

Way2Work#CashBack

ANNUAL REPORT

2019/2020



The Way2Work#CashBack service has continued to provide invaluable support to young people in year 3; enabling them to realise their potential and progress in to meaningful and sustainable positive destinations including employment, further education, training opportunities and apprenticeships. Year 3 has seen the service support 204 young people to achieve their goals and experience many forms of success from increasing confidence and improving wellbeing to achieving accredited qualifications and gaining industry specific certificates. The blend of bespoke, person centred one to one support combined with our group learning programme has empowered young people to raise their aspirations and look towards a bright future.

The dedicated Way2Work#CashBack staff team have supported young people who are disadvantaged by:

- Living in areas of deprivation
- Being unemployed
- Not in education or training
- Excluded or at risk of exclusion from school

This final year of the Way2Work#CashBack service has seen young people achieve some truly incredible outcomes. We have continued to provide a flexible and responsive service, inspiring young people to take control of their learning journeys and progress at a pace that suits them. Young people recognise and value their skills and strengths and now have the confidence and competence required to lead successful and fulfilling lives.

Collaborative working has been a consistent theme throughout the 3 years of Way2Work#CashBack. We have built strong partnerships which have continued in to our final year of the service, complementing service delivery and hugely benefitting young people participating in our programmes.

This report highlights the incredible outcomes achieved by young people taking part in Way2Work#CashBack's employability support packages, detailing progress made against the 6 key outcomes:

- Young people build their capacity and confidence
- Young people develop their physical and personal skills
- Young people's behaviours and aspirations change positively
- Young people's wellbeing improves
- Young people's school attendance and attainment increases
- Young people participate in activity which improves their learning, employability and employment options

FACTOIDS



155 new young people engaged



49 young people continued into Year 3



98 new male participants



57 new female participants



310 group work sessions



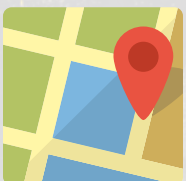
1,300 hours in 1:1 sessions



118 accreditations gained



92 social media posts



81 positive destinations

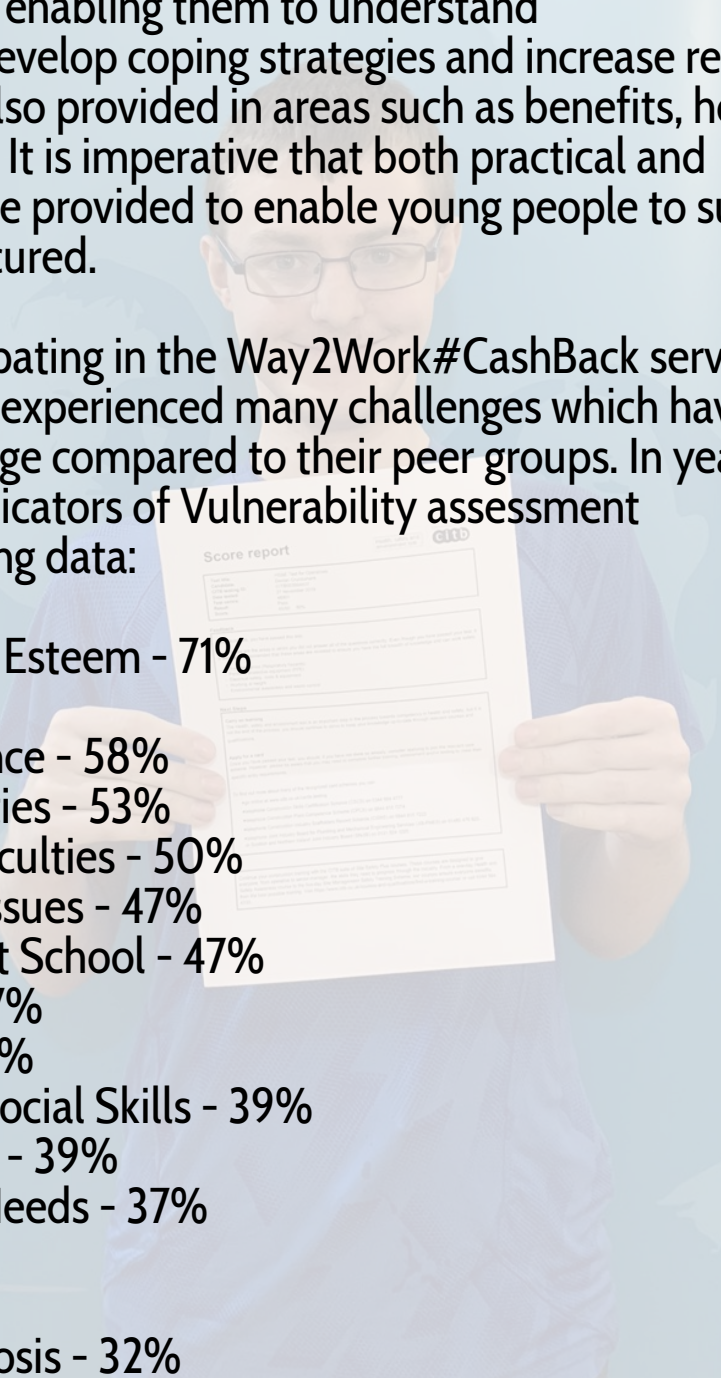
Way2Work#CashBack staff have spent 1300 hours providing bespoke, person centred and individually tailored one to one support to young people this year. The trusting relationships staff have built are testament to the motivation, passion and skill set of the staff team to engage young people who are experiencing numerous 'indicators of vulnerability' such as anxiety, communication difficulties, social isolation, learning disabilities, non attendance at school and offending behaviour. This one to one relationship has enabled 81 positive destinations to be secured in year 3.

One to one support packages provided by staff are unique to each individual and solely focussed on the career path that specific young person wants to embark on. Alongside employability support, staff provide emotional support to improve young people's mental health and wellbeing enabling them to understand certain behaviours, develop coping strategies and increase resilience. Practical support is also provided in areas such as benefits, housing, health and transport. It is imperative that both practical and emotional support are provided to enable young people to sustain destinations once secured.

Young people participating in the Way2Work#CashBack service are experiencing or have experienced many challenges which have put them at a disadvantage compared to their peer groups. In year 3, we implemented the Indicators of Vulnerability assessment capturing the following data:

Low Confidence/Self Esteem - 71%
Anxiety - 66%
Low School Attendance - 58%
Relationship Difficulties - 53%
Communication Difficulties - 50%
Literacy/Numeracy Issues - 47%
Additional Support at School - 47%
Bullied at School - 47%
Socially Isolated - 42%
Lack of Life Skills & Social Skills - 39%
CAMHS Involvement - 39%
Additional Support Needs - 37%
Self-Harm - 34%
Anger Issues - 34%
Mental Health Diagnosis - 32%
Social Work Involvement - 32%
Family Poverty - 21%

Score report



The image shows a young man with glasses holding a document titled 'Score report'. The document contains a table with various indicators and their corresponding percentages, which are listed in the adjacent text block. The background of the image is a light blue wall with a white electrical outlet visible on the right.

Indicator	Percentage
Low Confidence/Self Esteem	71%
Anxiety	66%
Low School Attendance	58%
Relationship Difficulties	53%
Communication Difficulties	50%
Literacy/Numeracy Issues	47%
Additional Support at School	47%
Bullied at School	47%
Socially Isolated	42%
Lack of Life Skills & Social Skills	39%
CAMHS Involvement	39%
Additional Support Needs	37%
Self-Harm	34%
Anger Issues	34%
Mental Health Diagnosis	32%
Social Work Involvement	32%
Family Poverty	21%

In year 3 of Way2Work#CashBack we have continued the delivery of a range of group learning opportunities, enhancing young people's experiences and enabling them to develop and improve key life, social and employability skills. Based on feedback from young people, we have continued to deliver group programmes which were well received in year 1 and 2 and have added to our portfolio by providing additional opportunities in year 3. The group learning programme enables young people to achieve a range of accredited qualifications alongside industry specific certificates. A special thank you goes to our delivery partners including Bruce Robertson Training, PlayBack ICE, Edinburgh College, SRUC (Scotland's Rural College), Graham Construction and East Lothian Countryside Rangers who have hugely enhanced young people's learning experiences.

Group delivery:

Mindbuzz

PX2

SCQF Level 4 Citizenship

SCQF Level 4 Self Evaluation

SCQF Level 4 Work Experience

SCQF Level 4 Life Skills

SCQF Level 4 Preparation for Employment

SCQF Level 4 Health and Wellbeing

Animal Care (various modules)

Build You Up (construction and employability)

CSCS test preparation

College preparation

Fire Safety Awareness

Health and Safety

Food Hygiene

Social groups such as arts and crafts, cooking and music production

GROUP WORK

PARTNERS

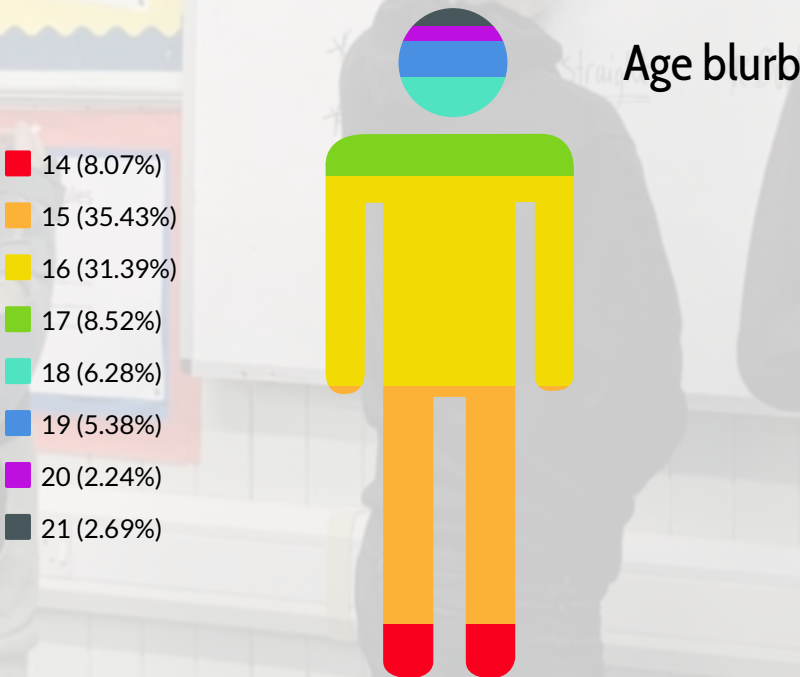
Year 3 referrers:
Penicuik High School
Musselburgh Grammar School
Ross High School
Preston Lodge High School
Dunbar Grammar School
Lasswade High School
North Berwick High School
Harbour Point School
Street League
Jobcentre Plus/DWP
Bridges Project - internal referrals
Carevisions
CAMHS
Access to Industry
East Lothian Works

NHS Lothian
PAVE
Venture Scotland
Lothian Villa
Blue Triangle
STRIVE
Midlothian Social Work
East Lothian Social Work
Skills Development Scotland
Love Learning
Midlothian Council
Lifelong Learning and Employability

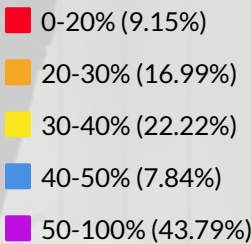


EMPLOYMENT OPPORTUNITIES FOR YOUNG PEOPLE

Bridges Project is privileged to have been entrusted by the Scottish Government to make a contribution to tackling inequality in East Lothian and Midlothian by assisting young people to build meaningful and sustainable pathways to employment. We were awarded up to £393,183 from Phase 4 CashBack for Communities to deliver Way2Work#CashBack over three years. The programme is designed to support vulnerable young people aged 14-21 to transition from school or unemployment into positive destinations such as work, training or further education.



SIMD count blurb



OUTCOME 1

YOUNG PEOPLE BUILD THEIR CAPACITY AND CONFIDENCE

- YP increased their confidence/capacity
- YP report they are able to do new things
- Other stakeholders report increasing confidence in YP
- YP go on to do new things after initial CashBack involvement
- YP show increased participation in group activities

"L has benefitted immensely from taking part in Mindbuzz. She has grown in confidence and is now communicating more and has gone from having 0% attendance at school to a phased return"



119 young people increased their confidence



83 young people report going onto new things after CashBack



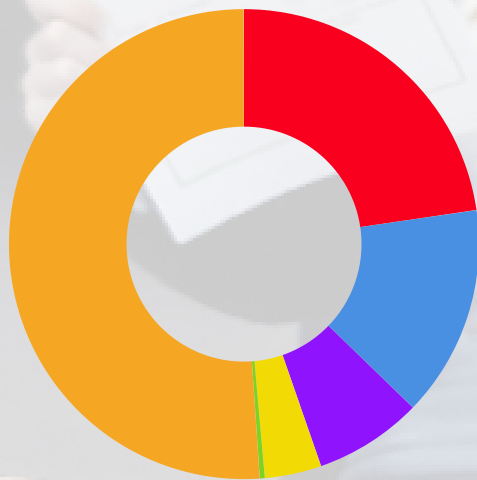
101 young people showed increased participation in groups

YOUNG PEOPLE DEVELOP THEIR PHYSICAL AND PERSONAL SKILLS

- YP increased personal skills, achieving accredited learning
- YP report an increase in their skills
- Other stakeholders report skills increasing in YP

J is a school refuser so developing positive group experiences and getting along with his peers has been a great confidence boost for him, developing needed social skills.

Accreditations



	Playback ICE units	Lv 4	61
	Animal Care units	Lv 4	33
	REHIS Health and Safety	Lv 5	13
	Food Hygiene	Lv 5	11



90 young people achieved accredited learning



140 young people report an increase in skills



97% stakeholders report skills increase in young people

YOUNG PEOPLE'S BEHAVIOURS AND ASPIRATIONS CHANGE POSITIVELY

- YP report increased aspirations
- Other stakeholders report increased aspirations in YP
- YP positively change behaviours
- Other stakeholders report positive change in YP behaviour
- YP take part in PX2 and other motivational groups
- YP set positive destination goals
- YP access other Bridges Project services/activities

"M has benefitted from taking part in the CSCS drop in as it has helped him to get on the right track for developing a career plan. Doing CSCS has motivated M to start planning for his future"



123 young people increased aspirations



50 young people take part in PX2 and other motivational groups



139 young people set positive destination goals

OUTCOME 4

YOUNG PEOPLE'S WELLBEING IMPROVES

- YP improve wellbeing
- Other stakeholders make positive comments about wellbeing against SHANARRI indicators
- YP increased attendance at Bridges Project
- YP increased interaction with families, peers and communities

"Since attending not only has P's sleeping improved but his mood has improved dramatically"

"Attending group work sessions has improved C's wellbeing"



118 young people improve wellbeing



62 young people increased attendance at Bridges Project



115 young people increased interaction with families, peers and communities

YOUNG PEOPLE'S SCHOOL ATTENDANCE AND ATTAINMENT INCREASES

- YP attendance at school improves
- YP attainment at school improves
- YP leave school with more qualifications than expected
- YP take part in school-based work experience programmes

"B is a pleasant young lady who has made steady progress this year. She has improved her attendance and is keen to please and do well in certain subjects. Prior to attending her attendance was 74%, this has increased to 100%"



40 young people improved attendance at school



44 young people leave school with more qualifications than expected



30 young people take part in school based work experience

YOUNG PEOPLE PARTICIPATE IN ACTIVITY WHICH IMPROVES THEIR LEARNING, EMPLOYABILITY AND EMPLOYMENT OPTIONS

- YP taking part in training
- YP taking part in learning
- YP achieve positive destinations
- YP access learning
- YP volunteer following completion of programme
- YP gain employment

O has been a school refuser since the beginning of S3. With the assistance that Ross and Bridges Project gave to O he has increased his capacity of learning and gained qualifications. He has an action plan which will help him achieve his life long goal of working in the gaming industry

Positive Destinations



61 young people
took part in
training



113 young people
took part in
learning



81 young people
secured positive
destinations

CASE STUDY



At referral

David - 15 yrs old - was referred to the Way2Work#CashBack team in February 2019. His guidance teacher made the referral due to disengagement from school and risk taking behaviour in the community which escalated with him being in trouble with the police. School had tried an alternative timetable of work placements however after 2 attempts both were unsuccessful. David's local area has pockets of multiple deprivation especially regarding employment which was a main concern for both school and David.



Bridges Input

Initially staff supported David in creating an action plan and focussing on areas of possible employment interests by completing strengths and attributes exercises. It came to light that David wished to do something practical and work with his hands. He was referred to the "Build You Up" programme in which he attended all 7 sessions and completed a fire safety certificate. During the programme he created a targeted CV for the construction industry managing to identify his past achievements and skills. To strengthen his CV David embarked on a work placement with a local garage gaining practical skills alongside employability skills such as team work and problem solving.



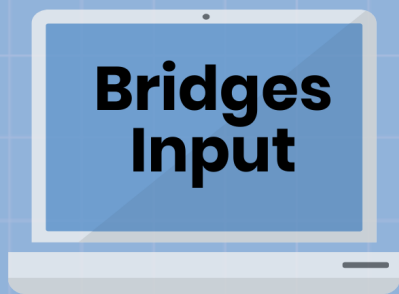
Future

David is thriving at his work experience and is looking to do more with his time. With this new found motivation and confidence he has been accepted onto a seafaring course which will focus on more qualifications such as First Aid and Health and Safety. He will also gain vital life skills from this course which he will be able to transfer into the world of work. Once David is 16 yrs old he will focus on gaining his CSCS card.

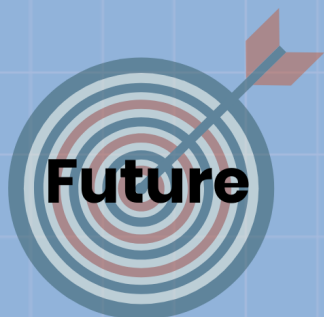
CASE STUDY



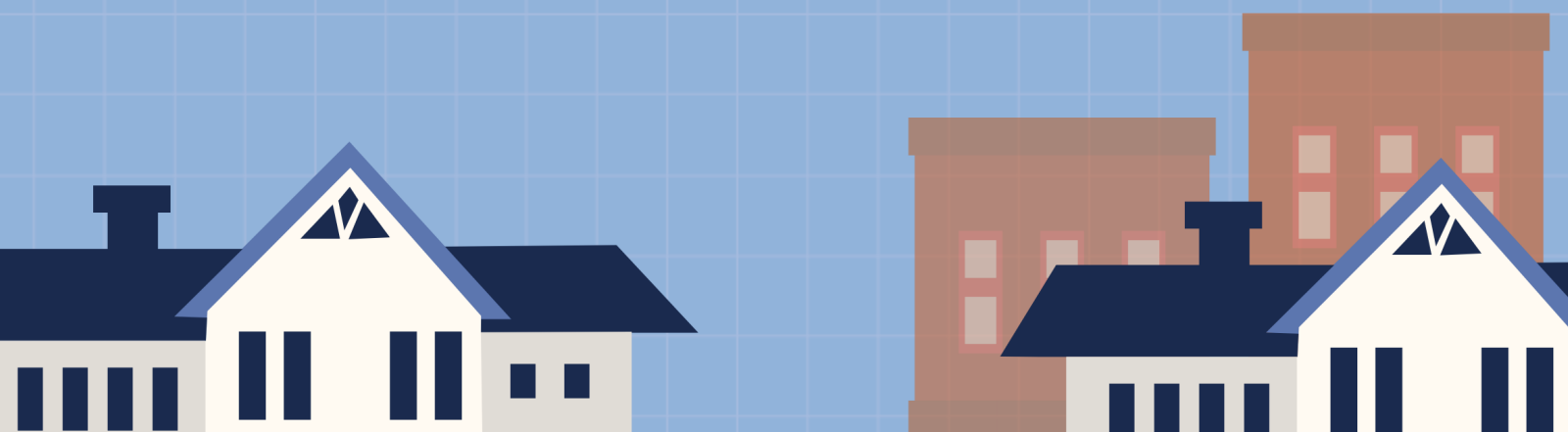
Mark - 16 years old - was referred to the Way2Work#CashBack team in May 2019. The Employability and Support Officer from Mark's school referred him in order for him to boost his confidence, raise self esteem and assist him to progress into a positive destination after school. In meeting Mark he was very shy, retiring and did not enjoy mixing with other young people. He found it difficult to engage with school due to his dyslexia and his anxiety - due to bullying - making it near impossible to ask for help when in a classroom situation.



Within the first few meetings with Mark, the #CashBack team used various assessment tools to gauge where he was in terms of employability, especially within his skills and strengths. From this they created an action plan to develop his attributes for the world of work taking into account his dream job of being an architect. Mark opted to attend the CSCS course, gaining his REHIS Health and Safety certificate and participating in the Fire Extinguisher training. After several weeks of attending the CSCS drop-in course, Mark passed his CSCS test, gaining his CSCS Health and Safety card. This was a huge achievement for him academically due to additional support needs. The drop-in also benefited him socially in building relationships with his peers, developing his communication skills and raising his aspirations. From this boost in confidence, Mark decided that he needed to be around others in a working environment therefore volunteering was his next step. With the assistance of the #CashBack team, Mark started a volunteering placement at Barnardos and has now racked up over 60 hours - achieving his 50 hour volunteering Saltire Award. Within this time at Barnardos he also completed the Playback ICE module - Work Experience - gaining a further 5 credit points.



Mark is maintaining his volunteering placement at Barnardos with the aim of reaching 100 hours. He is also now being supported to apply for suitable employment opportunities as he now feels confident and motivated and is looking forward to the future.



FINANCE

East Lothian - £115,225

Midlothian - £41,100

		Target	Actual	Variance
<u>Project Activity</u>				
Co-ordinator and Employability Support Workers - Salaries	£	80,280	90,485	-10,205
Co-ordinator and Employability Support Workers - NIC	£	7,720	8,579	-859
Co-ordinator and Employability Support Workers - Pensions	£	8,028	9,049	-1,021
Staff travel	£	7,200	5,061	2,139
Staff training	£	1,800	1,978	-178
YP Subsistence	£	500	410	90
YP Travel	£	3,000	1,701	1,299
YP Development costs	£	4,000	4,065	-65
YP Mobile phones	£	1,200	1,202	-2
YP Resources	£	4,500	8,446	-3,946
C/Fwd	£	18,729	0	18,729
Total Project Activity	£	136,957	130,976	5,981
<u>Other Project Costs</u>				
Management and Marketing (up to 10% of CashBack funding)	£	13,468	15,242	-1,774
External Evaluation and CB report (up to 5% of CashBack funding)	£	8,000	10,107	-2,107
Total Other Project Costs	£	21,468	26,349	-3,881
Total Expenditure	£	158,425	156,325	2,100

TRACKING

Outcome 1 - Indicators	Target	Actual	Variance
Young people increased their confidence/capacity	60	119	59
Young people report they are able to do new things	52	119	67
Young people go on to do new things after initial CashBack involvement	45	83	38
Young people show increased participation in group activities	64	101	37
Outcome 2- Indicators			
Young people increased personal skills achieving accredited learning	64	90	26
Young people report an increase in their skills	96	140	44
Outcome 3 - Indicators			
Young people report increased aspirations	119	123	4
Young people positively change behaviours	105	118	13
Young people take part in PX2 and other motivational groups	48	50	2
Young people set positive destination goals	135	139	4
Young people access other Bridges Project services and activities	44	73	29
Outcome 4 - Indicators			
Young people improve wellbeing against SHANARRI indicators	125	118	-7
Young people increased attendance at Bridges Project	10	62	52
Young people increased interaction with families, peers & communities	98	115	17
Outcome 6 – Indicators			
Young people take part in training (during programme)	85	61	-24
Young people take part in learning (during programme)	105	113	8
Young people achieve positive destinations	123	81	-42
Young people will access learning (including staying on at school)	67	74	7
Young people will progress to training	0	2	2
Young people volunteer following completion of programme	78	19	-59
Young people will gain employment	6	18	12



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ADVERTISING
SOCIAL MEDIA

POSTS - **92**

LIKES - **656**

REACH - **49,683**

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