities for young people on the programme.
- We will develop plans to further embed delivery in our existing areas and the new areas of Perth and Kinross and Moray.

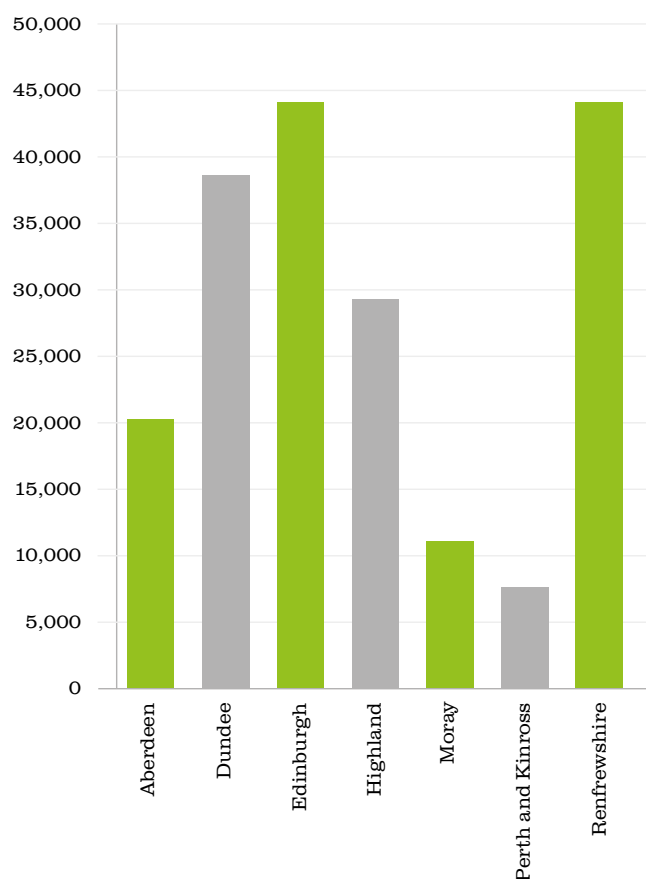


Priorities going in to Phase 5 of CashBack for Communities

- While the balance of men and women across the programme is reasonable, it is important to continue to attract young women on to the Fit for Work through CashBack programme.
- The programme should continue to include different types of activities and opportunities, to ensure that a wide range of young people are attracted to participate in the programme.
- Examine and implement new ways of strengthening the volunteering aspect of the programme; with a stronger focus on gathering evidence about softer outcomes; ensuring accreditation remains appropriate for the learning achieved by young people.
- The Fit for Work programme has supported participants well in their early stages of the employability journey. It has supported increased confidence, aspirations, positive behaviour change and wellbeing. It has also supported progression into further training and learning. The value of this type of early employability support should be recognised, and work of this nature continued.

Fig 8:
Local authority financial breakdown 2021/22

In 21/22 a total of £196,077 was allocated to the Fit for Work programme, of which a total of £195,157 was used, the following is a breakdown per Local Authority area for the spend". See comment later on this page with breakdown per Local Authority area.



Appendix 1:

Cumulative spend at Year 2

		Performance		
	Metric	Actual	Target	Variance
Project Activity (no less than 85% on project costs – at least 75% revenue costs and up to 10% capital costs)				
Staffing costs:	£	0	0	0
Service Manager	£	35,477	32,591	-2,886
Fit for Work Mentor(s)	£	151,503	141,715	-9,788
Employer Liaison Officer	£	36,384	36,510	126
Administrator	£	36,453	33,964	-2,489
Staff Insurance and Training	£	7,659	7,695	36
Staff Travel Expenses	£	3,179	6,660	3,481
Delivery Costs:	£	0	0	0
Refreshments	£	966	1,791	825
Payments to Learners	£	11,576	37,400	25,824
Equipment and resources	£	9,815	28,900	19,085
Office Costs:	£	750	920	170
Telephone, stationary and other office costs	£	4,560	4,560	0
Total Project Activity	£	298,322	332,706	34,384
Other Project Costs				
Management and Marketing	£	28,494	28,683	189
External Evaluation	£	16,300	16,000	-300
Total Other Project Costs	£	44,794	44,683	-111
Total Expenditure	£	343,116	377,389	34,273
Matched Funding	£	9,304	0	-9,304

Year 2 spend per Local Authority area:

Aberdeen – £20,296

Dundee – £38,644

Edinburgh – £44,105

Highland – £29,273

Moray – £11,123

Perth and Kinross – £7,611

Renfrewshire – £44,105

Appendix 2:

Year 2 Progress Against Targets

Year 1 Target	Target to Year 2	Year 1	Year 2	Measurement
Overall number of participants	200	74%*	106	Barnardo's stats
Outcome 1: Confidence and resilience				
Young people report confidence increasing	80%	100%	96%	Focus groups (29 people)
Young people report being able to do new things	80%	89%	96%	Workstar: aspiration (18)
		100%	85%	Focus groups (10 people)
Young people report positive changes in their behaviour	80%	100%	74%	Focus groups (10 people)
Young people feel more resilient	70%	33%	70%	Workstar: stability (18)
Young people report positive supportive networks	70%	83%	74%	Workstar: workplace and social skills (18)
Stakeholders report increased confidence and resilience of young participants	80%	100%	100%	Stakeholder interviews (3)**
Stakeholders report positive changes in behaviour of young participants	80%	100%	100%	
Outcome 2: Physical and personal skills				
Young people gain accreditation for learning and skills development	70%	29 people = 73%	92 people = 87%	Barnardo's monitoring (Based on 40 completed)
Young people demonstrate increased skills	80%	83%	87%	Work star: Workplace, job search and social skills (18)
Stakeholders report participant skills increasing	80%	100%**	100%	Stakeholder interviews
Outcome 3: Health and wellbeing				
Young people report increases in wellbeing feelings against SHANARRI	70%	56%	63%	Work star: Health and wellbeing (18)
Stakeholders report increases in SHANARRI among young people	80%	100%**	100%	Stakeholder interviews (3)

1. Of the 74 participants, 40 completed, 28 continued into 2021/22 and 6 did not complete.

*Participation figures for year 1 were impacted by the global health situation. Years 2 and 3 will include a higher volume of participants. 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.

Year 1 Target	Target to Year 2	Year 1	Year 2	Measurement
Outcome 4: Learning, employability and options				
Young people achieve a positive destination	75%	37 people = 93%	80 = 80%	Barnardo's monitoring (Based on 40 completed)
Young people improve attendance***	70%	68 people ¹ = 81%	100 people = 94%	Barnardo's records: attendance at FfW
Young people improve attainment***	70%	29 people = 58%	92 people = 92%	Barnardo's records: accreditation for learning (based on 50 completed)
Stakeholders report increased attendance and attainment	80%	100%	100%	Stakeholder interviews (3)
Outcome 5: Community contribution				
Young people volunteering or leadership in community organisations	10%	0%	1 person = 1%	Barnardo's records
Hours of volunteering contributed by participants	4,000 over 3 years	142 hours	215 hours	
Community focused awards gained	2	0	6	
Stakeholders report improvement in contribution, links and social interaction	80%	100%	100%	Stakeholder interviews (3)
Young people's perception of neighbourhood improves	60%	-	67%	Focus groups (10 people)
Young people have heightened sense of belonging to a community	60%	90%	67%	
Young people have increased motivation to positively influence community	60%	70%	67%	
Young people feel contribution, links and social interaction are improving	60%	90%	67%	
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		Focus group discussions (29 people)
Young people feel less inclined to participate in anti-social and/ or criminal behaviour	50%		100% of those who felt it was relevant to them (3/27)	

***Barnardo's does not aim to work with people who are attending or engaging with 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.

© Barnardo's, 2022 All rights reserved

No part of this report, including images, may be reproduced or stored on an authorised retrieval system, or transmitted in any form or by any means, without prior permission of the publisher.

Some images are posed by models.

barnardos.org.uk

Barnardo House, Tanners Lane, Barkingside,
Ilford, Essex IG6 1QG | Tel: 020 8550 8822

Barnardo's Registered Charity Nos.216250 and SC037605 23346dos22

