

Venture Trust

Evaluation of CashBack Change Cycle Year Two Report



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1 Executive Summary

Introduction and methodology

Rocket Science has been commissioned to conduct an external evaluation of the Cashback Change Cycle (CBCC) programme between 2017 - 2020. This is the Report of Year 2 of the programme.

CBCC is an innovative employability programme delivered by Venture Trust in partnership with the Bike Station in Edinburgh and Bike for Good in Glasgow. Over the three-year funding period, the programme aims to engage with 256 young people from across areas of multiple deprivation, with the objective of enrolling 192 of these people on the programme. Participants have the opportunity to develop vocational skills in bike building / maintenance, general employability skills, and they are helped to build their self-confidence and motivation.

This Interim Report has been informed by the following:

- Analysis of management data collected by the Venture Trust
- Interviews with young people 3, 6, and 9 months after they participated in the programme
- Analysis of video interviews with young people during the programme
- Interviews conducted with staff members involved in the delivery of the programme
- Interviews with organisations who had referred young people onto the programme.

Programme delivery to date

At the end of Year 2 of the programme 11 programmes have been delivered. In total:

- 114 young people have been referred onto the programme
- 96 young people started the community phase of the programme
- 78 people started the residential stage of the programme, and therefore took part in all phases of the CBCC programme.

In terms of reaching the targeted participant group, so far:

- Half of the participants came from the 20% most deprived areas in Scotland
- 86% (98) of the participants were male
- 51% (56) of participants for whom data was available came from Edinburgh or Glasgow.

Year 2 Programme achievements

- **There was a notable increase in participant numbers in Year 2 compared with Year 1, and this was matched by an improvement in almost all outcomes.** Between the two years there have been improvements in participants reporting increases in wellbeing, confidence and capacity, and a reduction in antisocial and criminal behaviours amongst participants who had these barriers. Additionally, the proportion of participants reporting a positive increase in their behaviour and aspirations has remained high (81%). These figures were supported by participants interviews, in which many young people discussed the significant positive impact the programme had on them. This illustrates that the programme has made a significant difference to participants who face a number of barriers to employment and progress. Moreover, the increase between years reflects the successful efforts of the Venture Trust staff to better align the programme offer with participant needs.
- **65% (63) participants have moved into positive destinations, exceeding the 60% target.** The most common of these destinations were employment and training. The programme inspired participants and helped them find a career direction, with some participants reporting that their involvement in the programme had inspired them to pursue employment in outdoor education, construction, and mechanics.
- **By the end of the second year, 114 people had engaged with the programme.** There has been a notable increase in the extent to which engagement targets were achieved between Year 1 (68%) and Year 2 (77%). While current engagement numbers fall below the 160 target, the Venture Trust staff are taking care in ensuring that each referral is suitable for the programme. This approach is an appropriate way to try make sure that the programme has a positive impact on all engaged participants.

- **At the end of the second year 78 participants had engaged with all aspects of the programme.** Although this falls below the target of 120 young people engaging with all aspects of the programme, given the intensive nature of the programme and the barriers faced by the participant group, this represents a notable achievement. There has also been an increase in the extent to which targets for programme engagement were met between Year 1 (56%) and Year 2 (72%). This reflects the ongoing efforts of the Venture Trust to try and ensure that participants stay engaged for the duration of the programme.
- **65 (80%) of participants have reported an increase in confidence, exceeding the 75% target.** In interviews, participants reported an increase in self-belief and an increased confidence in their ability to communicate, complete new tasks, and work with a team.
- **82% (79) of participants who completed the community stage of the programme left with a qualification, exceeding the 75% target.** Providing participants with accredited qualifications throughout the programme ensured that those who were unable to finish would still gain skills and qualifications that would help them move closer to work.
- **44% (35) of participants who completed the programme reported a reduction in anti-social or criminal behaviours.** While this number falls short of the 60% target, it is worth noting that not all participants had reported criminal or anti-social behaviours at the start of the programme. This finding is discussed further in Chapter 5.
- **81% (65) of participants who engaged with all aspects of the programme reported an increase in aspirations and positive changes in behaviour.** Participants reported an improvement in their day to day routine as a result of the programme.
- **There has been a notable increase in the number of participants reporting an increase in their well-being between years 1 and 2.** In the first year of the programme, 42% (11) of participants reported an increase in their well-being; in year 2, 80% (44) reported an increase in their wellbeing. These changes have been in response to the ongoing adjustments that Venture Trust staff have made to the programme offer and content. Although the number (69%, 55) reporting an increase in well-being over the two years falls short of the 75% target, our interviews found that the routine and life-skills taken from the programme had a notable impact on the well-being of individual participants.

Findings and recommendations

Finding 1: All those who referred young people onto the programme had a good understanding of the content and aims of the CBCC programme. Overall, they had a positive experience when referring onto the programme. The only suggested area of improvement was that formalised feedback is provided to referrers after the young person has finished the programme.

Recommendation 1: We recommend that the Venture Trust establishes a system to provide feedback to referrers about the progress of participants throughout the programme. This should form part of a sustained effort to build close relationships with referrers and encourage repeat referrals.

Finding 2: Since the Venture Trust has started offering pre-programme support, there has been a decrease in the number of referred participants disengaging before the programme begins.

Recommendation 2: We recommend that the Venture Trust continues to offer pre-programme support to participants. We further recommend that identifying and supporting suitable candidates should be prioritised over increasing participant numbers.

Finding 3: Most (86%, 96) programme participants have been male.

Recommendation 3: We recommend that the Venture Trust continues to encourage referrers to identify suitable female candidates. We further recommend that the Venture Trust establishes partnerships with Edinburgh and Glasgow based organisations that work with young women.

Finding 4: The proportion of participants from Year 1 of the programme increased between the Year 1 and Year 2 Evaluation Report. This indicates that young people enrolled on the programme may take some time to move into positive destinations.

Recommendation 4: We recommend that the Venture Trust continues to invest in aftercare support provided to participants. This could involve building a network of employers and volunteering organisations and acting as job brokers for young people finishing the programme.

Finding 5: There is a significant drop out of participants during the residential journey, with nearly one third of those who start the journey not managing to complete it.

Recommendation 5: We recommend that Venture Trust explore in depth the reasons behind drop out from the residential journey and put in place appropriate responses and support, either before the journey or during the journey, to help participants complete this important part of the experience and gain full benefit from it. Specifically we recommend that Venture Trust work with referrers to

identify participants – such as those with caring responsibilities – who may need to be in contact with partners or family members and explore the possibility of providing these participants with limited and carefully managed mobile phone access while on the residential week.

2 Project details

Venture Trust was awarded a three-year grant (from April 2017 to March 2020) from the Scottish Government's "CashBack for Communities" Phase IV funding. This supported the CashBack Change Cycle programme (CBCC), an innovative employability programme in cooperation with the Bike Station in Edinburgh and Bike for Good in Glasgow.

The CBCC programme is a three-week programme comprising the following components:

- Two weeks of a combination of classroom-based employability training and a vocational skills development course focused on bike building/maintenance. This includes participants building their own bikes which they can keep after the completion of the programme. The first two weeks of the programme cover:
 - Practical vocational training, ie bike construction/maintenance, with the goal of achieving either the nationally recognised Velotech Bronze Award or a City & Guilds qualification (both are SCQF Level 4 qualifications). Since the beginning of 2019 the course has been accredited at SQA Employability Award Level 3/4.
 - Safe on-road and off-road cycling
 - Employability sessions delivered by Venture Trust, including health and safety training (leading to an iHASCO certification) and other modules such as fire safety and manual handling.
- A five-day wilderness-based residential week that includes:
 - Personal development coaching
 - A conservation project
 - First Aid Training
 - Mountain-biking training
 - Personal action plan and CV completion.

In addition, the CBCC programme includes:

- An initial period of 1-to-1 and group support in the community before the start of the programme
- Following the completion of the programme, community-based aftercare support where the young person receives 1-to-1 advice, support, signposting and brokered access to a wide-range of local services and opportunities.

During the three-year funding period, the CBCC programme aims to engage with 256 young people from areas of multiple deprivation across at least eight local authorities close to Edinburgh and Glasgow (ie the Bike Station bases). This includes, in the west, Glasgow, Inverclyde, North Lanarkshire and South Lanarkshire, and, in the east, Edinburgh, Midlothian, East Lothian, and West Lothian. 192 of these young people are expected to take part in the CBCC programme.

The target group for the CBCC programme is young people aged 16-24 who are not in education, training or employment and, as such, are at risk of long-term unemployment. The target group also includes young people at risk of offending or reoffending, anti-social behaviour, and young people who face multiple barriers to their career progression, including involvement with the criminal justice system, homelessness, substance abuse, poor mental health, caring responsibilities, a care experienced background or early social work involvement.

The CBCC programme aims to help participants to build motivation and self-confidence, develop vocational and employability skills, and support their progression towards positive destinations, so increasing the stability of their lives. As such, the programme focuses on Stages 2 and 3 of the Scottish Employability Skills Pipeline.

3 Evaluation Method and Aims

Outcome targets

The CBCC programme has the following six outcome targets:

Capacity and Confidence

- 75% of young people report increased self-confidence
- 75% of stakeholders reported increased confidence and self-esteem in young people

Physical and personal skills

- 75% of young people report skills are increasing
- 75% of young people achieve recognised qualifications
- 75% of stakeholders report young people's skills are increasing

Behaviours and aspirations

- 75% of young people report increased aspirations
- 75% of young people complete updated CVs and individual training plans
- 75% of stakeholders report young people show positive changes in behaviour
- 75% of stakeholders report perceived positive changes in young people

Wellbeing

- 60% of young people improve relationships with others
- 60% of young people report increases in feelings against SHANARRI indicators
- 60% of stakeholders perceive increases in SHANARRI indicators in young people

Learning, employability and employment options

- 256 young people receive 1 to 1 community support
- 192 complete 3-week training programme
- 60% progress to education, training and employment

Diverted from criminal behaviour

- 60% of young people report that their participation in anti-social behaviour has reduced
- 60% of young people show sustained stability in their lives.

Figure 1 Table to show outcomes and outcome targets [Source: Venture Trust]

The **evaluation aims** include the assessment of:

1. The extent to which the CBCC programme has been successful in reaching its target group
2. The impact of the programme in relation to the six outcome areas
3. The short, medium and long-term employability outcomes for participants of the programme
4. Public sector sustainability options for the programme, including possible funding.

In 2017, Rocket Science was appointed as the external evaluator. Venture Trust and Rocket Science conducted a joint evaluation framework workshop where they agreed on the following evaluation methods:

- Venture Trust collects Outcome Star and participants' self-evaluation in relation to the six outcome targets

- Bike Station/Bike for Good staff reflect on each participant's development at the end of the first two weeks of each programme. Since Venture Trust staff work more closely with young people, Rocket Science has recently agreed with Venture Trust that the employability staff will fill out the reflection forms for individual participants.
- Young people conduct video peer interviews with each other, or staff members conduct video interviews with young people during the residential week
- Rocket Science conduct 3-, 6-, 9- and 12-month follow-up telephone interviews with three participants from each programme. Considering the practical difficulties of reaching young people via telephone (eg frequently the young people do not answer their phone), in practice young people may not be followed-up at exactly these three-month intervals.
- Rocket Science conduct a more intensive evaluation with the participants from three programmes, including:
 - Interviews with staff members of this programme reflecting on each participant
 - Interviews with the referrers of the young people in order to get an external perspective of how the programme has influenced the young person.

Programme changes since year 1

Rocket Science submitted a Year 1 Evaluation Report in May 2018, detailing the findings from our Year 1 evaluation activities. The table below lists the findings and recommendations on the left-hand side, and Venture Trust's related adaptations to the programme on the right-hand side.

Year 1 findings and recommendations	Programme adaptations in year 2
<p>Participant numbers were lower than planned and referrals were often unsuitable, leading to high drop-out rates. Rocket Science recommended strengthening the programme's referral system, ensuring that referrers are more aware of the character of the CBCC programme and the benefits that young people are likely to gain from the programme.</p> <p>In addition, it was recommended that Venture Trust engages more closely with the young people prior to start of the CBCC programme, ensuring that they are fully prepared for the three-week programme.</p>	<p>Instead of having one employability delivery worker during Year 1, Venture Trust now has two employability delivery workers and one programme coordinator. Since each delivery worker leads the recruitment and delivery of the programme in Edinburgh or Glasgow, they were able to invest more time in recruitment to the programme. This included building ongoing relationships with other organisations/referrers in each locality. Staff members felt that this led to other organisations making repeat referrals and more appropriate referrals to the CBCC programme.</p> <p>The increased staff capacity also allowed Venture Trust staff to work more closely with potential participants prior to the start of the programme, ensuring that the selected participants area ready for the programme. Venture Trust staff felt that this led to higher retention rates in Year 2.</p>
<p>The number of participants moving into positive destinations was lower than required. Rocket Science recommended the development of continuous support after the completion of the programme, ensuring that participants are better supported to move into positive destinations.</p>	<p>The increased staff capacity also allowed Venture Trust to work more closely with young people on a one-on-one basis after the completion of the programme. For those young people that already have a Venture Trust key worker, or a key worker at another organisation, the CBCC lead staff member for that programme works in close partnership with the existing key worker to ensure continued employability support following the CBCC programme.</p>

Year 1 findings and recommendations	Programme adaptations in year 2
<p>Most participants in the first year of the programme were male. Rocket Science recommended that Venture Trust try to ensure a more equal gender balance at the recruitment stage of the programme.</p>	<p>Venture Trust developed promotion materials for the CBCC programme which features young women. The fact that the programme was equally for young women was also stressed during engagements with referrers. In addition, the lead delivery workers in both Edinburgh and Glasgow are women. Despite this, a large majority of referrals and CBCC participants continue to be men.</p>
<p>Employability support and the support offered in the residential week felt disjointed. Rocket Science recommended that Venture Trust increase the cooperation between staff members of the first two weeks and the third week of the programme.</p>	<p>Where possible, Venture Trust ensured that one staff member was present during all three weeks of the programme. Where this was not possible, staff members from the first two weeks of the programme visited the groups during the residential week. In addition, adaptations were made to ensure greater consistency in the programme during both parts of the programme. This included, for example, young people adopting particular roles (eg timekeepers, energisers) throughout the whole duration of the programme.</p>

Figure 2 Recommendations made by Rocket Science in year 1 report and changes made in response to those recommendations [Source: Rocket Evaluation of Cashback Change Cycle Year One Report and Venture Trust information]

Evaluation activities in Year 2

From May 2018 to May 2019, the following evaluation activities were conducted:

- Analysed Year 2 management data collected by Venture Trust (ie from programmes 1801-1807)
- Reviewed 31 peer/staff video-interviews
- Conducted in-depth consultations with 10 people who had referred participants onto the programme
- Conducted in-depth consultations with five Venture Trust staff and three Bike Station/Bike for Good staff
- Conducted four 9 and 12-month follow-up interviews with Year 1 participants¹
- Completed 16 initial interviews with Year 2 participants 3 months after the programme
- Completed 11 interviews with Year 2 participants 6 months after the programme
- Completed 3 interviews with Year 2 participants 9 months after the programme
- Reviewed 7 sessions logs of Bike for Good/Bike Station staff.
- Reviewed 7 reflection forms completed by Venture Trust staff. These tracked the development of individual participants throughout the programme.²

¹ It should be noted that “Year 1” participants/programmes refer to programmes 1701-1704 and “Year 2” participants/programmes refer to the programmes 1801-1807. While the 1901 programme is already completed, it is not considered in this evaluation report as it falls outside of the Year 2 evaluation period.

² We had initially planned that these individual reflection forms would be completed by Bike for Good/Bike Station staff. However, due to our closer ongoing cooperation with Venture Trust staff, and the fact that Venture Trust staff might work more closely with young people on personal issues, it was decided that it was more appropriate for Venture Trust staff to fill out the individual reflection forms.

Since we encountered difficulties in reaching many of the programme participants for follow-up interviews during Year 1, we decided that participants need to “opt-out” of the evaluation as opposed to opt-in.

With this new approach, we increased the number of Year 2 participants we were able to speak to. However, we still found it difficult to reach young people and only reached 16 young people for an initial interview compared with the target of 21 (ie three young people per programme).

4 Overview of programme delivery to date

Between May 2018 and April 2019 (Year 2), seven CBCC programmes were delivered: three with the Bike Station in Edinburgh and four with Bike for Good in Glasgow.³ Combining the Year 2 programmes with the four programmes in Year 1 and Year 2:

- The programme engaged with 114 young people over the two years– ie 114 participants were referred onto the programme and received pre-programme support
- 96 young people started the two-week community phase of the programme
- 85% (82) of participants who started this stage of the programme completed it
- 81% (78) of those who started the community phase of the programme also started the residential
- 55% (53) completed the residential stage.

Compared with Year 1, a much higher proportion of young people in Year 2 completed the residential journey

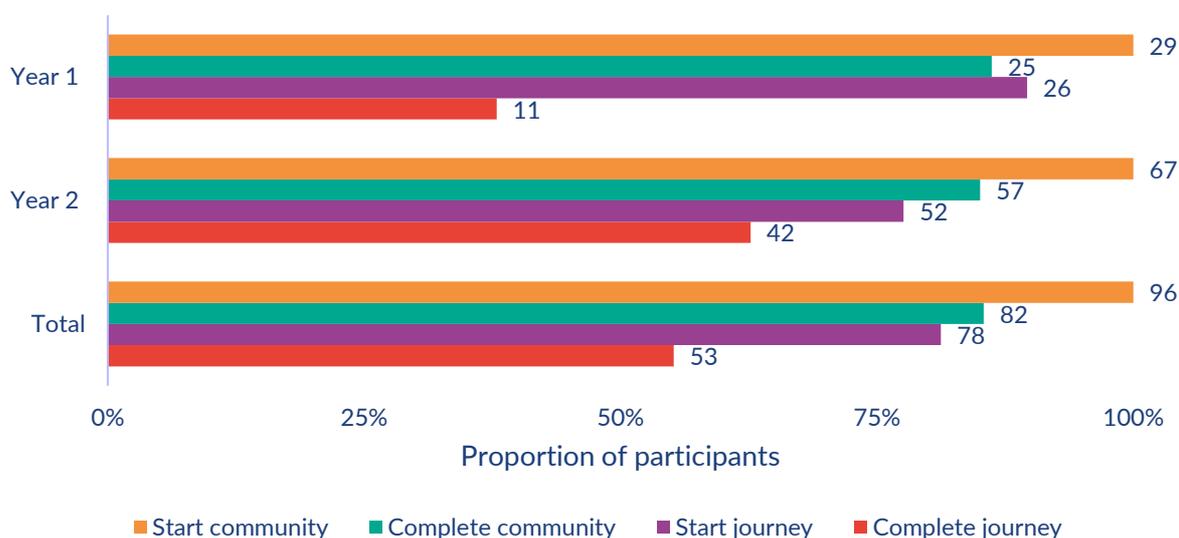


Figure 3 The number and proportion of young people who have started/completed the community phase as well as the residential journey during Year 1, Year 2 and across both years (total) [Source: Rocket Science presentation of Venture Trust Management Data]

³ In April/May 2019, another CBCC programme (1901) was delivered. Unless otherwise stated, this programme is not included in this report since it falls outside of the Year 2 evaluation period.

A comparison between the figures of Years 1 and 2 shows that a greater proportion of young people in Year 2 were able to complete residential journey (63% in Year 2 compared with 38% in Year 1). Higher retention was one of the focus areas for Venture Trust in Year 2 and the increased staff capacity and more appropriate referrals are likely to be the reasons for the increased retention of participants.

However, **just over one-third of participants (32%) who start the residential journey of 1 week don't manage to complete it.** In video interviews, some participants said that the residential week had left them feeling homesick. Other participants reported having caring responsibilities at home and felt anxious about not being able to contact family members. Social anxiety was common throughout the participant group, and this may have contributed to some participants finding the residential week difficult. Residential programmes with similar client groups⁴ have successfully trialled the use of managed access to mobile phones for young people with caring responsibilities and this has increased retention. The reasons for the high drop off rates in the residential week will continue to be explored in our interviews with staff and participants.

Of the 114 number of participants who were referred onto the programme over the two years of the programme, 86% (98) were male and 14% (16) were female.

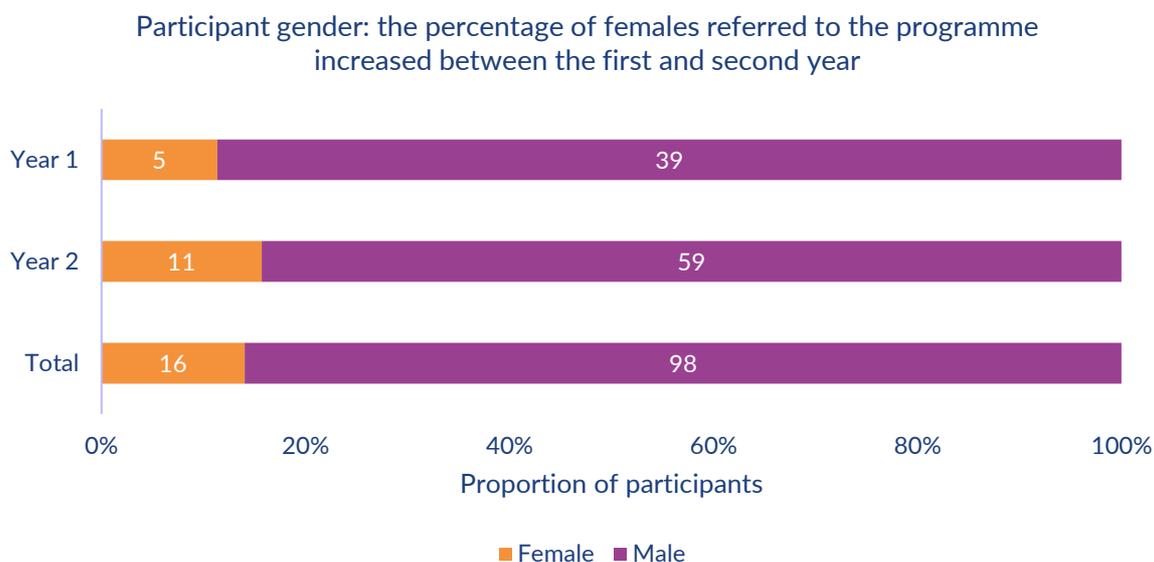


Figure 4 Number of participants referred onto the programme by gender and years 1, 2, and both years (total) [Source: Rocket Science presentation of Venture Trust management data]

⁴ For example, the Children Achieving Through Student Support programme (Durham University Student Community Action)

The percentage of female participants who were referred onto the programme increased from 11% (5) in year 1 to 16% (11) in year 2. There have been concerted efforts by Venture Trust staff to engage more female participants, and this has been reflected in a small percentage increase in females engaged with the programme, but the overall number remains low.

Presenting issues

Figure 5 below compares the presenting issues of participants across Year 1 and Year 2. Overall, participants faced a similar set of issues. However, a number of issues were more present among participants in Year 2: history of alcohol abuse (16% in Year 2 cf 3% in Year 1), young person leaving care or currently in care (27% cf 6%) and Learning Disability (19% cf 9%).

History of alcohol abuse, living or leaving care and learning disabilities were more common among participants in Year 2

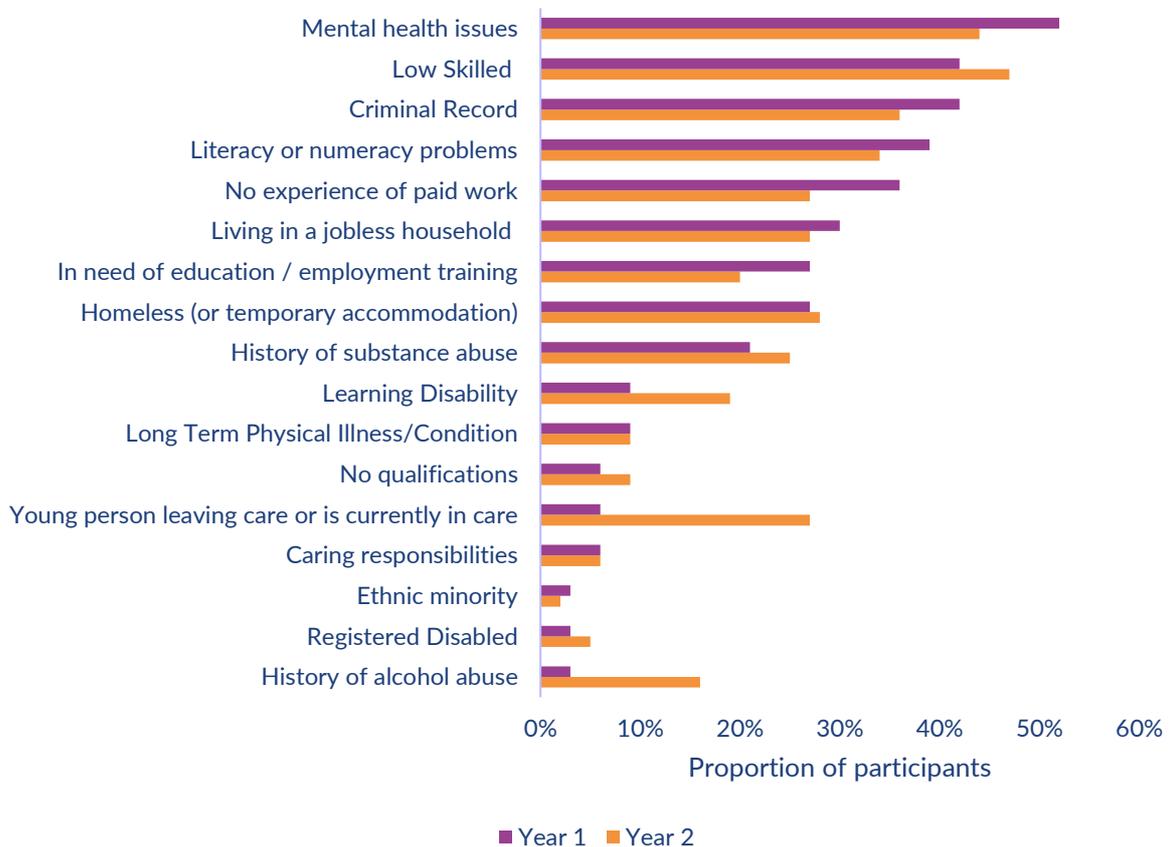


Figure 5 The proportion of young people presenting with particular issues in Year 1 and Year 2. Please note that only the issues recorded across both years are covered in the graph. The proportions were calculated using the number of young people in each year for which data was available [Source: Rocket Science presentation of Venture Trust management data]

While in Year 1 mental health issues were the most common issue (52%), in Year 2 low skills (47%) was the issue that participants presented with most often. In addition to these two, issues faced by more than a third of participants across both years were criminal record and literacy or numeracy problems.

Issues that fewer than 10% of participants faced were across both years are: registered disabled, ethnic minority, caring responsibilities, no qualifications, long-term physical illness/condition.

Presenting issues varied by gender in Year 2⁵. Mental health issues were prevalent amongst both groups, but particularly among female participants. Homelessness was almost twice as common amongst female participants (46%) than male participants (24%). Having a criminal record was more common among male participants (40%) than female participants (15%). Listed below are the most common presenting issues by gender:

Male

1. Low Skilled (47%)
2. Economically inactive (42%)
3. Previously offended/Criminal record (40%)
4. Mental Health issues (41%)
5. NEET, and aged 16-19 years (37%)

Female

1. Mental Health issues (62%)
2. Homeless (46%)
3. Living in a jobless household, Registered unemployed, Low Skilled, No experience of paid work, NEET and aged 16-19 years (all 31%)

Figure 6 Most common presenting issues by gender [Source: Rocket Science presentation of Venture Trust management data]

The small number of female participants (13) means that no firm conclusions can be drawn about whether male and female participants have different needs.

⁵ Please note that this breakdown already includes, in addition to all young people from Year 1 and Year 2, participants from the 1901 programme.

The programme was able to accommodate a range of different needs by offering flexible and adaptive support and programme delivery, with Venture Trust staff making slight adjustments to each programme in response to participants' needs. While a range of needs could be accommodated, it was felt that **for the programme to be successful, participants needed to be able to offer consistent and sustained engagement**. This meant that some participants with chaotic lifestyles were not able to successfully engage with the programme. For example:

"We had a young man - he wasn't really ready for the programme and kept on turning up drunk. He eventually left."

Venture Trust staff

There was a mix of needs on the programme. Venture Trust staff reported that the programme attracted a mix of participants with different needs and proximities to the labour market. For most participants it was felt that employment was a possible outcome of the programme, but others may need continued support after the programme finishes:

"I guess some of them were really ready for employment, and could hold down a job, and there's only a few who probably still need to work on changing habits."

Venture Trust staff

In order to accommodate this range of needs, Venture Trust staff were flexible and adaptive in their programme delivery, consulting with the young people on the programme to determine what they wanted to gain from the programme and how this could be achieved. Similarly, Venture Trust staff had to accommodate a range of physical needs. For example, one young person who was referred onto the programme had coordination issues which meant that he could not use a bicycle safely. In order to accommodate this, Venture Trust staff referred him onto a specialist support service that was able to help modify the bike.

Referral sources

Figure 7 below presents the profile of organisations referring young people to the CBCC programme.

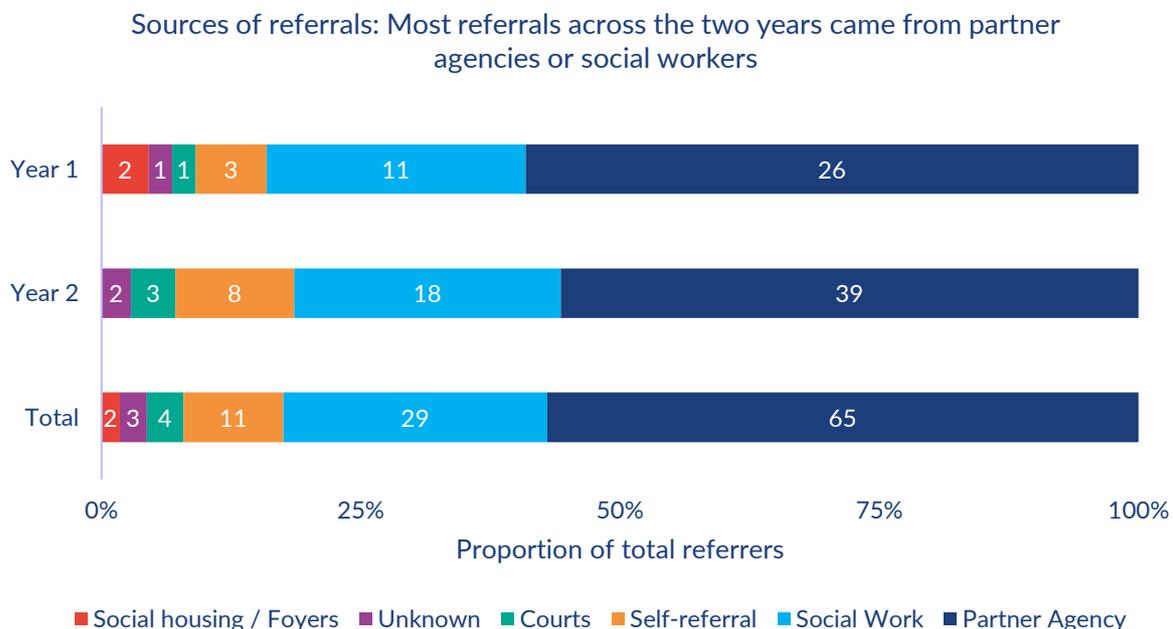


Figure 7 Total number of referrals in year 1, 2 and across both years (total) by sources of referral [Source: Rocket Science presentation of Venture Trust Management Data]

A notable number of referrals came from “partner agencies”. These partners were often other employability or pre-employability training programmes. This is indicative of the fact that, for many participants, the Cashback ChangeCycle programme was part of ongoing support from various partners, and not an isolated intervention. This is highly significant in terms of the future of the programme as it suggests that it is valued as part of a longer-term experience. A full list of referral organisations can be found in Appendix 2.

Referral sources did not change between the two years. While the percentage of self-referrals increased between the first and second year, there were no other significant changes between the years to note.

Findings from interviews with referrers

In addition to the referral data provided by the Venture Trust, consultations were conducted with individuals who had referred young people onto the CBCC programme. Our conclusions from these consultations are:

- **Referrers found out about the Venture Trust in different ways.** When asked, referrers reported that they had heard about the programme either through promotional materials (eg a promotional email), colleagues, or through existing links with Venture Trust staff – for example, one referrer reported that they knew a member of the CBCC staff from a previous position.
- **Referrers had a good understanding of the programme.** Respondents displayed a good understanding of the aims and structure of the programme, including: what the intended impacts of the programme were, the skills and qualifications the programme might give participants, and the residential aspect of the programme. Referrers reported that Venture Trust staff had often come to meet referral partners and potential participants to describe the programme. This has the dual effect of developing trust between Venture Trust staff and participants and providing in-depth and accurate insight into the programme.

“I gave her guidance around what the young person would like and she came and met us, she showed us a PowerPoint and explained what would happen and what they could expect”.

Referrer

- **CBCC staff were able to build relationships with the young people before the programme had started.** As noted, Venture Trust staff often travelled to referral agencies to meet potential participants alongside existing key workers and support staff. By doing this the staff were able to form relationships with young people before the programme had started. Similarly, Venture Trust staff invited participants to the Bike Stations before the beginning of the programme. These steps helped to create a sense of familiarity for the young people around the Bike Station and members of delivery staff.
- **Referrers understood the programme’s target participant group.** When referrers were asked who would be best suited to the programme they answered that the programme would be ideal for people who had disengaged with other services, had a lack of skills, had recently left prison, liked being in the outdoors, and wanted to pursue a hands-on, practical career.

"It would be young people who are disengaged, either with education or school. I work with young people who have come out straight from prison who have criminal convictions".

Referrer

"Anyone who has got that whole practical element, anyone that is interested in mechanics [would be suited to the programme]."

Referrer

- **All those who had referred into the programme reported a positive change in the referred participant**, including an increase in confidence and increased motivation. Some referrers also reported that, as a result of the programme, participants now wanted to pursue a career involving the outdoors and bike maintenance.

"[Venture Trust] are not looking for every single person to go and work in bike maintenance, however this person liked it so much that that's now what he wants to do."

Referrer

- **Referrers felt that participants had to be ready for the programme.** Referrers reported that they may not recommend the programme to participants who have chaotic lifestyles. Similarly, they reported that those who do not have an interest in the outdoors or practical work may not be suited to the programme.
- **Referrers felt that more feedback could be provided.** Including information regarding the participant's progression on the programme:

"I guess maybe just getting a bit of feedback, even if it's an email saying, "That's the course finished", then a summary of how they got on the course. It just so happens that I have a relationship with [CBCC staff member] so that conversation happened naturally. I don't know if it would have done otherwise."

Referrer

"Progression, attendances rates, all that kind of stuff would have been really useful to know."

Referrer

Another referral partner felt that the feedback given by the CBCC programme was less detailed than other Venture Trust programmes.

"When [participant name] went on the Wilderness course I got lots of detailed, really detailed, feedback about the different skills and things [participant name] had learnt, and I didn't get that with the cycle course."

Referrer

Accrediting the CBCC programme as an SQA Employability Award also has the potential for other organisations to now perceive the CBCC programme as being a Stage 3 Employability Pipeline programme. However, it also comes with increased requirements for young people to evidence their learning which can “put the young person off” - Staff member.

Participants’ local authorities

Postcode data was available for 95 participants who had been referred onto the programme during Years 1 and 2⁶. By analysing this data, it was found **that exactly half of all participants on the CBCC programme were from the top 20% most deprived areas in Scotland.**

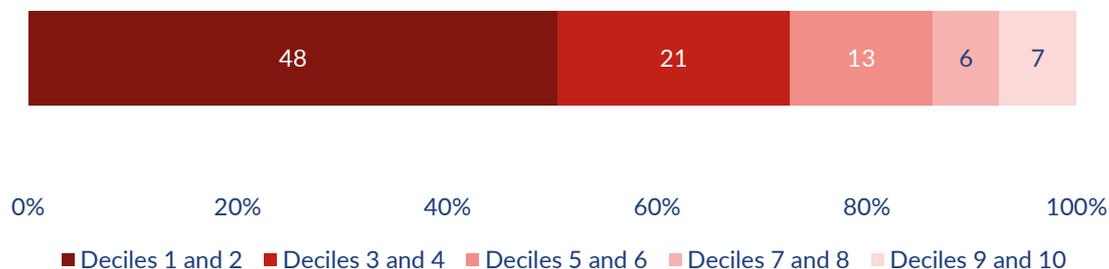


Figure 8 Number of referred participants (Years 1 and 2) by SIMD decile [Source: Rocket Science presentation of Venture Trust data]

While most participants came from in or around Glasgow and Edinburgh, a notable number had to travel in order to participate in the programme. All provided postcodes are shown in Figure 9, overleaf.

⁶ Participants who were referred to the programme between 15/08/2017 and 19/04/2018 were taken to be referred during the first year of the programme, and those who were referred between 25/04/2018 and 27/02/2019 were taken as being referred during the second year of the programme. Data was unavailable for 19 of the 114 participants who the programme had engaged.

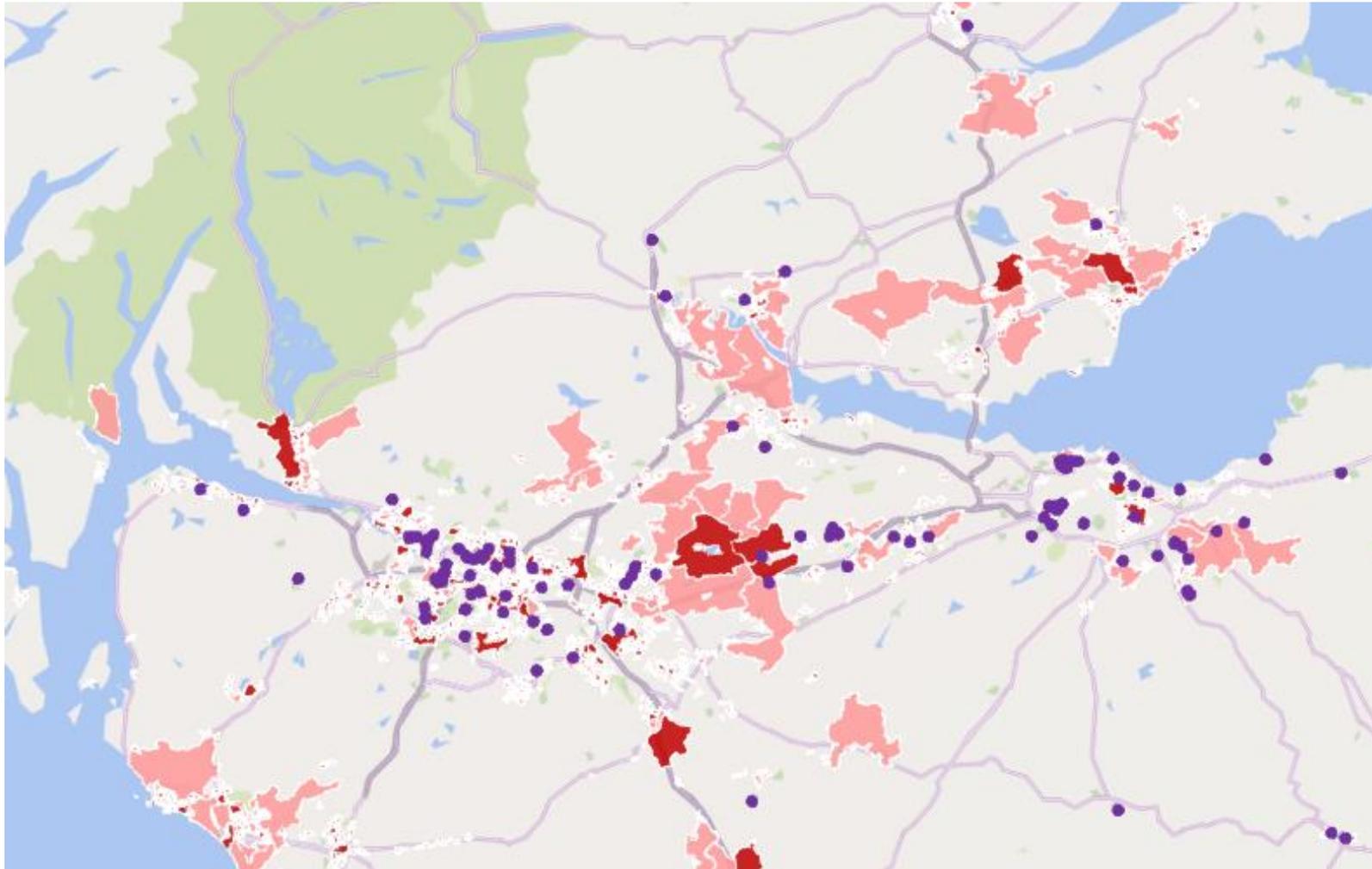


Figure 9 Participants across Years 1 and 2 by residential postcodes with SIMD deciles 1 (dark red) and deciles 2 (light red) areas highlighted [Source: Rocket Science presentation of Venture Trust and Scottish Government SIMD data]

The geographical spread of the engaged participant group remained similar in Year 2. In Year 1 51% of participants were from outside Edinburgh and Glasgow; in Year 2 the proportion was 48%. It is worth noting that, despite the significant increase in participant numbers, it was possible to retain the relatively large numbers travelling from outside the two cities. While all participants in the first year of the programme were concentrated around Edinburgh and Glasgow, participants in the second year were travelling from further afield to engage with the programme.

Venture Trust covered travel expenses for all participants. Staff would work with participants to identify the cheapest and most direct methods of public transport. Occasionally, some young people had travel passes from other support organisations they engaged with, although this was not common.

Local Authority	Year 1	Year 2	Total
Glasgow City	13	20	33
Edinburgh City	5	18	23
West Lothian	6	6	12
Midlothian	1	10	11
East Lothian	1	4	5
North Lanarkshire	3	2	5
Scottish Borders	1	2	3
South Lanarkshire	3	0	3
Clackmannanshire	0	2	2
Falkirk	0	2	2
Fife	2	0	2
Inverclyde	2	0	2
Renfrewshire	0	2	2
Stirling	0	2	2
East Renfrewshire	0	1	1
Perth & Kinross	0	1	1
West Dunbartonshire	0	1	1
Total	37	73	110

Figure 10 The number of participants referred onto the programme in years 1, 2, and across both years (total) by local authority⁷. [Source: Rocket Science presentation of Venture Trust data]

Initially the programme hoped to secure referrals from: Glasgow, Inverclyde, North and South Lanarkshire, Edinburgh, Midlothian, East Lothian, West Lothian. To date, **the programme has engaged participants from a much wider distribution of 17 local authorities.**

⁷ Local authority data was not available for 4 participants.

5 Achievements against project outcomes

This chapter details the CBCC programme's achievements against the planned project outcomes. Where possible, we will compare the proportion of young people who have achieved outcomes from Year 1 and Year 2.

Most of the outcome data is based on self-assessments that participants fill out at the beginning and at the end of their engagement with the programme (see Appendix 1 for a full list of how outcomes are constituted). Initial assessments and later reviews of these assessments were available for 54 participants in the second year of the programme.

Number of participants

Across the three years, the CashBack Change Cycle programme seeks to engage 256 young people across a total of 16 programmes, meaning that an average of 16 participants would be engaged by each programme. Across those 16 programmes the aim is to have 192 young people participating in the programme (12 per programme). The difference between "engagement" and "participation" recognises that not all young people engaged with during the recruitment stage of the programme, and receiving pre-programme support, will end up participating in the CBCC programme.

At the end of year 2, it was expected that 10 programmes would be completed – this would equate to a target of engaging with 160 young people and 120 participating in the CBCC programme.⁸ Due to the lower participant numbers in Year 1 however, Venture Trust has added an additional programme in Year 2 (ie there will be a total of 17 programmes across the CBCC programme as a whole).⁹

At this stage, over the two years, a total of:

- 114 young people have been engaged by the programme
- 96 started the first two weeks of the programme
- 82 completed the first two weeks of the programme
- 78 started the residential journey

⁸ Some young people dropped out of the programme at different points (see Figure 3). We count a young person as having fully engaged with the programme if they have engaged with all aspects of the programme, ie to have started the residential journey.

⁹ Despite there having been 11 programmes at the end of year 2, we calculated the target numbers on the basis of 10 programmes since the additional programme was added in as an effort to "catch up" with participant numbers.

- 53 completed the residential journey.

This is illustrated in the Figure below.

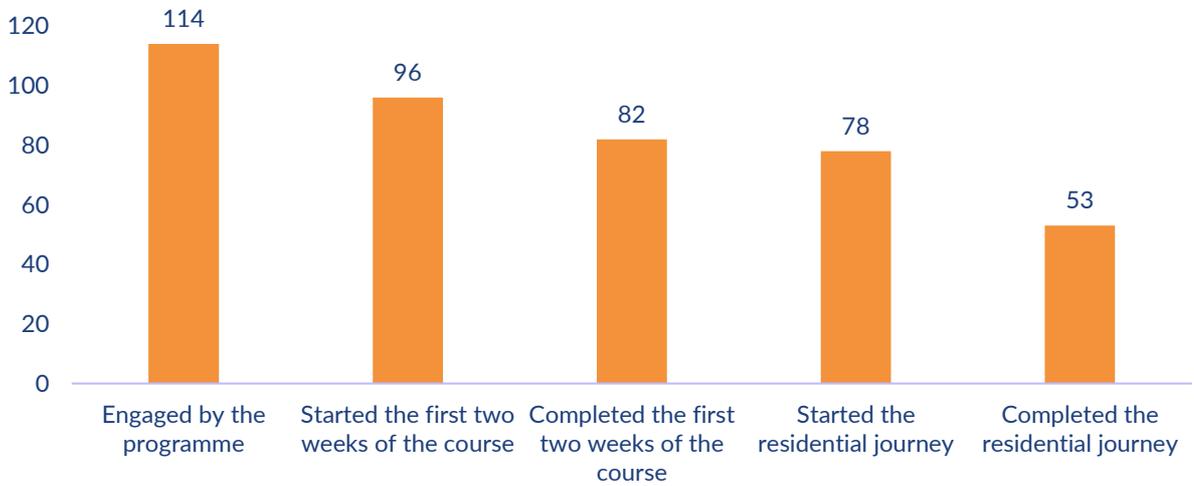


Figure 12: Participant numbers at each stage of the CBCC journey [Source: Rocket Science presentation of Venture Trust data]

The number of engagements was lower than target. By the end of the second year, the programme had engaged with 114 young people compared with the target of 160, in other words 71% (114) of the target figure was achieved. This is shown in Figure 12 overleaf.

Actual and targeted numbers for participant engagement

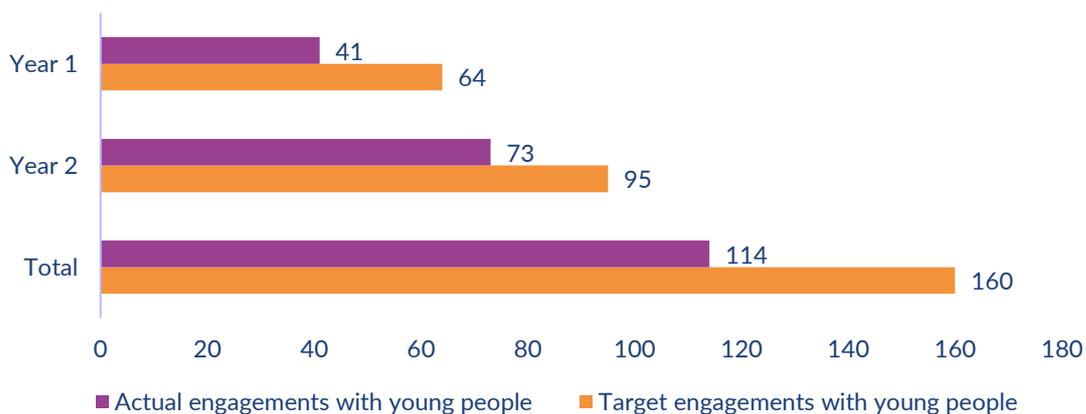


Figure 12 Actual engagements with young people and target engagements with young people in Years 1, 2, and across both years (total) of the CBCC programme [Source: Rocket Science presentation of Venture Trust data]

The extent to which engagement targets were met increased between years 1 and 2. In Year 1 the programme reached 68% (31) of its target to engage with 64 young people. In Year 2, the percentage of the target group engaged increased to 77% (73).

The number of participants engaging with all aspects of the programme was lower than targets. At the end of the second year of the programme, the target for 120 young people to participate in the CBCC programme across the two years has been 65% (78) achieved (Figure 13 overleaf).

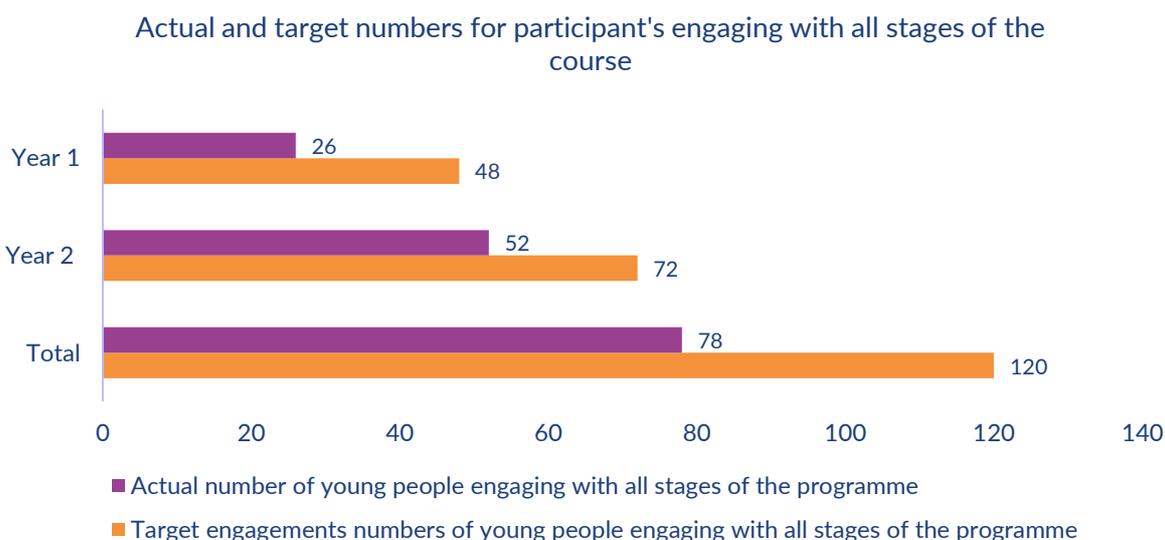


Figure 13 Actual number of young people engaging with all parts of the programme and the target number for young people engaging in all parts of the programme in years 1, 2, and across both years (total) of the CBCC programme [Source: Rocket Science presentation of Venture Trust data]

The extent to which targets for participants engaging in all stages of the programme were met increased between years 1 and 2. In Year 1, the programme achieved 54% (26) of its target, in Year 2 this increased to 72% (52).

As can be seen in Figure 14 overleaf, there was a higher average number of participants across all stages of the programme in Year 2 compared with Year 1. This shows that, in addition to there having been more programmes in Year 2, there was a higher number of participants per programme in Year 2. In Year 2, on average, 9.6 participants started the programme and 6 completed the programme (compared with averages of 7.3 participants starting and 2.6 completing the programme in Year 1).

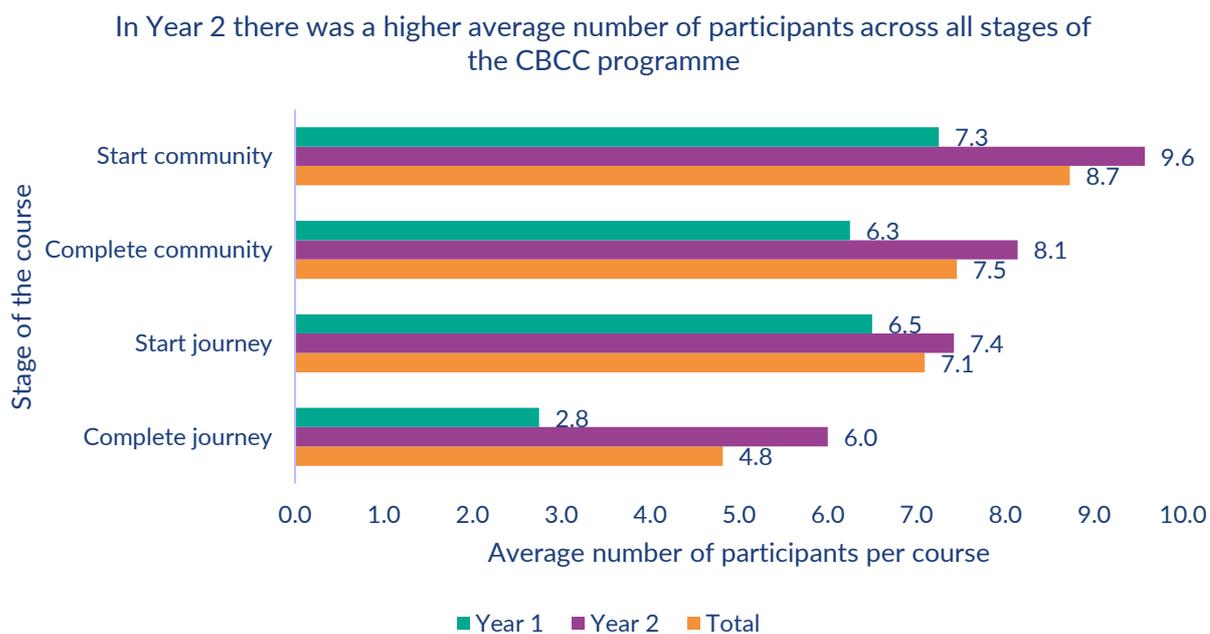


Figure 14 Average number of participants at different stages of the programme in years 1, 2, and across both years (total) of the CBCC programme [Source: Rocket Science presentation of Venture Trust data]

As Figure 15 overleaf shows, exceptions to the higher number of participants were the 1803 and 1804 programmes. These programmes happened in close proximity to each other (partly as a result of the effort to add in another programme in Year 2) which reduced the capacity of Venture Trust staff to invest in the recruitment as well as the pre-programme support. As a result, fewer participants started the programme (especially 1803) and a high number of participants dropped out (especially in 1804).

The programmes 1805, 1806 and 1807 show a positive improvement with a high number of starters (10 or 11). The number of completers, however, remains fairly low with an average of 6 completers across these three programmes.

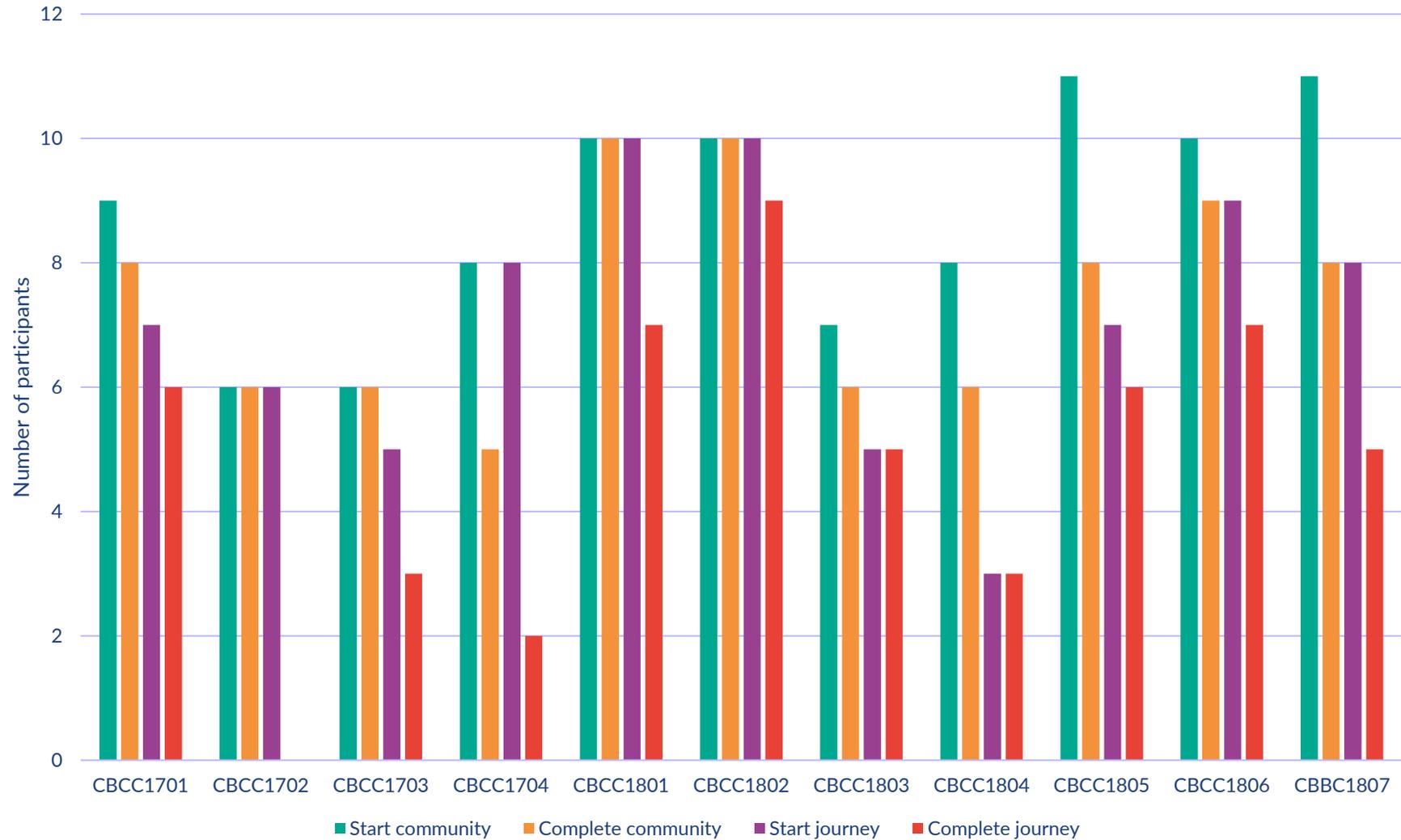


Figure 15 Progression of participants through the CBCC programme by programme and programme milestone in years 1 (1701-1704) and years 2 (1801-1807) of the programme [Source: Rocket Science presentation of Venture Trust data]

Outcome data

Outcome data was available for 26 participants in the first year of the programme and for 54 in the second year of the programme. The programme measured six outcomes in total. Four of these relate to participants progression throughout the programme and are collected through an “outcome star” and a self-evaluation form. Both of these are collected at two points during the programme:

	Initial collection	Review
Outcome Star data	Week 1 of the programme	Residential or afterwards
Self-evaluation forms	Week 1 of the programme	Residential or afterwards

Responses from these two sources of data were then combined by Venture Trust staff into four measurements of progression¹⁰:

- Young people building their capacity and confidence
- Young people’s behaviour and aspirations change positively
- Young people’s well-being improves
- Young people report a reduction in crime or anti-social behaviour.

The number of participants who reported increases across these four progression measurements were then analysed.

¹⁰For a full list of which data contributed to each outcome, see Appendix 1.

Young people build their capacity and confidence (Outcome 1)

The percentage of participants reporting an increase in confidence currently exceeds the 75% target. 80% (65) of all participants who have completed all components of the programme reported an increase in confidence.

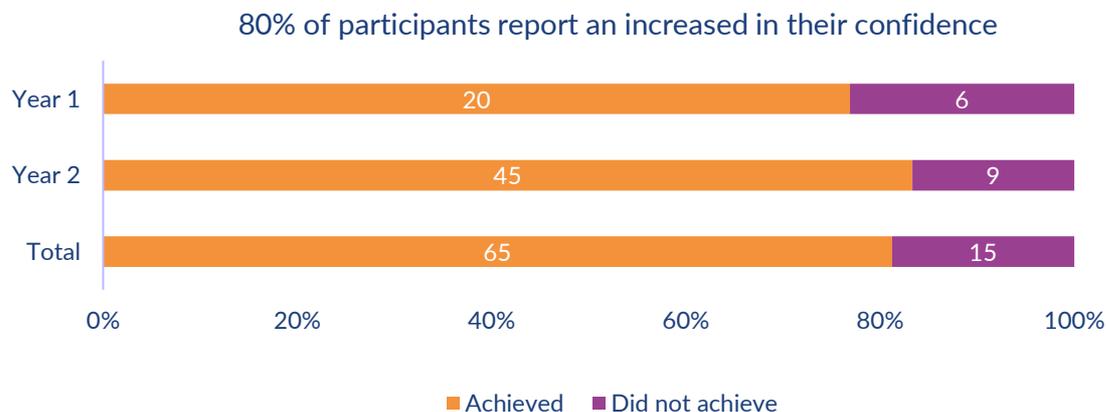


Figure 16 Number of CBCC participants who completed both the initial and review self-evaluation forms and outcome star by whether they reported an increase in their capacity and confidence [Source: Rocket Science presentation of Venture Trust management data]

The percentage of participants reporting an increase in their confidence increased between years 1 and 2. In Year 2 of the evaluation, 82% (45) of participants reported an increase in confidence, compared with 76% (20) in Year 1.

Participants talked about their increased confidence in our follow-up interviews and the staff/peer video interviews. They often highlighted that the experience of working with a group in the CBCC programme helped them feel more confident to speak to people they do not know particularly well. Participants often raised this in relation to having felt nervous about the prospect of meeting new people prior to joining the CBCC programme.

“Speaking out in front of people. I used to be more shy. Ever since [CBCC] I have been more confident.”

“It helped me be comfortable around other people.”

Participants highlighted how important it was for them to build a peer group during the programme and the positive effect this had on their confidence.

"It was brilliant. The boys were pretty decent. Some had got into trouble - others not. So there was a mixture. So seeing other people's backgrounds - and speaking to them - that made me think. If that boy can do it, I can do it. So the best thing about the course was the mixture of people. We were having heart to heart conversations."

"It was really good to work with others on the programme."

"I feel like I am more open guy, I can chat to people."

"Meeting other people, coming into a new environment. Now I would be more comfortable joining groups."

"Yes, it has really helped build my confidence to talk in groups. These guys in the group talked to each other, they involved everyone in the conversation, so I learnt from that."

"I am more confident, I do more socialising, I am more outgoing. I'm now more confident in groups."

The increased confidence often allowed participants to improve their communication skills, resulting in some positive effects, including a participant reporting that his previous anger problems had been helped by the programme.

"It helped me with all my problems. I used to have anger problems, but at the programme it was good. And getting myself confident and speaking out."

Many participants reported that the physical activities on the residential week of the programme - mountain biking, rock climbing, and abseiling - helped increase their confidence. By successfully undertaking these new and challenging tasks, the participants were able to feel more confident about their ability to manage unfamiliar situations.

"[Mountain biking] really increased my confidence; it took me out of my comfort zone."

"Definitely have seen my confidence increase from the rock climbing, I definitely didn't think I'd be able to reach the top."

"I gained more confidence from riding the trails."

"I was a little bit scared at first...the idea of going out on an adventure with lots of people I didn't know."

Young people develop their physical and personal skills (Outcome 2)

The percentage of participants achieving accredited learning and reporting an increase in their skills currently exceeds the 75% target. 79 young people achieved 269 qualifications across the two years of the programmes. This means that 82% of those who completed the community stage of the programme left with a qualification. Figure 17 below displays the number of participants who completed the community stage of the programme by whether they achieved an accredited qualification.



Figure 17 Number of participants who completed the community stage of the programme and achieved accredited qualifications in year 1, 2, and across both years (total) [Source: Rocket Science presentation of Venture Trust data]

The most commonly achieved qualifications across the two years were Fire Awareness training and Manual Handling training, as displayed in Figure 18 overleaf.

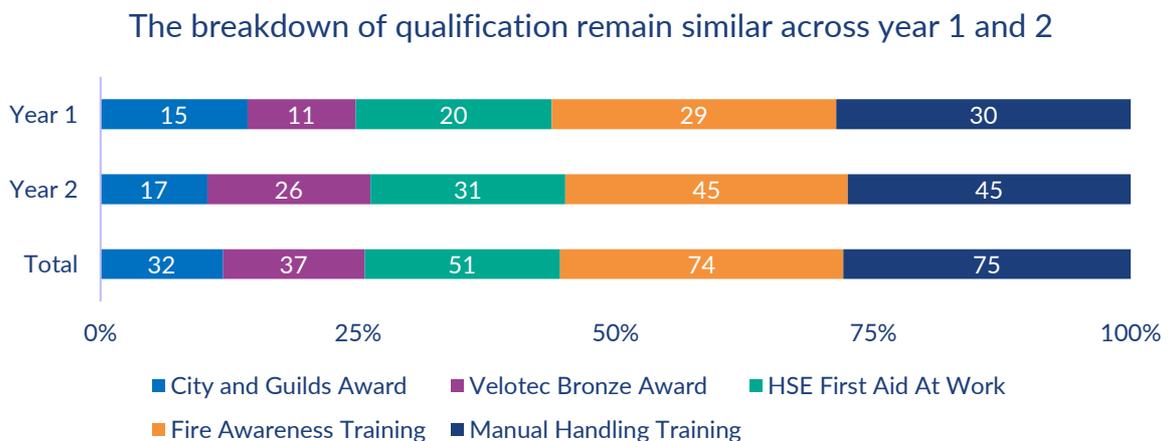


Figure 18 Number and type of qualification awarded in years 1, 2, and across both years (total) of the programme [Source: Rocket Science presentation of Venture Trust data]

Manual Handling and Fire Awareness training were qualifications that participants were able to complete during the first two weeks of the programme. As the majority of disengagements occurred between the two weeks of employability training and the one-week residential programme, awarding qualifications in this time ensured that **even participants who disengaged from the programme were able to achieve some accredited learning.**

Alongside the qualifications gained on the programme, many participants reported an increased interest in physical and outdoor activities as well as a more active lifestyle as a result of their engagement with the CBCC programme.

"I have lost a lot of weight since the course. Because I got more active and got up early. I go on my bike a lot – the bike of the Bike Station."

"The programme helped me be more active, get out, as [I was] just sitting at home and watching TV. The more you get up, the more successful you can get."

"My wellbeing is better. I am always out cycling. I also go to the gym. I am very active. The CashBack programme helped me get into this active mode."

"I couldn't even ride a bike before the course, so for me I learnt how to ride a bike and build a bike, it was really helpful."

"I never had a nice enough bike to get into cycling in the past and also doing a lot of cycling in the CBCC programme helped me really feel confident on the bike."

Young people's behaviour and aspirations change positively (Outcome 3)

The percentage of participants reporting increased aspirations and positive changes in behaviours currently exceeds the 75% target. The proportion of young people reporting increased aspirations and positives changes in behaviours remained constant across year 1 and year 2, with 81% of participants reporting increased aspirations and positive changes in behaviour in both years.

81% of participants report an increase in their aspirations and positive changes in behaviour

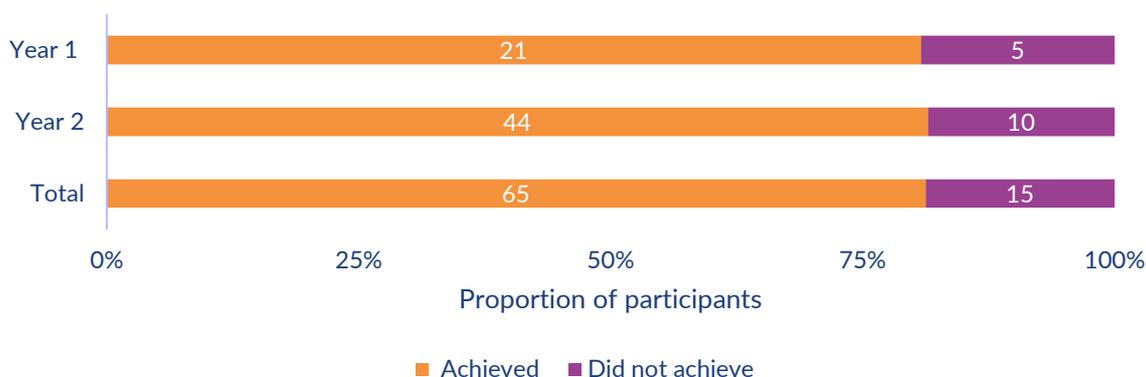


Figure 19 Number of CBCC participants who completed both the initial and review self-evaluation forms and outcome star by whether they reported an increase in aspirations and positive changes in behaviour¹¹ [Source: Rocket Science presentation of Venture Trust management data]

In the follow-up interviews young people reported that the CBCC programmes has increased their aspirations and expanded their horizon about what they would like to do in the future. Their increased confidence allowed them to be open to new experiences and ambitions.

For some participants the CBCC programme helped to confirm their interest in pursuing careers related to manual handling. Through the programme, participants found direction and were able to take the first steps towards employment in these sectors.

“The course helped me build a lot of confidence. My initial ideas have expanded. I am open to try new things.”

“Now I know how to fix a bike and got my manual handling. Something to do with construction and engineering and mechanics is what I want to do.”

“I worked in things like restaurants, but I wasn’t really into that – so I was a bit nervous about what to do before the programme. The CBCC course then helped me realise that I would like to work with my hands and maybe with bikes and outdoors.”

¹¹ In the first year of the programme positive changes in behaviour and positive changes in aspirations were recorded as two separate categories. In the second year, these categories were combined into a single category.

Young people’s wellbeing improves (Outcome 4)

The percentage of participants reporting an increase in well-being currently falls short of the 75% target. To date, 69% of all participants who completed all parts of the programme have reported an increase in their wellbeing.

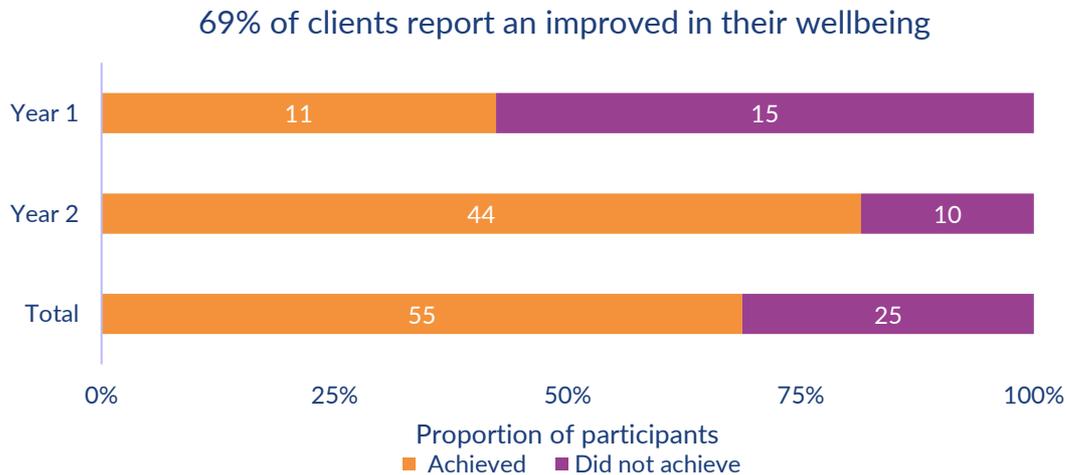


Figure 20 Number of CBCC participants who completed both the initial and review self-evaluation forms and outcome stars by whether they reported an increase in well-being [Source: Rocket Science presentation of Venture Trust data]

There was a significant increase in the number of participants reporting an increase in well-being in the second year of the programme. The percentage rose from 42% (11) of participants reporting an increase in wellbeing in the first year of the programme to 80% (44) in the second year.

It is difficult to fully interpret the achievements against this particular outcome. Our previous evaluation experience has shown that many participants initially under-report any mental health or well-being problems they face and that, throughout the programme of their engagement with the programme, they become more aware and open about the difficulties they face. This can sometimes lead to participants’ wellbeing score decreasing, despite a potential improvement in their wellbeing. It is hard to assess the extent to which this is the case in the CBCC programme but this could explain why the programme has fallen slightly short of its target.

Our interviews have shown that participants found that the programme helped them to establish a good routine and lead more healthy, balanced lives. Participants reported that, before the programme, they would often not eat three meals a day, would sleep in and go to bed at irregular hours, and find it difficult to be productive. They suggested that this changed as a result of the programme. In addition to this, many participants reported forming friendships with other programme participants.

The fact that a large proportion of young people reported poor mental health as a presenting issue was also raised in many interviews. Young people often reported feeling anxious at the beginning of the programme, with a large number of participants reporting in video interviews and consultations that before the programme they would feel too anxious to engage with new people.

"The programme also got me waking up early, have a good breakfast, just general habits that I have been using."

"My routine before the programme - I would sleep all day. It is really different now. The programme helped me to get a normal routine - get up in the morning and get stuff done."

"Before the course I used to get up late and now I am up early. I feel more motivated now to apply for jobs."

"Yeah everybody on the programme was great... I would honestly consider some of them one of my best mates."

"I still talk to most of them. Was with one of them last night. Just hanging out. He only lives 10 minutes away from me."

Most participants referenced the informal peer groups that formed on the programme as one of the major highlights, with many participants reporting in follow-up interviews that they were still in contact with their programme mates after the programme had ended. These outcomes are important to note, given the social isolation and lack of confidence that many participants reported to have experienced prior to the programme. Some participants said that they had previously felt unable to leave their house due to poor mental health prior to the programme.

Venture Trust staff emphasised that the peer relationships among participants are also very important in ensuring participants’ active engagement with the programme sessions through the programme.

Some participants also noted that having access to a bicycle after the programme had helped them save money. This was emphasised by a participant who was living in temporary accommodation outside Edinburgh and had to commute into the city in order to look for work. He reported that the bike was something he would *“definitely use to bike to work”* and further reported that this was *“going to save [him] so much money.”* In general, many participants reported that they continue to use the bicycles from the CBCC programme.

Young people participate in an activity which improve their learning, employability and employment options (positive destinations)

The percentage of participants moving into positive destinations exceeds the 60% target. Currently, 65% (63) of all participants who started the programme have moved into positive destinations. Venture Trust collects outcome data for all participants who start the programme, including those who disengage before completion. As such, the number of young people moving into positive destinations was compared to the total number of young people who had started the programme in each year.

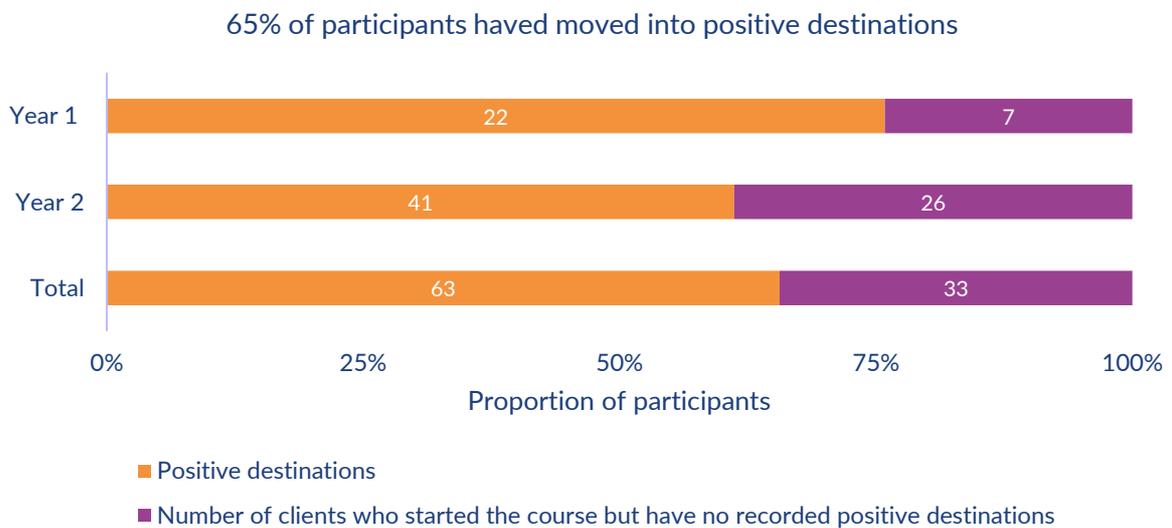


Figure 21 The number of young people who moved into positive destinations and number of people for whom no positive destination data was recorded in years 1 and 2 and total [Source: Rocket Science presentation of Venture Trust data]

The number of participants who participated in programmes in the first year and that moved into positive destinations has increased since our Year 1 report. In May 2018, Rocket Science found that eight young people had progressed onto positive destinations. Over the last year, 14 other individuals from the first year have progressed onto positive destinations (now a total of 22, ie 76% of Year 1 participants).

This indicates that the effects of the programme may take some time before they result in positive destinations for participants. However, given the length of time that has passed since the programme’s intervention, the participants progression into positive destinations cannot be solely attributed to CBCC.

Throughout the two years of the programme, the 63 participants have moved into a total of 157 positive destinations, with participants moving into multiple positive destinations (eg training and education).

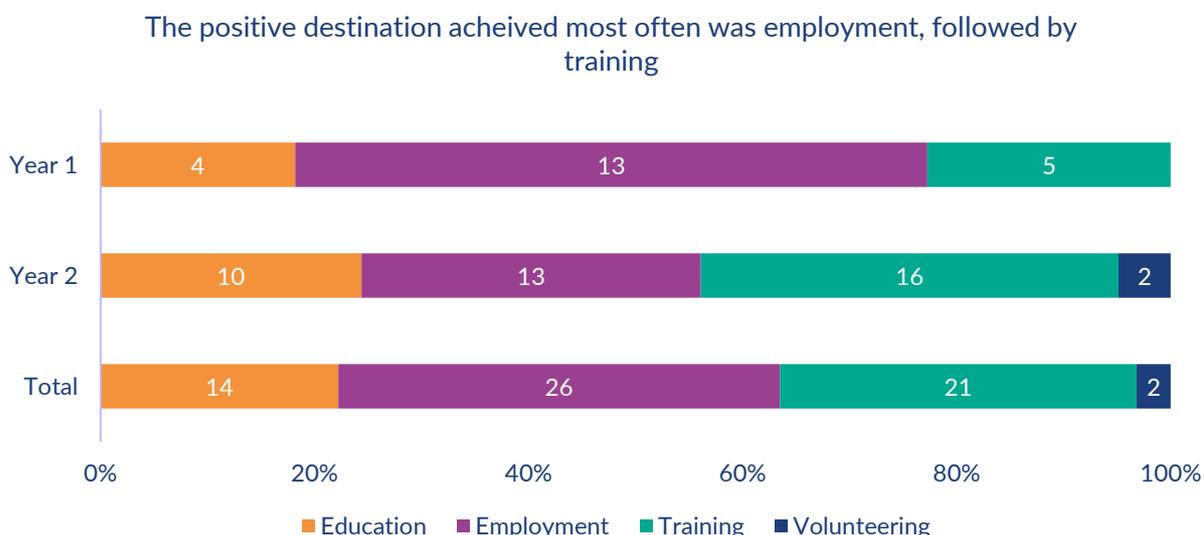


Figure 22 The total number of positive destinations by destination type for all participants who started the CBCC programme across years 1 and 2 [Source: Rocket Science presentation of Venture Trust outcome data]

Across the two years, the highest number of positive destinations have been into employment, followed by training. This indicates that, while the programme can help move participants into employment, some may need more training after the programme has finished. Although the percentage of those entering employment from the second year of the programme is lower than the first, this may change as participants from the second year may require more time to progress into employment after the completing the CBCC programme.

Many young people we spoke to were interested in pursuing a career involving the outdoors, maintenance, repair, or construction. The CBCC programme was able to help some participants move into jobs in these sectors. Some young people also started volunteering at Bike for Good following the completion of the CBCC programme.

"I got myself a full-time job since the programme. It is in construction - the demolition of old tenements. Two weeks after the CBCC course, my Venture Trust worker had given me a reference. After that I got a full-time job. It's cold outside but it is good... I always wanted to do construction - since I was 15."

"My key worker helped me with the job. I still was in contact with them until I got my full-time job. Without their reference I probably would not have got the job."

Young people report reduction in their own antisocial/criminal behaviour (Outcome 8)

The percentage of participants reporting a reduction in anti-social or criminal behaviour currently falls short of the 60% target. Currently, 44% (35) of participants who completed the programme over the two years have reported a reduction in these behaviours.

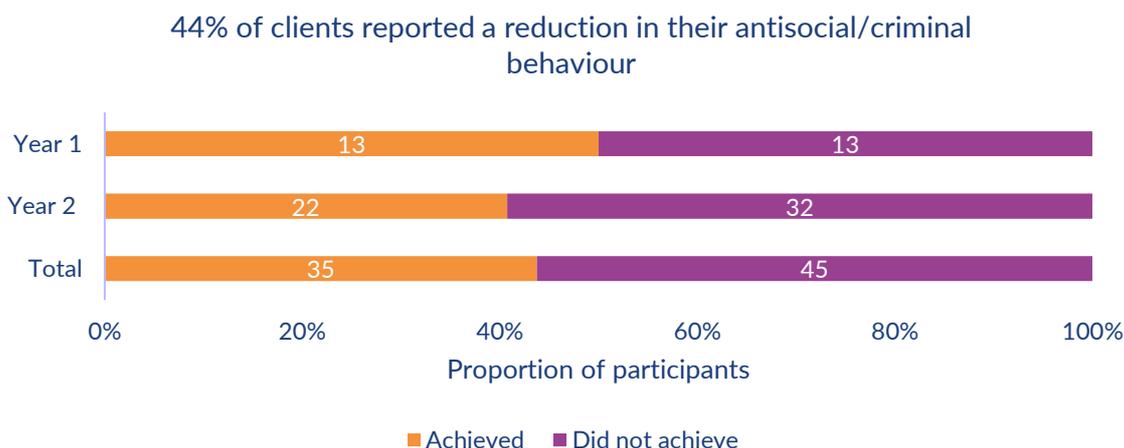
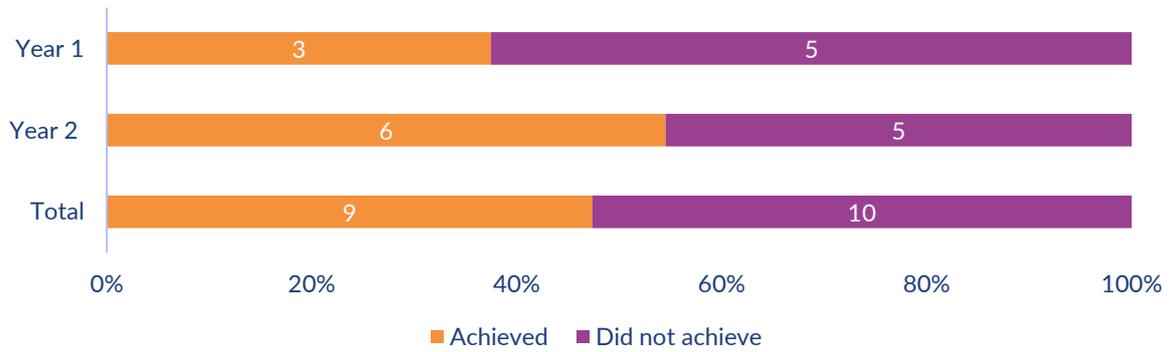


Figure 23 The number of young people who report a reduction in their own antisocial and criminal behaviour in years one and two of the CBCC programme, with total number [Source: Rocket Science presentation of Venture Trust data]

Not all of those enrolled on the programme were involved in criminal or antisocial behaviour. 39% (25) of those who were on the programme had previously offended. This indicates that not all participants will be involved in antisocial or criminal behaviour, and may also explain why the rate of participants reporting a drop in criminal or antisocial behaviour is only 44%. Many participants will not have been involved in this kind of behaviour before starting the programme, and there will therefore be no scope for a reduction.

For those participants who were identified as having a criminal record or offending history, the percentage of those who report a reduction in criminal behaviour was higher than across all participants. Currently, 47% (9) of participants who were identified as having a criminal record reported a reduction in their antisocial /criminal behaviour.

47% of participants with an offending background reported a decrease in offending behaviour



This finding was supported by interviews with participants, in which some reported that the programme had been successful in reducing anti-social or criminal behaviour.

"I stay out of trouble and I feel more calm... less anxiety. I'm staying away from crime since I have been on the Venture Trust programmes..."

6 Findings and recommendations

This chapter details our findings and their corresponding recommendations.

Improved programme delivery

Since our initial report in May of 2018, Venture Trust has invested in and improved the delivery of the CBCC programme. An additional employability worker was hired, and the programme now has two full-time employability workers that are focused on delivering CBCC programmes in Edinburgh and Glasgow respectively. This increased capacity allowed Venture Trust staff to dedicate more time into recruitment and pre-programme support.

Our consultations with referrers found that there was a good understanding of the content, aims, and intended group for the CBCC programme. Overall, they had a positive experience of referring onto the programme, and those that remained in contact with the young person after the programme reported positive impacts. The only suggested area of improvement that referrers reported was an increase in feedback. **We recommend that Venture Trust establishes a system of providing feedback to the referrers of the programme about how the young person has progressed during and after the CBCC programme. This can be linked to the ongoing effort to build close relationships with referrers and encourage repeat referrals. This can be seen both as a benefit to this programme and as a contribution to strengthening relationships for other work in the future.**

In order to provide pre-programme support, Venture Trust staff aim to meet the young people three times prior to the programme to assess their suitability. In one of these meetings young people are brought together as a group at the Bike for Good / Bike Station to ensure that they are familiar with the staff and environment. The intention of this is to ensure that participants are less likely to disengage before the programme begins. The higher number of starters during the last three programmes (1805 – 1807) indicates that the more intensive pre-programme support does lead to more suitable young people taking part in the programme and more consistent engagement, as demonstrated by the lower rate of participant disengagement. **Considering this, we recommend that Venture Trust continues its approach of providing intensive pre-programme support to individuals. We recommend that identifying and supporting *suitable* candidates should be prioritised over increasing participant numbers, especially if the latter comes with the risk of taking on unsuitable candidates that are more likely to disengage throughout the programme.**

Despite adding another programme in Year 2 and greater investment in recruitment and pre-programme support, participant numbers are still lower than their target. So far:

- The target for engagement has been 71% met (ie there have been 114 actual engagements, compared to the 160 target)
- The target for participation has been 65% (ie there have been 78 young people engaging all aspects of the programme, compared to the 120 target).

However, it is important to note that there were considerable improvements between Year 1 and Year 2 in the extent to which the participation target was met (ie from 54% in Year 1 to 72% in Year 2). Despite specific efforts, the proportion of females engaged with remained low, at 14% of all those engaged. **We recommend that Venture Trust continues to encourage referrers to identify suitable female candidates for the programme. In order to substantiate these efforts, we suggest that Venture Trust establishes partnerships with Edinburgh- and Glasgow-based organisations that work with young women.**

Considering the range and severity of issues faced by CBCC participants (see Figure 3), CBCC's target participant group comes with the risk of either not starting or eventually dropping out of the programme. It is in this context that we consider the participant numbers for the recent programmes (1805-1807) not only an improvement to Year 1, but a realistic indication of the number of young people that can be expected to participate in a single CBCC programme. Only the drop between the average number of young people who started and completed the residential - a drop from an average of 7 young people starting the residential to 5 completing it - is an area where we believe Venture Trust can improve.

Many clients continued to find the residential week both enjoyable and impactful. Specifically, many clients responded well to new challenges on the residential week, and overcoming these challenges helped participants develop their confidence and self-belief. Despite this, a notable proportion of clients disengaged with the programme between the start and end of the residential week. As previously discussed, client's homesickness, caring responsibilities, and social anxiety may have contributed to this disengagement. In video and follow-up interviews some clients reported that they found it difficult to not have access to mobile phones. While this may be appropriate for some participants, others - for example those with caring responsibilities - may feel that they need to access their mobile phone to check in with partners or family members. **We recommend that the Venture Trust staff explore in depth the reasons behind the disengagement rates during the residential journey and put in appropriate responses and support to help participants complete the journey. Specifically, we recommend that Venture Trust staff work with participants and referrers to understand whether some participants will need to contact family members or partners during the week and explore the possibility of providing these**

participants with limited and carefully managed mobile phone access while on the residential week.

Four out of six outcomes targets have been met

Four out of the six major outcome targets have been met:

- 80% of participants report an increase in their confidence (5% above target)
- 80% of participation achieve accredited learning (5% above target)
- 81% report increased aspirations (6% above target)
- 65% achieve positive destinations (5% above target).

With CBCC's focus on employability, it is encouraging to see that 65% of young people who have started the CBCC programme moved into positive destinations. This is noteworthy considering the range and multitude of barriers that CBCC participants face.

Combining barrier removal, confidence building, and employability skill development during the programme with active job seeking support after the programme proves to be a working model for supporting young people to transition into positive destinations. It is also encouraging that the proportion of young people from Year 1 that moved into positive destinations increased considerably between the Year 1 and Year 2 report. This is an indication that the positive destination rate is likely to increase further with time. However, the later after the CBCC programme that young people move into destinations, the more difficult it is to attribute the positive destination solely to the impact of the CBCC programme.

We recommend that Venture Trust continues to invest in the aftercare support provided to participants. We suggest that this could involve building up a network of employers and volunteering organisations (particularly those focused on outdoors, manual handling, construction) and to increasingly act as job brokers for the young people finishing the programme. Again, this could be seen by Venture Trust as an investment in future relationships as well as providing benefits to CBCC participants.

Only the targets regarding an increase in wellbeing as well as a reduction in anti-social/criminal behaviour have not been met. However, both of these outcome measures are difficult to interpret. With regards to wellbeing, there is a possibility that young people over-report their wellbeing in the first instance and then score themselves lower the second time around, even though their actual wellbeing may have improved. This may be attributable to participants building stronger relationships with staff and feeling that they can be more honest when reporting

their wellbeing. Our interviews with young people indicate that young people's wellbeing does improve as a result of the CBCC programme.

With regards to the reduction in anti-social/criminal behaviour, we would not necessarily expect this to decrease for 60% of the young people since only 39% of CBCC participants were involved in anti-social/criminal behaviour in the first place (ie only for those would one expect a reduction in this behaviour). As previously shown, when only those with a background in antisocial and criminal behaviour were considered, 47% (9) reported a decrease in these behaviours. This indicates that the programme may be effective at reducing criminal or antisocial behaviours in those who are at-risk of these behaviours. However, given the low sample size no strong conclusions can be drawn from this finding.

Appendix 1

Below are the definitions used for each outcome:

Outcome	Contributing questions	Source of questions
Outcome 1	<p>Confidence to look for work</p> <p>I am confident that I can set well-formed targets</p> <p>I am confident that I can see myself as others see me (self-awareness)</p> <p>I am confident that I have good listening skills</p> <p>I am an assertive person</p> <p>I am aware of the best roles for me to fill for teamwork</p> <p>I am confident at problem solving</p> <p>I am confident that I will take a creative approach to most problems</p> <p>I am confident about answering competency-based questions in an interview</p>	<ul style="list-style-type: none"> • Outcome Star • Self-reflection form
Outcome 3	<p>Aspirations future plans</p> <p>Current job readiness</p> <p>I am very clear what my goals are for the next 6 months</p>	<ul style="list-style-type: none"> • Outcome Star • Self-reflection form

	<p>I am confident that I have planned sufficiently to enable me to achieve my goals</p> <p>I am clear what employers are looking for</p> <p>I am confident that I can demonstrate the skills, values and behaviours that employers are looking for</p> <p>I am very clear about the importance of reflective activity to professional life</p> <p>I can see clearly how my skills apply to a wide range of other situations</p>	
Outcome 4	<p>Emotional/mental health</p> <p>Substance misuse</p> <p>Physical health activity levels</p> <p>Relationships</p>	<ul style="list-style-type: none"> • Outcome star
Outcome 8	<p>Offending/anti-social behaviour</p>	<ul style="list-style-type: none"> • Outcome star

Appendix 2

Referral Organisation	Number of young people referred
SDS	7
Enable Scotland	6
Midlothian Council	4
Street League	3
Bethany Christian trust	2
criminal justice	2
DePaul House	2
DWP	2
Enable Works	2
Link Living	2
Pollok CJT	2
Rock Trust	2
Sacro	2
West Lothian Council	2
Action For Children	1
Airdrie	1
Barnardo's	1
Barnardos	1
BTHA East Kilbrdie	1
Celtic Foundation	1
Children and Families	1
Children and Families Practitioner	1
Children Service Easy Lothian Social Work	1
CJS	1
Clackmannanshire Social Work	1
Council for young homeless people	1
CPO Turning Point	1
Criminal and Youth Justice West Lothian Council	1
Criminal Justice - East Lothian Council	1
Criminal Justice	1
Department for Work and Pensions	1
Dunedin Harbour	1
Dunedin harbour hostel	1
Edinburgh City Council	1
Falkirk	1
Glasgow City Council Launchpad	1
Glasgow North East Carers Centre	1
health & social care	1
Inverclyde Criminal Justice	1
Jobcentre Plus	1
Jobcentre Plus	1
Kirkgate Social Work	1
LLE	1
Midlothian Council	1

Move On	1
New Horizons Housing Services	1
Open Door Accommodation Project	1
Parent	1
Partik JCP	1
Phoenix Futures Mentoring Service	1
Prince's Trust	1
Princes trust young carers	1
QCHA- CHYP	1
Rowan Alba	1
Scottish Borders Council	1
Services for Children, Young People & Families	1
Shettleston JCP	1
Skills Development Scotland	1
Skills Development Scotland	1
Social Work Services	1
South Lanarkshire Council	1
South Lanarkshire Council	1
Street League	1
Tomorrow's People	1
Urban Roots	1
Veterans Point	1
VT	1
West Dunbartonshire CJ	1
Who Cares? Scotland	1
Womens community justice team	1
Working Links	1
Youth Vision	1
Ypeople	1

The remaining 15 young people the programme engaged were self-referrals onto the programme.