



2022/23 Annual Report

Year Three Access to Industry:
CashBack Passport Report



Introduction

Access to Industry have now completed three years **Phase 5 CashBack for Communities** funding, providing skills-based training and employability support to young people in custody within **HMP and YOI Polmont**.

The **CashBack Passport** project enabled Access to Industry to fund a Coordinator, working full-time within HMP and YOI Polmont and coordinating annual training programmes for young people. This role focused on employability training; employer engagement; and sector-based skills training and qualifications. Three caseworkers were to be funded to work one-to-one with young people during their time in HMP and YOI Polmont and when they are liberated into the community. Due to the pandemic and restrictions put in place, this had to be re-assessed as access to HMP and YOI Polmont was curtailed. Over the course of the project, we had been able to fund a Coordinator and two Caseworkers. However, due to staffing issues within Year Three and unsuccessful recruitment cycles, we finished Year Three with one Coordinator and one full-time Caseworker.

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

During the three years our aim was to achieve:

- 280 young people engaged;
- 168 accredited training certificates;
- 224 improving wellbeing outcomes;
- 60 engagements post liberation;
- 30 progressions into positive destinations;

By the end of the three years we have achieved:

- 338 young people engaged in the service;
- 911 accredited training certificates achieved;
- 125 reported an increase in their wellbeing;
- 85 engaged post liberation;
- 20 achieved a positive destination.

Year Three Performance

During the third year we engaged with a total of 115 young people of which 99 were new engagements and 16 young people were continuing from previous years. This year has been the year that we have been able to plan and deliver a full programme of activity for the entire year. The only restriction that remained in place within HMP and YOI Polmont was maximum group numbers, which remained at four. However, young people have been more settled and able to work with us for longer due to their length of time in custody. This has enabled us to develop stronger relationships post-liberation and for the young people to build a stronger skillset and focus on their future post-liberation.

This year we were keen to employ two new Caseworkers to engage with young people whilst in custody and when released into the community. However, this was a struggle for Access to Industry. After three rounds of unsuccessful recruitment, we decided it was best that we continued the project with one Coordinator and one Caseworker. We then spent time assessing the needs for employability support within HMP and YOI Polmont, and within Community Justice areas, and how this will develop into Phase 6.

We were able to increase our one-to-one support to young people within HMP and YOI Polmont. Similarly positively, space where we could meet began to re-open within the residential areas of the establishment and young people also continued to meet with Caseworkers in a designated room within the 'Activities' area of the establishment. During the year we supported 40 young people with ITA funding and 43 completed CVs and Letters of Disclosure prior to liberation. 43 young people who engaged whilst in custody were liberated during Year Three, with 31 young people engaged in the community post-liberation with a minimum of three appointments. We achieved a 72% retention rate.

The level of support offered by Caseworkers is a crucial part to the service. It enables positive relationships to be developed between professionals and clients. And it allows for trust to be built that enables young people to open up more about their journey and their pathways, what they want to achieve, and their plans for when they are liberated. It also enables the Caseworker to join the dots with other key professionals either in the community or in prison, to ensure the young person is receiving all the support and gaining resources required to enable them to achieve their positive destination. Caseworker staff have been able to identify additional support required for young people around learning difficulties; mental health; pastoral support; and educational needs. This has led to internal referrals to Fife College; the NHS; prison-based social work; and conversations with clients' personal officers.

Year Three Performance

This year we were able to deliver a full year of training with no gaps in service delivery. We continued engagement with partners to deliver skills-based training.

During Year Three people engaged in skills-based training in CSCS; Food Hygiene; First Aid at Work; Manual Handling; Asbestos; Abrasive Wheels; CAT and Genny; Vehicle Marshalling; Working at Heights; Environmental Waste Management; and World Host.

Training qualifications achieved in year three:

- 32 achieved TIGERS accreditations;
- 40 achieved CSCS test and gained their CSCS card;
- 47 achieved REHIS Health and Safety Qualification at SCQF level 5;
- 32 achieved REHIS First Aid level 5;
- 27 achieved REHIS Food Hygiene Level 5;
- 33 achieved their World Host qualification;
- 44 achieved REHIS Waste Management Level 4;
- 10 achieved Working at Heights certification;
- 10 completed the Springboard Hospitality training course.

Year Three enabled us to grow ideas and plans for additional hubs within HMP and YOI Polmont. Towards the end of Year Three we were able to expand on our skills-based learning through the development of Barista training within the Hospitality Hub, and introduction to Environmental Technologies within our Construction Hub. This is an excellent addition to the skills-based programme for the young people of HMP and YOI Polmont, and will enable positive development on our Phase 6 programme.



Year Three Outcomes

In summary, during Year Three the following outcomes were achieved:

- 115 engaged (99 new engagements and 16 from previous years);
- 161 qualifications have been achieved;
- 269 industry-recognised certificates have been achieved;
- 43 young people engaged in the service have been liberated;
- 31 have engaged post release;
- 10 have progressed into positive destinations;
- 31 young people completed Letters of Disclosure;
- 31 young people completed CVs prior to leaving HMP and YOI Polmont;
- 45 ITA (Individual Training Account) applications have been complete

Our young people have not been as employment ready as we would have hoped for once liberated. Additionally, issues around stable accommodation and complex health and social care issues has meant that fewer people have engaged in employment than we would anticipated given their skills and confidence pre-liberation.



Year Three Outcomes

In addition to the skills based outcomes, the following wellbeing outcomes were achieved.

Outcome	Year 1 Target	Year 1 Actual	Year 2 Target	Year 2 Actual	Year 3 Target	Year 3 Actual	3 Year Target	3 Year Actual
Young People....								
engage	93	108	93	115	93	115	279	338
report increased feelings of wellbeing	74	4	74	44	74	77	222	125
try something new	70	27	70	63	70	112	210	202
increase their confidence	70	25	70	71	70	79	210	175
achieve accredited training	56	36	56	65	56	98	168	199
engage post liberation	51	30	51	24	51	31	153	85
progress into positive destinations	27	4	27	24	27	10	81	38

Key Achievements

We have engaged with a total of 115 young people aged 16-23 throughout Year Three. 98 young people collectively achieved 430 accredited training certificates with 161 qualifications and 269 accredited vocational training.

This was the first year we were able to deliver a full programme of accredited training without any gaps or restrictions in place. This year has enabled us to work with a consistent Scottish Prison Service staff team, enabling sustainment of our programme as part of the core learning structure within the employability hubs.

Towards the end of Year Three saw the expansion within our Hospitality Hubs and the introduction of Barista coffee machines. This will enable training to be delivered within Barista Skills at SQA Level 5.

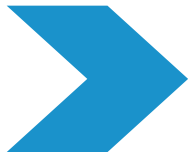
We have increased our partnership workings and developed a pathway of learning through Forth Valley College. This has begun through the development of renewable energies within our Construction Hub and developing training around renewables and introduction to solar panels.

The population in HMP and YOI Polmont continues to fluctuate. The numbers of young people continue to decrease. We are seeing less people being sentenced for short sentences as a direct result of the changes to legislation.

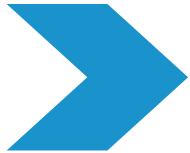
The Bail and Release from Custody Bill is currently going through Scottish Parliament with sentencing recommendations – including that no under 18s to be imprisoned. This means that community alternatives can be sought and it is bringing more stability to the prison population. Due to these changes, we are seeing fewer young people being liberated from HMP and YOI Polmont during their sentence.

Retention rates for the project, post-liberation, is still strong albeit smaller numbers.

Key Progressions



4 young people gained employment;
4 progressed onto training programmes;
2 gained volunteering placements post-release.



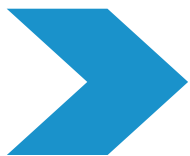
106 SQA Qualifications were achieved at SCQF level 5:

- 47 qualifications were REHIS Health and Safety at Work;
- 27 qualifications were REHIS Food Hygiene;
- 32 qualifications were REHIS First Aid at Work.



44 SQA Qualifications were achieved at SCQF Level 4:

- 44 qualifications were REHIS Waste Management.



253 industry-recognised certificates were achieved:

- 40 Construction Skills Certification Scheme (CSCS) certificates.
- 32 industry-recognised certificates in Manual Handling; Asbestos Awareness; Vehicle Marshalling; Abrasive Wheels; and CAT and Genny.
- 33 World Host certificates;
- 10 PASMA Working at Heights certificates;
- 10 Springboard.

Local Authority Area Spend

Below is a breakdown of engagement of young people per local authority that they will be liberated back into, and the breakdown of project cost to each local authority.

Local Authority	No of young people	Local Authority Spend
Aberdeen City	5	8760
Aberdeenshire	1	1460
Angus	2	2920
Argyle and Bute	1	1460
Borders	1	1460
Clackmannanshire	1	1460
Dumfries and Galloway	1	1460
Dundee	8	11680
East Ayrshire	2	2920
Edinburgh	9	13140
Fife	6	8760
Falkirk	26*	39420
Glasgow City	16	23360
Highland	4	5840
Inverclyde	4	5840
Moray	1	1460
North Lanarkshire	5	7300
Perth	1	1460
Renfrewshire	5	7300
South Ayrshire	3	4380
South Lanarkshire	4	5840
West Dunbartonshire	1	1460
West Lothian	5	7300
Out of Scotland	3	2920

Year Three Financial Spend

Project Costs	Actual	Target	Variant
Staffing Costs	70377	113500	43123
Staff Travel and Training	1720	5200	3480
Client Costs	27642	16867	-10774
Capital Costs	44241	47100	2859
Total Project Costs	143980	182667	38687

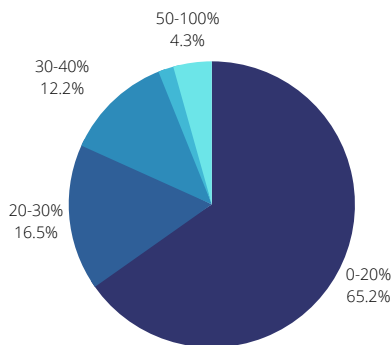
Other Project Costs	Actual	Target	Variant
Management and Marketing	15600	15600	0
External Evaluation	8324	8336	12
Total Other Project Costs	23924	23936	12
Total Expenditure	167904	206603	38699

Total spend by the end of Year Three was £395,579 of the £500,000 allocated over the three years. This was underspent due to ongoing challenges from the outset with recruitment and retention of staff.

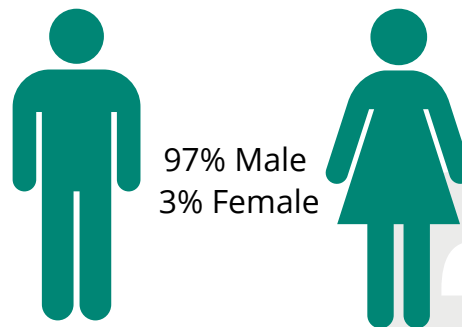
Equality Data

Below is a breakdown of the information collected during Year One in relation to equalities information.

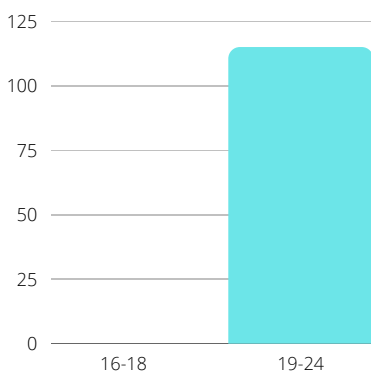
SIMD Breakdown



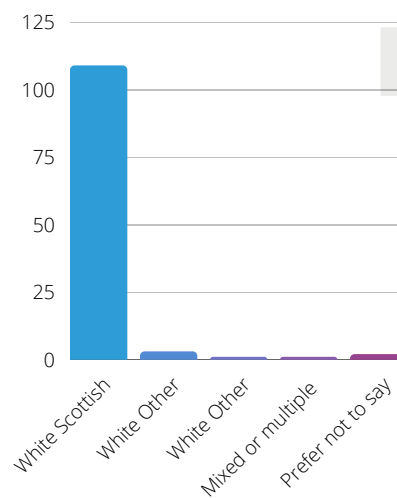
Sex Identity



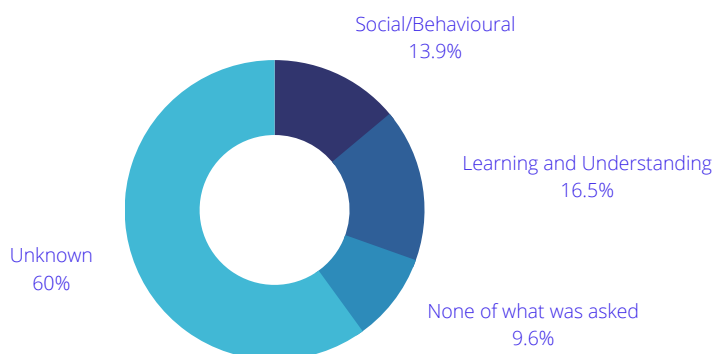
Age



Ethnicity



Health Barriers



Evaluation

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

The Lines Between produce four Case Studies per year to showcase the work of CashBack Passport. Through the lens of the people we support and stakeholders who have supported clients, they evidence the need for this service and highlight the successes achieved and challenges overcome. Over the next two pages is a case study from year three.

Case Study



Looking ahead to liberation

Passport CashBack is Access to Industry's employability programme which offers education, training and employment support to young offenders aged 16–24. Delivered in HMP YO1 Polmont, it helps them to overcome difficulties that might hinder their future development. Young people engage with Passport CashBack while serving their sentence and continue accessing support in the community after their release.

This case study is drawn from excerpts of conversations with Mikel*, aged 23, who engaged with Passport CashBack, and Rosie, his Access to Industry Case Worker, who has supported him through the programme. Mikel was interviewed a few weeks before a parole hearing which could lead to his liberation. He has engaged with a range of courses and programmes while at Polmont to equip himself with various skills relevant to the construction industry should he be released.

* Pseudonyms and illustrative photos have been used. Some quotes have been lightly edited for readability, but all meaning has been retained.

“I spend my time in here well.”
[Mikel, young person]



The Lines Between

Employment-related programmes in prison have played a big part in Mikel focusing on improving himself, along with a changed attitude to drink and drugs. These have built on Mikel's belief in what he can achieve in the working world, and link with the long-term CashBack outcome of being diverted from involvement with the criminal justice system. Mikel's story also relates to the CashBack outcomes of building confidence and resilience, participating in activities that improve learning, employability and employment options, enhancing personal skills and contributing positively to the community.

Equipped to gain work

Mikel had construction site work experience from a previous apprenticeship. In discussion with Access to Industry, he took opportunities to build on this. He participated in a wide range of programmes and is proud of his results and the way he commits to a job.

They got me onto courses. I did my TIGERS¹ course, my Health and Safety. I got my First Aid and I got 50 out of 50 for my CSCS². I did industrial cleaning. I did loads of programmes. [Mikel, young person]

Quite often, young people in Polmont don't see another life for themselves. Luckily for Mikel, he was somebody who had previous work experience. That put him in really good stead for excelling in the training that we offered. It was a case of working with him, speaking about the things he wants to do, where his interests lay... for things he was interested in, just being able to make sure we could facilitate that. He did as much training as he possibly could do with us – he just applied himself and got himself stuck right in. So it was helping and supporting him to make sure that he could have a positive destination. [Case worker comment]

Mikel's main area of interest is bricklaying – a skill he can practise in the construction skills area – “I'm building mini-houses”. Staff training him were reported to describe Mikel as having “a real flair and talent”.

Some people go to college for four years to do bricklaying. I'm nearly halfway there. I'm going to be a bricklayer. I've got a good work ethic – I just keep going. I'm like a horse, I work all day. [Mikel, young person]

Broadening experiences and opportunities

Young people working constructively in one area of prison life can open up other opportunities. Access to Industry staff work hard to network with other providers and support young people to access whatever is available. Mikel has completed a Duke of Edinburgh expedition going to another prison, and rehabilitative work because of the nature of his offence, among other things.

I've done a DoE expedition at HMP Dumfries. I did the rehabilitation course. It's all about your emotions and managing your feelings. It's good to talk about these things. I find it really beneficial. [Mikel, young person]

If young people complete training and show good behaviour in other aspects of prison life, they can, in turn, gain greater trust and be offered additional opportunities to build their experience further. In this way, Mikel now has a job within Polmont working with the cleaning team and is a mentor to other young people in practical work and by giving reassurance and information to new arrivals.

I'm a peer mentor. They [prison staff] approach those that can be trusted to be peer mentors. [Mikel, young person]

1. Training Initiatives Generating Effective Results Scotland
2. Construction Skills Certification Scheme



The Lines Between

Case Study contd.



“ When people arrive [at Polmont YO], they can be shy or scared. It can feel an intimidating place. I like helping people. You can be a positive example. That's my duty. If others are struggling with practical work [bricklaying], I stay down there and help. I spend my time in here well. [Mikel, young person]

These are all people who we link in with. It tends to be the young people who are seen to be low risk who can get involved – it's all dependent upon how they present within Polmont. For Mikel, part of doing that is because he is involved with ourselves... Mikel has worked really hard on himself and he's really become a model prisoner. They're given jobs where they can move about the prison... he's got his BICSc³ qualification, and they're basically the industrial cleaners for the facility, so that's what he does. [Case worker comment]

Reflecting and changing

Mikel is open about the circumstances which led to his conviction and sentence. He talked about the harm he had caused others and acknowledged the negative impacts of past drinking and drug use.

I've made mistakes in the past. I fucked up and I've owned it. Before, I was full of the drink. I won't be drinking when I get out. I was bombed out my nut on weed. It frazzles your head – you can't function on that. [Mikel, young person]

“ I've matured so much, and I've got to come back from this stronger. It's been a life changer. It really has. [Mikel, young person]

Mikel is definitely a live wire – he's very open and he'll tell you his life story, but he's somebody as well who's quite good at looking introspectively and thinking right, 'what do want do I want to do next?' That forward planning has always been something that we've been looking to support. [Case worker comment]

Looking at life beyond

Mikel has clear plans for working once he is liberated – with contacts already made with people who have construction site work for him. He feels in control of his future and has hopes and plans, while well aware of the ongoing monitoring which is ahead for him.

When I'm released, I'll be on a five year licence and on a tag. I'm going to do an OU course and become a site manager. I can stay at home and do that – I'm quite clever. [Mikel, young person]

I want to be a law-abiding citizen. I've got a family to think about. This is it – away from the past. [Mikel, young person]

Having had the role of peer mentor in prison, and with his background and experience, he feels strongly about his potential to get alongside others and help them think about their choices.

“ If I can help one person from this experience, that's a good thing.

Before Mikel's release, Access to Industry will continue to explore further possibilities for him to gain experience. This includes day placement work in the community – while these are ordinarily in gardening or waste management, the hope is that a construction site might be possible for Mikel.

He has got natural talent with bricklaying, and I think it'd be a shame if we didn't get a job placement that would help further those skills... if working with Scottish Prison Service, we could identify a placement that they can vet and be happy with it would be a next step for him, having day visits and being back out in the community before he's properly liberated [Case worker comment]

If I got an opportunity like that, I'd thrive. Some people in here think life is a joke. They need to be told – I say 'do your programmes'. [Mikel, young person]

3. British Institute of Cleaning Science



The Lines Between

Partnerships

Year Three has seen CashBack Passport sustain partnerships with Celtic Foundation; Rangers Foundation; Anna Walls Consultancy; Springboard; TIGERS; Verdancy Environmental Waste; and Central training Services.

We have developed a new partnership with Forth Valley College to develop training within Environment and Renewable Energy; and with Scottish Barista Academy to deliver Barista training for our staff. This training elevates young people's opportunities for employment in growth sectors post-liberation.



Looking Forward

The Phase 5 CashBack Passport HMP and YOI Polmont Project has been an exciting and challenging project to be part of. Access to Industry have benefited from being a partner within CashBack Passport and have developed strong working relationships with other CashBack Passport providers, which we hope will continue into Phase 6. We have engaged with some remarkable young people and loved watching them grow and develop as they learn new skills and gain in confidence.

Year One and Two were challenging for our project as we were constantly at the mercy of ever-changing rules and recommendations within a prison estate as we navigated our way through COVID. It enabled us to be as creative and dynamic, as we looked outside of the box at some other ways to support people when face-to-face access was not possible.

Year Three allowed us to, almost, deliver the project as we had planned at the outset, and alongside develop new and exciting opportunities for the future. Three years on and we are once again in a changing landscape with different approaches and legislation towards Justice, cost of living and fuel crisis, and focus on growth employability areas within renewables.

During Phase 6 we hope to continue to develop the opportunities for our young people who are currently residing within HMP and YOI Polmont. Due to the changes within legislation, and the increase of young people being given community sentences, we want to develop opportunities within communities of need. This is where there is a gap identified in terms of employability opportunities and engagement with young people. This scoping will be undertaken within the first few months of Phase 6.

We hope to be delivering at full staffing levels and retain the staff throughout the projects as we value the relationship between staff and clients, and this is key to the success journey of many clients. We want to see more young people continue their engagement post-liberation and sustain into their positive destinations.

Thanks

Access to Industry would like to thank the Scottish Government for this crucial funding, and our Performance Advisor at Inspiring Scotland, who manages the CashBack Passport for Communities Programme. We would also like to thank the Scottish Prison Service for their continued support, and all the inspiring young people involved in the project for being open to trying new things and exploring positive options.

