

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



Annual Report 2020/2021

in partnership with





Introduction

This is the first 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 the COVID pandemic and the restrictions placed on how we could deliver our programme, we adapted and implemented an online offer which supported 74 young people from Renfrewshire, Edinburgh, Perth, Dundee, Aberdeen and Inverness.

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.



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.



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.



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.



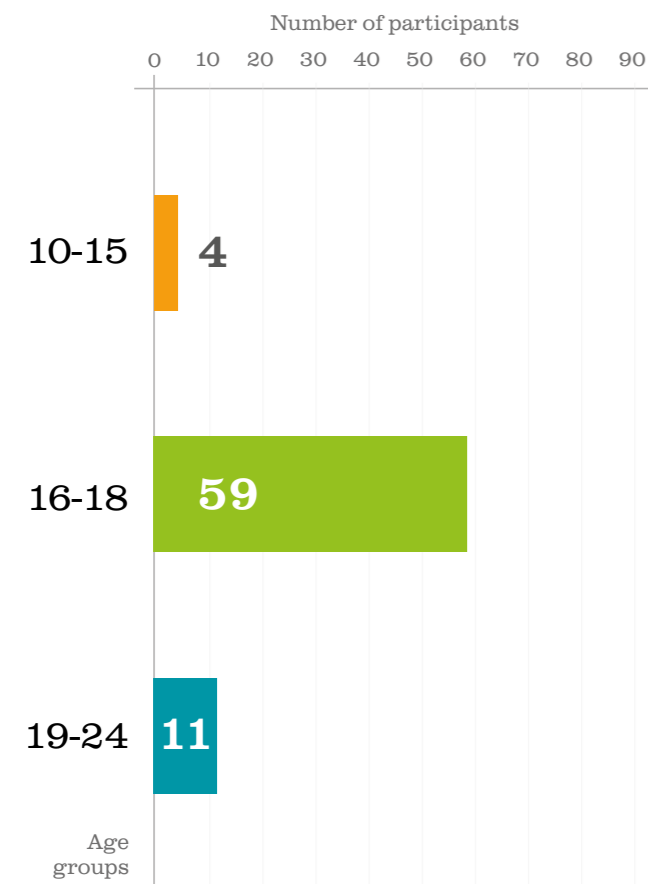
Graduation / post-programme support: Young people will have an award ceremony. Those progressing to positive destinations are offered additional in-work support/ guidance. Those not will be offered ongoing aftercare employability support.



Our reach

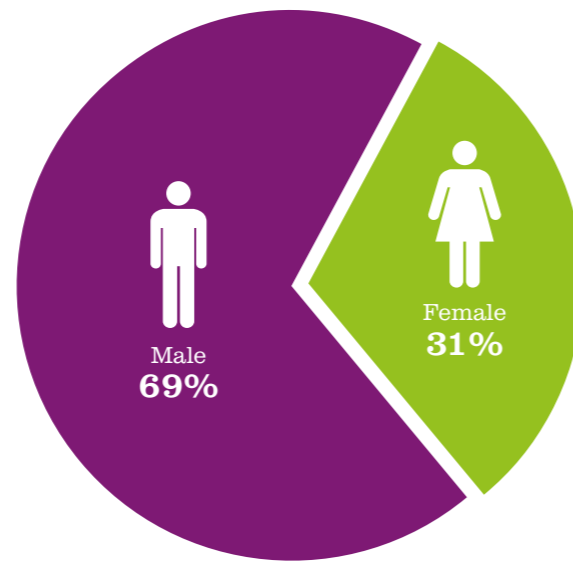
We engaged with a wide range of young people aged 15 to 24.

Fig 1: Age of programme participants



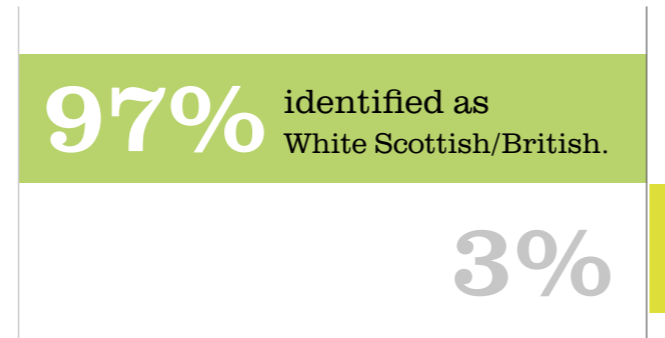
We pro-actively engaged with a wide range of key stakeholders to ensure that a diverse group of young people participated in our programme, including Skills Development Scotland, Jobcentre Plus, and Princes Trust, Local Authority partners, NHS, other third sector organisations and other cash-back portfolio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

Fig 2: Gender of programme participants



Ethnicity

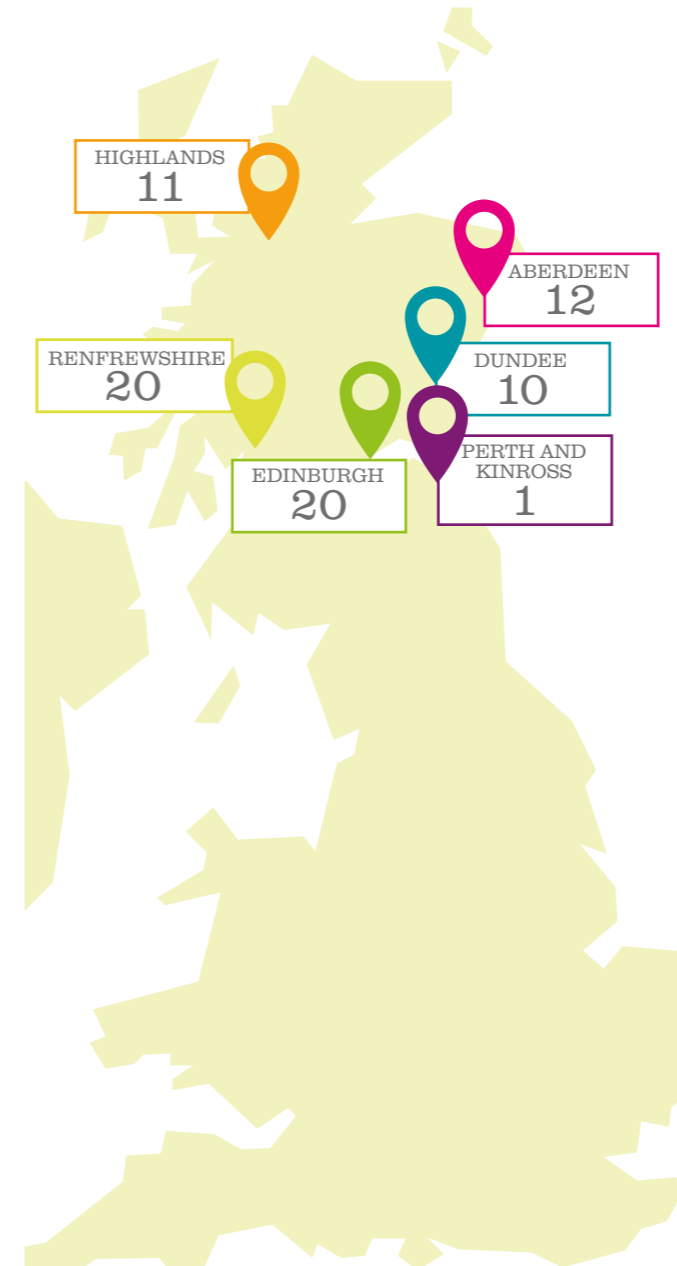
Information on ethnic origin is gathered through completed of the participant equalities report.



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 all 5 targeted local authority areas:

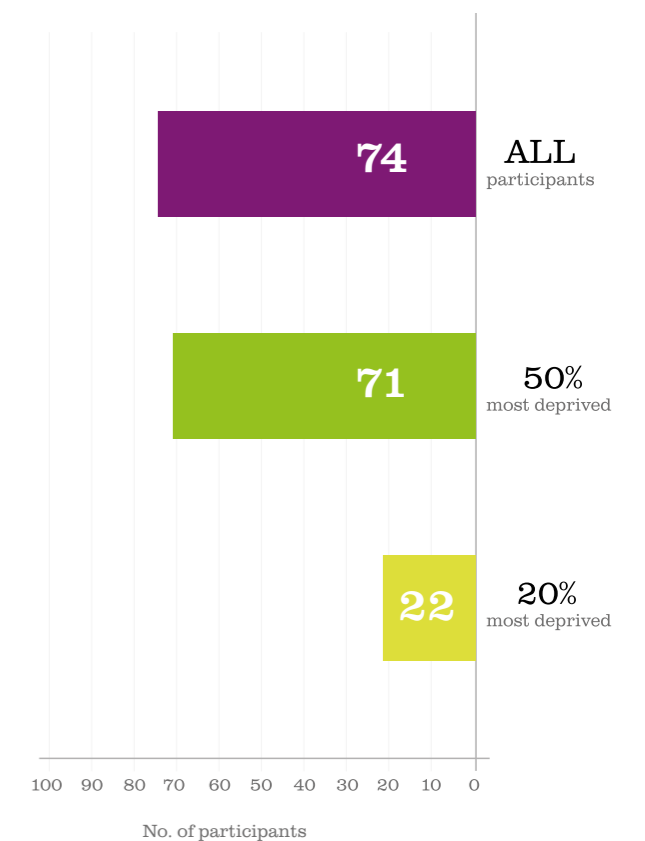


Reaching young people from deprived areas:

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

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 2021 we adapted our programme to reach and support 74 young people via an online based programme, while retaining the majority of the key aspects of Fit for Work.

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.

Graphic Novel

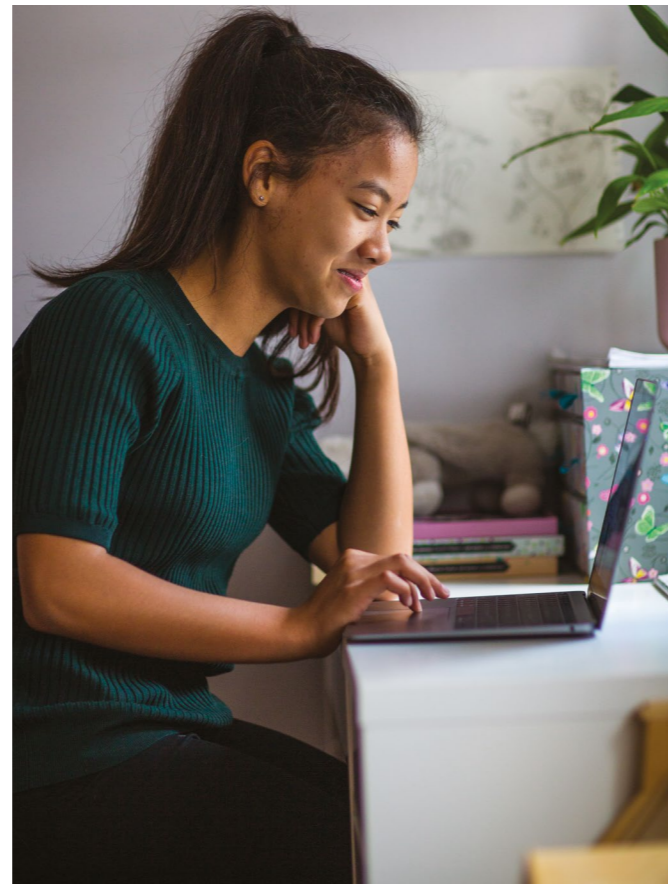
This was a project where the participants were encouraged to tell a story using mixed media. This project was designed to encourage the participants to begin to use digital media as a tool to complete projects and also express themselves. A lot of this work can be done using free apps that are available.

Advert/Podcast

This is an online drama exercise which was designed to develop the communication skills and confidence of the participants. It is also an opportunity for the participants to express themselves and confront issues.

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

This was tailored for each participant and run for the full eight weeks of the course. Each week we had a different challenge and the overall aim was to increase the health and well-being of the participants whilst giving them the knowledge and motivation to continue healthy routines after the group finishes. This could be a daily step challenge, cycle challenge or simply doing a set of exercises each day.

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's more chilled and mellow.”

“Online anonymity is a good thing for me it has helped to build my confidence when speaking to people.”

“Online anonymity is a good thing for me it has helped to bBeing online has really worked for me, I get really anxious when I meet people face to face.”

Case study

Alfie* got involved in Fit for Work after his careers advisor at school suggested he do the course. He had applied to college but the course wasn't on in 2020. He wasn't sure at first, but once he met the project worker one to one he felt all right about it.

Alfie learned how to write a CV, how to work as a group, and also had the chance to get involved in his community through litter picking. He feels more confident in CV writing and applying for jobs. He also feels better about interacting with others.

Alfie plans to go on to college in autumn 2021. Fit for Work helped him to develop his skills and confidence before going on to college. In the meantime he is applying for a job to keep him busy until college starts.

Quotes from young people:

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

“It has made me more confident and able to speak in a group and to take part in a Zoom call.”



Case study

Hannah joined Fit for Work after taking part in another Barnardo's course. She wanted to get more confidence and help with planning her career. Hannah really liked Fit for Work. She did the course on a one to one basis because she did not feel that taking part in a group online environment would work for her.

It was easy to talk to the Barnardo's lead worker about this, and they quickly agreed another approach. Because of the restrictions in place due to Covid-19 they connected mainly through one to one phone activity and they managed to meet up face to face once. Hannah enjoyed the routine and regularity of the contact.

Through Fit for Work, Hannah learned a lot of new skills. She became more confident and aware of her own abilities.

She also felt more able to put her view across to others after Fit for Work. Hannah felt more able to communicate with others and talk on the phone because of Fit for Work.

Hannah also developed new hobbies and started to take up sewing in her spare time. She is taking opportunities to be more creative, through art and writing. Hannah feels that through Fit for Work she has learned how to balance work



and leisure. She feels that others have also noticed changes in her.

Overall Hannah very much enjoyed Fit for Work. Next, Hannah plans to go on to another Barnardo's course. She is still not too sure what she would like to do for work, but she has a better idea of what she doesn't want to do – anything too loud or too busy.

Quotes from young people:

“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.”

“I liked having a routine of things that I have to do. I definitely learned new things. Just, like a lot about how to write about myself and my own qualities... I am now more likely to put my feelings and thoughts on paper. I am more willing to... not put my foot down but say when things are bothering me.”

“The whole reason I got this apprenticeship was through Barnardo's.”

Health and Wellbeing



56%
of young people reported improvement
in their Health and Wellbeing.

It is important to recognise the significant challenges to mental and physical health during 2020/21. In the context of restrictions on every day life and a continually changing

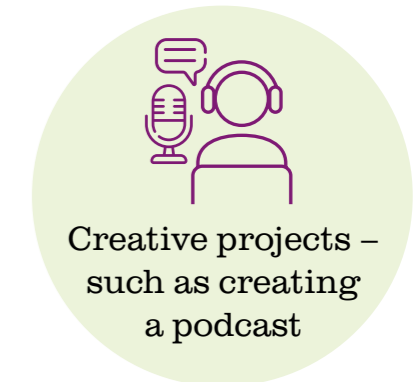
public health environment, young people across Scotland (and the world) faced real issues with physical and mental health.

“The fitness watch has been a great motivator, and has got me to count my steps.”

“The fitness challenge has got me back out on my bike again. I can now do 20 miles in a week.”



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

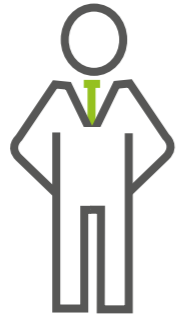


Many felt that the routine and regularity of the Fit for Work sessions helped them to feel useful and positive.

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

Achieving

Of the **74** young people who started the programme,



29 have continued the programme in to April 21 and



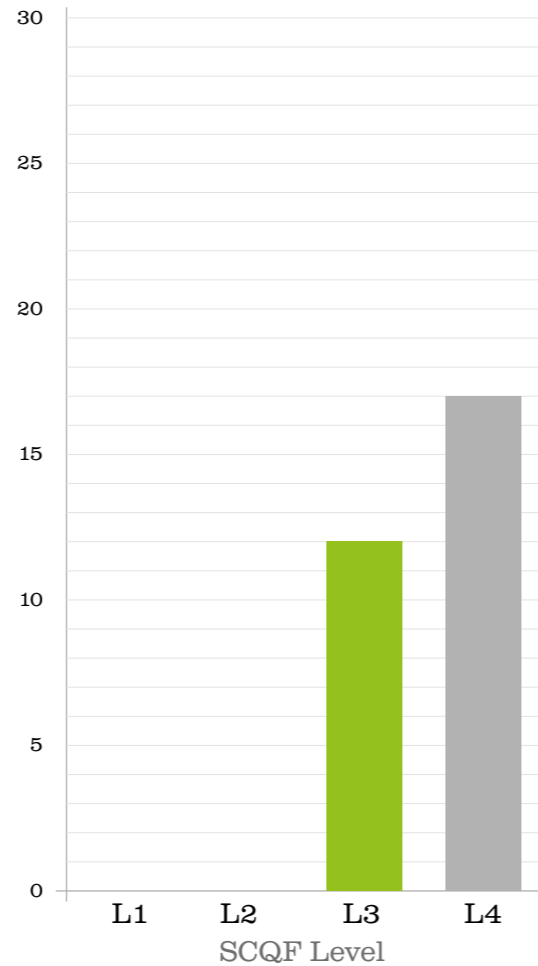
40 young people have successfully completed the programme.



29 participants successfully achieved a recognised SCQF level qualification.

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

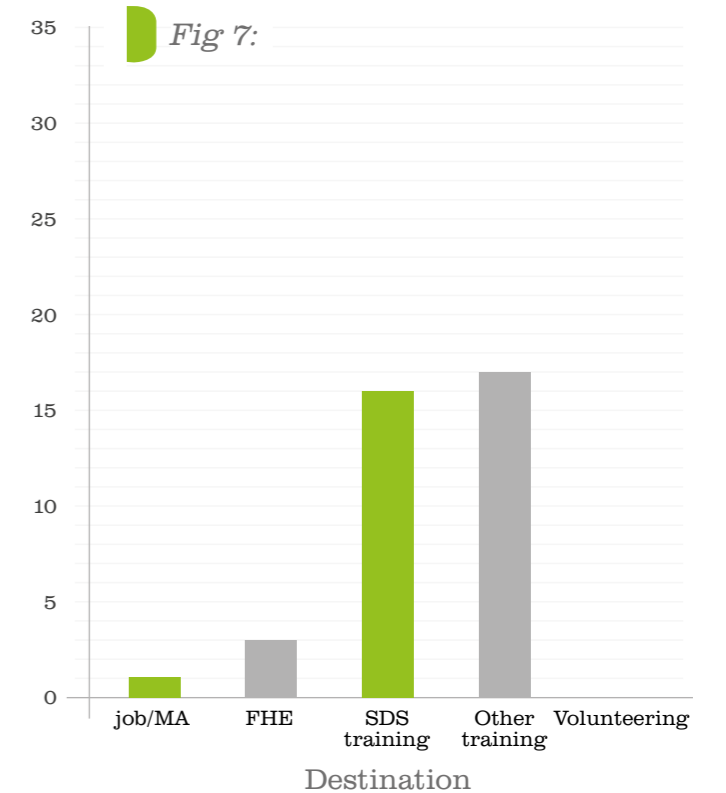
Fig 6: Qualifications achieved.



Outcome Positive Destinations

Of the **40** young people who have completed the programme by 31st March 2021,

37 have moved on to a positive destination.




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



100%
of participants
said that they felt
more confident.

Outcome



89%
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



83%
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**

93%
of young people
accessed training
during the programme.

Outcome



90%
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 first impact report of our new three year partnership with Cashback fro Communities, while we can describe it as a year like no other, 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 2:

- 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, ed 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.

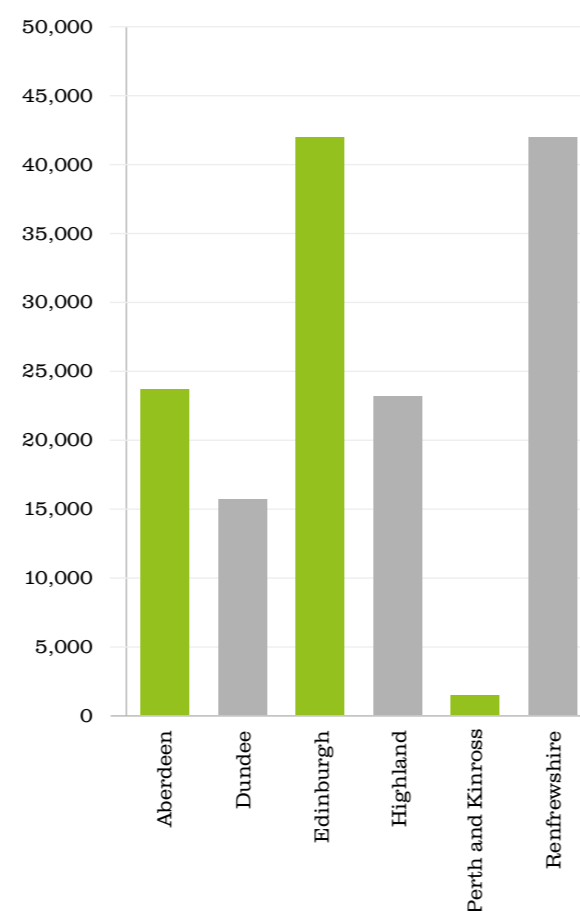
- We will renew our efforts to target the programme at those young people from 20% most deprived areas, increasing the participation of the number of young people from these areas on our programme.
- We will continue to deliver a more blended approach to delivery of the programme, while the majority of the programme will be delivered as a group and face to face, we will include online delivery as part of our offer going forward.
- We will develop plans to and deliver the Fit for Work programme in new areas, namely Perth and Kinross and North Ayrshire.

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
2020/21

In 20/21 a total £170,160 was allocated to the Fit for Work programme, of which a total of £147,959 was used, the following is a breakdown per Local Authority area for the spend:



Appendix 1: Spend in Year 1

	Performance			Performance		
	Actual	Target	Variance	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:						
Service Manager	4,020	4,020	0	16,080	16,080	0
Fit for Work Mentor(s)	16,300	16,300	0	65,200	65,200	0
Employer Liaison Officer	4,340	4,340	0	17,360	17,360	0
Administrator	3,940	3,940	0	15,760	15,760	0
Staff Insurance and Training	980	980	0	3,920	3,920	0
Staff Travel Expenses	300	300	0	880	900	20
Delivery Costs:						
Refreshments		0	0	0	0	0
Payments to Learners	1,500	4,600	3,100	3,492	15,400	11,908
Equipment and resources	1,200	3,750	2,550	2,741	12,650	9,909
Office Costs:						
Telephone, stationary and other office costs	960	960	0	1,800	1,800	0
Total Project Activity	33,540	39,190	5,650	127,233	149,070	21,837
Other Project Costs						
Management and Marketing	3,380	3,380	0	12,726	13,090	364
External Evaluation	8,000	8,000	0	8,000	8,000	0
Total Other Project Costs	11,380	11,380	0	20,726	21,090	364
Total Expenditure	44,920	50,570	5,650	147,959	170,160	22,201

Year 2 spend per Local Authority area:

Aberdeen – £35,653
Dundee – £35,653
Edinburgh – £33,634
Highland – £53,419
Renfrewshire – £37,591

Appendix 2:

Year 1 Progress Against Targets

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

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

***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.

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Some images are posed by models.

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