

2020/21 Annual Report

Year 1 Access to Industry
CashBack Passport Report



Introduction

Access to Industry were awarded CashBack for Communities funding in phase 5 to provide training and employability support to young people in custody within HMP and YOI Polmont. Our funding is for 3 years April 2020 – March 2023.

Access to Industry have been providing employability support within Polmont to young people since 2006 and this award of CashBack phase 5 funding enables us to build on the project that was previous funded by TNL Community Fund, consolidating our learning and developing the project further. We can now offer national support to every young person within the establishment and once liberated, regardless of length or type of sentence, gender and locality.

Passport CashBack project has funded a CashBack Coordinator who works full-time within Polmont coordinating annual programmes for the young people, focussing on training programmes, employer engagement and sector based qualifications. Three caseworkers were to be funded to work one-to-one with young people during their time in Polmont and once liberated into the community. Due to the pandemic, this had to be re-assessed and we were able to bring one full time caseworker into the project In September 2020 and will bring on another two during 2021.

The aim of Passport CashBack is to engage with young people one-to-one during their time in custody, building a relationship and exploring their aspirations for when they are liberated. Through building an action plan with the young people, caseworkers explore opportunities during their time in custody that will enhance their opportunities to achieve their goals in their community.

During the 3 years it is our aim to engage with 280 young people, achieving 168 accredited training certificates; 224 will increase their wellbeing; 153 will have a positive progression post liberation; 81 move into employment or FE; 72 engage with other providers.

Year 1 Performance

The project went live at the start of the pandemic and the first 6 months of the project was during lockdown. This meant we had to revise our original timetable and project plan. The project Coordinator was employed to complete initial project planning; agree all systems and procedures; create a process for evaluation and recruit our external evaluators. We did however, have to postpone the start of caseworkers.

We were fortunate in July 2020 to re-enter the prison as it welcomed back the third sector, for an initial one day per week. In September we recruited our first caseworker, but their access inside Polmont was restricted and the caseworker could only meet young people in an area designated for external agencies. This meant that activity had to be adapted due to the reduced access to internal resources.

From September we have been able to engage in small group work delivery which has enabled us to provide skill based training to young people in 'bubbles' of 4. Young people have been able to achieve accredited training in Abrasive Wheels; Manual Handling; Asbestos Awareness; Vehicle Marshalling; CAT & Genny; Food Hygiene; Health and Safety and Emergency First Aid.



Year 1 Outcomes

- 36 qualifications have been achieved
- 24 industry recognised certificates have been achieved
- 49 young people have been liberated during year 1
- 30 young people engaged post release
- 3 have engaged in further training post-liberation
- 4 have progressed into positive destinations

Outcome	Year 1 target	Year 1 total	3 Year target	% of total target
Young People.... engage	93	108	280	39
report increased feelings of wellbeing	74	4	224	2
try something new	70	27	210	9
increase their confidence	70	25	210	12
achieve accredited training	56	36	168	21
engage post liberation	51	30	153	20
progress into positive destinations	27	4	81	5


Key Achievements

We have had contact with a total of 108 young people aged 16-23 during the first year.

July -September 2020, we met with 26 young people one to one for one-off meetings prior to liberation. We were able to signpost these young people to employability provision in their local area of liberation and link them in with the national PSP services too. 20 young people created a CV and disclosure letter, which was placed in their property for liberation and sent to the service that would be supporting them post liberation.

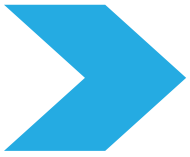
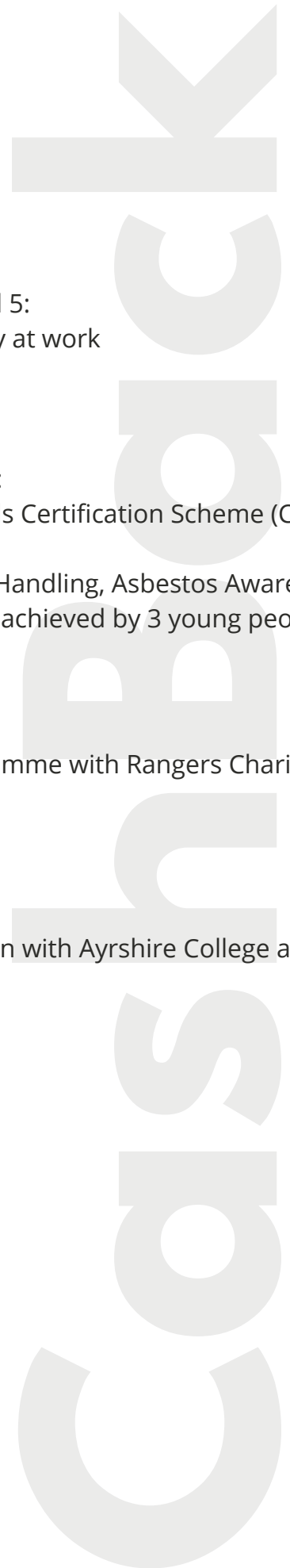
October 2020 – March 2021 we engaged with 82 young people, 23 of whom created a CV and disclosure letter with us prior to liberation. 58 young people were able to engage more than once, receiving weekly one to one support; creating goals, action plans and show commitment to progress with their skills and learning both whilst in Polmont and in the Community.

We created a short introductory film to be shown in the young peoples' own residential area, to increase awareness and referrals for the project. This can be seen [here](#).



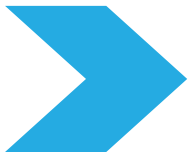
The CashBack Polmont
Employability Project

Key Progressions



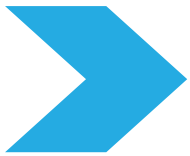
36 SQA Qualifications were achieved at SCQF level 5:

- 31 qualifications were REHIS Health and Safety at work
- 5 qualifications were REHIS Food Hygiene

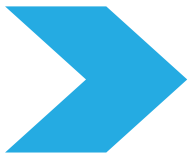


24 Industry-recognised certificates were achieved:

- 9 young people passed their Construction Skills Certification Scheme (CSCS) test first time in Polmont
- 15 Industry-recognised certificates in Manual Handling, Asbestos Awareness, Vehicle Marshalling, and Cat and Genny, were achieved by 3 young people completing the TIGERS training.



1 young person progressed into a training programme with Rangers Charity Foundation.



1 young person progressed into Further Education with Ayrshire College and Prince's Trust Team Programme Course.

Local Authority Area Spend

Local Authority	Expenditure	Number of young people
Aberdeen City	£4,550	5
Aberdeenshire	£1,820	2
Angus	£2,730	3
Dumfries and Galloway	£2,730	3
Dundee	£2,730	3
East Ayrshire	£3,640	4
East Dunbartonshire	£ 910	1
Edinburgh	£8,190	9
Fife	£5,460	6
Falkirk	£2,730	3
Glasgow City	£20,934	23
Highland	£3,640	4
Inverclyde	£ 910	1
Midlothian	£ 910	1
North Ayrshire	£ 910	1
North Lanarkshire	£9,101	10
Renfrewshire	£4,550	5
South Ayrshire	£ 910	1
South Lanarkshire	£5,460	6
Stirling	£ 910	1
West Dunbartonshire	£ 910	1
West Lothian	£ 910	1
Scotland	£85,546	94

Young people supported from out with Scotland's Local Authorities

England		4
Deportation		2
Unknown		8

Year 1 Financial Spend

Project Costs	Actual	Target	Variant
Staffing Costs	57190	76266	19076
Staff Travel and Training	1196	4813	3617
Client Costs	733	11118	10385
Capital Costs	2968	3594	626
Total Project Costs	62087	95791	33704

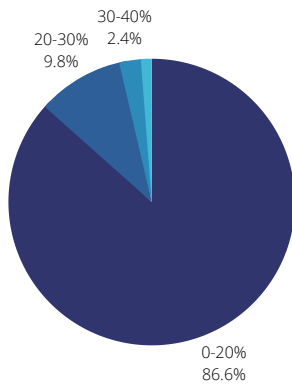
Other Project Costs	Actual	Target	Variant
Management and Marketing	15135	15136	-1
External Evaluation	8324	8226	-98
Total Other Project Costs	23459	23362	-97
Total Expenditure	85456	119153	33606

Total Spend in year 1 was £85,546, £33,606 under the expected expenditure for year 1 of £119,153. This underspend was as a result of not being able to recruit due to the pandemic and restrictions. We have plans to utilise this underspend during year 2 with the expansion of the employability hubs within HMP and YOI Polmont.

Equality Data

Below is a breakdown of the information collected during year 1 in relation to equalities information.

SIMD Breakdown



Sex Identity

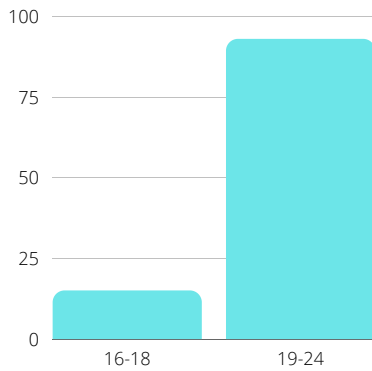


98%
Male

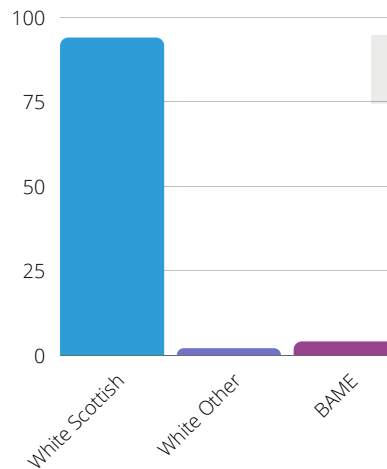
2% Female



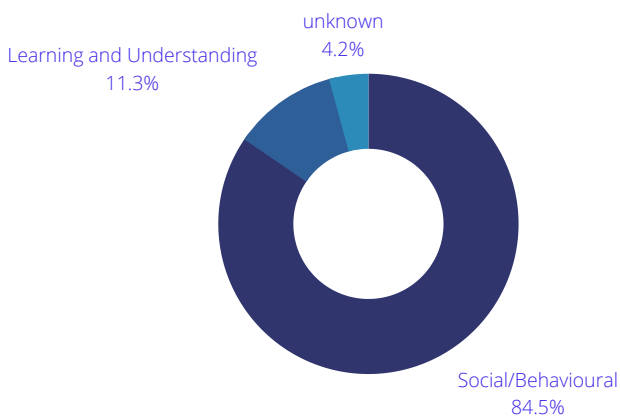
Age



Ethnicity



Health Barriers



Evaluation

Access to Industry contracted The Lines Between as our external evaluators.

We are working closely with them to produce case studies and they will produce our evaluation at the end of year 2 and 3.

Below showcases an example of a case study created by The Lines Between. We have extracted the content which can be read over the next two pages.



A new chapter

Access to Industry's Passport CashBack is delivered in HMP YO1 Polmont. The employability programme offers education, training and employment support, assisting young offenders aged 16-24 to overcome difficulties that might hinder their development. Young people engage with Passport CashBack while they are serving their sentence, and continue accessing support in the community after their release.

Andrew, who is about to begin a college course, described his experiences with a Passport CashBack case worker. His story links to the CashBack outcomes of gaining confidence, improving wellbeing, and engaging in learning and positive activity. This case study is drawn from excerpts of a conversation with Andrew in January 2021.

* Pseudonyms and illustrative photos have been used

“ Me living my life to the fullest, instead of self-sabotaging myself.” [Andrew]



The Lines Between

Case Study

A new chapter

“Me living my life to the fullest, instead of self-sabotaging myself.”

Access to Industry’s CashBack Passport is delivered in HMP YOI Polmont. The employability programme offers education, training and employment support, assisting young offenders aged 16-22 to overcome difficulties that might hinder their development. Young people engage with CashBack Passport while they are serving their sentence, and continue accessing support in the community, after their release. Andrew, who is about to begin a college course, described his experiences with a CashBack Passport caseworker. His story links to the CashBack outcomes of gaining confidence, improving wellbeing, and engaging in learning and positive activity. This case study is drawn from excerpts of a conversation with Andrew in January 2021.

Starting points

“I was in prison and I got a recommendation [about Access to Industry]... I said yes, and the week before I got out of jail, Katy came and met me. Then from there we kept meeting once I got out...except when it’s came to COVID when you couldn’t. Then it’s just phone calls.”

“I got told that there was that service, and for my health it would be easier to get benefits, stuff like that - I’d get help doing it. I’m not really good at those kind of things, so to me that was something that could help me build on that, and it has.”

“I thought it was great, it was so informal. It was a comfortable environment where anything could be said, and at the point when I was there [in HMP YOI Polmont], I needed that a lot.”

Practical support

“I’ve found out I need a birth certificate to get any photographic ID, and that I need photographic ID for Housing Options. She’s helped me set up my benefits and helped with my mental health. She got me a doctor’s appointment so I can get that sorted. I’ve got a mental health consultant meeting. It’s been quite a lot in such a short time.”

Reflections on impact

[Researcher]: What if you hadn't had the link with a caseworker?

[Andrew]: "I don't think I would have done well coming back out of prison."

[R] Has it changed the way you feel about yourself?

[A] "Before I met Katy, I was still not as confident. I wouldn't kinda speak my mind. Whereas now if I'm thinking about stuff I'll go and talk to somebody or I'll ask somebody for help."

[R] What difference has meeting your caseworker brought?

[A] "It's the support that she gives, because she says I can message any time and when she gets it, she'll respond. I like structure, I like a plan, I like to know what I'm doing. So having Katy, having the phone call every Friday, even that just helps, it keeps me on a schedule. It's weird that even just a phone call every week brings me back into everything and helps."

New opportunities

"We [with Access to Industry case worker] were discussing different jobs and stuff, but I said that I would want to try and go back to college first if I could, and I've been accepted to college now. I'm in every day, so I'll have things to do during the day, building stuff for a portfolio either for education or if you wanted to go for a job. So it's helping with your CV and then getting experience."

"Once I've done this course, I think that's when I'll be going for a job."

A positive future

"Last year to this year I've changed a lot, I'm not as shy anymore, I'll stand up for myself if I need to... I want to change my life and get a job, I want to move on... No more trouble; this is me getting my life sorted."

"I'm in a lot better place, more stable. I'm in a better theme of my life now... I'm not a kid, I'm a proper adult and I need to face up to responsibilities I have and do what I need to do."

"It's helped me a lot, like it's unbelievable how much I've changed since first meeting Katy. ...it's helped so much. It's an amazing service."

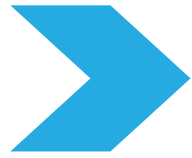
Partnerships

Access to Industry have developed partnerships with the Foyer in Aberdeen, Prince's Trust Ayrshire and National Autistic Society. We have further embedded our partnerships with All Cleaned Up Industrial Cleaning; Celtic FC Foundation; Rangers Charity Foundation; Anna Walls Consultancy; Springboard; Community Jobs Scotland; Glasgow Chamber of Commerce; Developing the Young Workforce; Kickstart and TIGERS. We have explored new engagements with Scottish Football Association, Lanca Landscaping and The Scottish Rural College which we will progress with in Year 2.

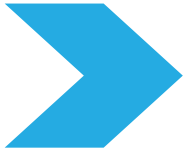
“The Rangers Charity Foundation has worked closely with Access to Industry, who support our delivery and referrals of young people from HMYOI Polmont to the charity’s CashBack Programme. The Programme helps young people recently liberated to become a positive member of their community, whilst supporting their aspirations towards a sustained positive destination. Access to Industry have liaised with the Foundation in the past and recently delivered a much needed disclosure workshop to the young people on the course. The help and support that we receive from Access to Industry is invaluable to the future prospects of all the young people that attend our programmes. The Rangers Charity Foundation looks forward to continuing our partnership”.

Derek Rhodan - CashBack Coordinator, Rangers Charity Foundation

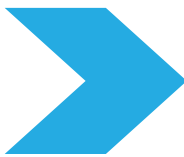
Looking Forward



Increase staff team to 3 caseworkers and a coordinator, making it a full staffing compliment, rather than the lower level dictated by COVID measures.



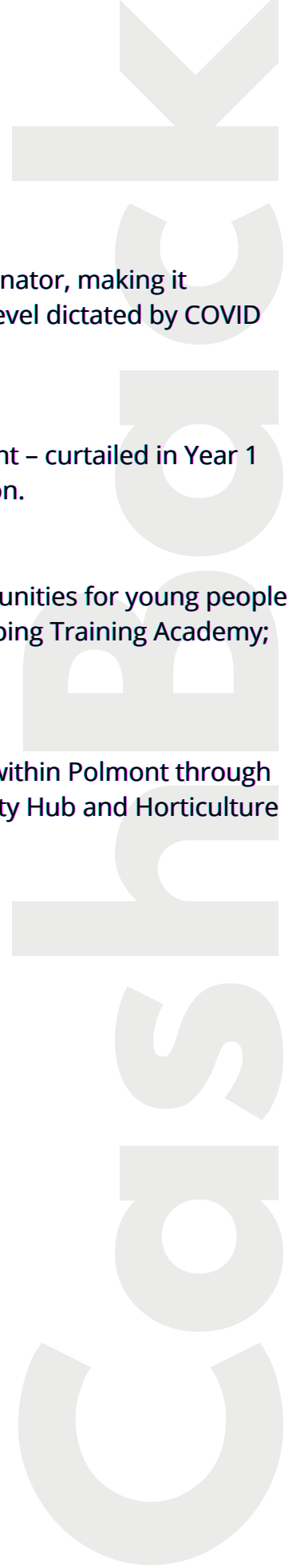
Build caseworker contact time within HMP Polmont – curtailed in Year 1 because of COVID measures required by the prison.



Develop new partnerships to build further opportunities for young people with Scottish Football Association; Lanca Landscaping Training Academy; Pearsons Vue Trainers; Scottish Rural College.



Increase the project's capacity to deliver training within Polmont through the development of a Construction Hub, Hospitality Hub and Horticulture Hub.



Ministerial Visit

During Year 1 Access to Industry took part in a virtual Polmont visit with other CashBack partners within the prison to launch CashBack Phase 5 alongside SPS staff and the serving Cabinet Secretary for justice Humza Yousaf.

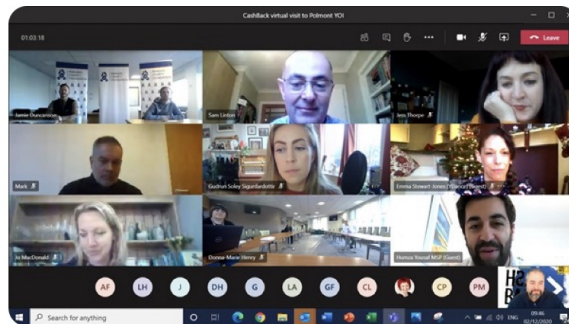


CashBack4Communities
@CashBackScot

Fantastic to hear about the significant work being done by our CashBack partners in HMYOI Polmont, specifically
[@YDanceScotland](#) [@BarnardosScot](#)
[@GlassPerform](#)

“Deep transformative value of the arts in changing lives”

[@HumzaYousaf](#)
[#ABetterTomorrow](#)
[#GiveALittleHope](#)



CASH BACK 4 COMMUNITIES

Thanks

Access to Industry would like to thank Scottish Government for this funding and our Performance Advisor at Inspiring Scotland, who manage the CashBack for Communities Programme. We would also like to thank SPS for their continued support during an unprecedented time and the young people involved in the project for being open to try new things and explore positive options.



Access to Industry