



2025-2026 Annual Report

Year Three, Access to Industry:
Passport CashBack Report



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1 – Foreword

As the final year of Phase 6 concludes, we are delighted in how well our caseworkers and key stakeholders have worked together over the past three years to bring all of our ideas, hopes and aspirations to fruition. Phase 5 taught us a lot around resilience, not only with our young people that we were supporting, but with our staff and key partners alike. Phase 6 has enabled us to work hard as a consistent team, with minimal changes and challenges, enabling our programme to run consistently and provide young people with all the support and continuity they required to progress into positive destinations.

Our work in Year Three continues to build on the foundations of year One and Two, building on community engagement, and with increased referrals coming from Fife, Tayside, Glasgow and Renfrewshire. Strong partnerships have also been built with local community organisations and the new National Throughcare Service, Upside. Within HMP & YOI Polmont, our staff expertly managed to adapt to the increasing and compounding complexities they face in managing and maintaining the young people on our work programmes.

This year we have supported 178 young people (118 new engagements; 60 continued from Year two), with 97 of the young people achieving 128 accredited skills-based certificates, 14 progressing into further training programmes, 12 moving into volunteering roles, three entering onto college courses, and six gaining employment.

Our partnership with the Scottish Prison Service (SPS) has stabilised to what feels like core delivery and our pathway of engagement within the establishment is secure. We have engagement starting within residential care and preparing young people through 1:1 support and case management. This ensures that they can progress and be ready for our employability programme, which runs alongside work parties and can be beneficial alongside apprenticeships within Joinery and Bricklaying.

The Barista Skills Training is delivered within the life skills programme and, in partnership with SPS, it delivers Qualification Scotland 'Barista Skills Level 5' accreditation. The Construction Hub is embedded as the pre-stage for the work parties and pre-apprenticeship levels. The programme delivery model consists of CSCS (Construction Skills Certification Scheme) training programme, culminating in a REHIS Health and Safety qualification and a practical test, before gaining your card to ensure you are competent to work on a building site. The young people then progress into the Central Training Scheme skills-based accredited programme of PASMA (working at height training/certification) and training in Abrasive Wheels and Vehicle Marshalling (accredited by NEBOSH – a construction industry training accreditor).

This is a solid platform for the young people to achieve before gaining work party placements within Joinery, Bricklaying and Plumbing, or, for those being liberated, it gives skills-based learning that leads to employment within the construction industry.

This year our partnerships with Celtic FC Foundation continued to thrive and we delivered an Improving Wellbeing qualification with young people within the Celtic Community Space.

We have continued with a full complement of staffing for this project. We have clear evidence of the growth in our young people through the increased support received within the community, post-liberation. With more young people engaging within the community, we are seeing increased progression into meaningful and positive destinations.

Our 1:1 casework model of person-centred care is a model focused on a relational approach. We build trust and focus on creating goals and action plans with our young people, both within and out of custody. Having this consistent approach allows our young people to know that they have support when they need it, for as long as they need it. We aim to remove barriers and build their confidence, resilience and skills to ensure that they are further removed from the justice system. We support our young people to progress into meaningful and sustainable futures, to live safely and healthily in society.

2 – Year Three Performance

Our Passport CashBack Polmont Project has been focused on engaging with young people within HMP & YOI Polmont and communities. The project provides young people with the skills, confidence and qualifications they require to progress into positive destinations and build desistance from being in conflict with the law.

Where young people are not returning to communities that Access to Industry have caseworkers, we have built good relationships with key employability services, or linked up with Upside, to ensure that no young person is liberated without support.

Within HMP & YOI Polmont we focused on engagement with young people – building a presence within the residential estate to enable us to better understand our young people and build their confidence, advocate on their behalf and ensure the support they received was meaningful to them. Through 1:1 casework we supported young people to achieve qualifications and begin to build the softer employability skills around communication, time keeping, trust and boundaries. Through 1:1 engagement we developed CV and disclosure letters. We also concentrated on onward progression routes for young people within the estate, if they were going to be in longer term, and with other partners and key stakeholders to ensure positive engagement post-liberation in areas that we had no caseworker presence.

We developed the continuation of our two main programmes – Hospitality Hub and Construction Hub – with a solid delivery plan that works on a 12-week rotation.

The Construction Hub delivers CSCS card; Abrasive Wheels; PASMA (working at height); and REHIS Health and Safety at Work. Within our Hospitality Hub we have worked closely with SPS to create and embed the Barista Skills Training programme and have seen 11 young people achieve Barista Skills Level 5 training.

Community engagement continues to be prevalent across Fife, Tayside, Glasgow, Renfrewshire and Inverclyde. We have built strong links with third sector community projects and justice teams to increase support for young people on liberation and support referrals for young people in conflict with the law.

Year Three has embedded our community links in Fife. We have built strong relationships with Fife Justice Teams, Kingdom Works and NextTurn. This has enabled us to develop strong employability pathways for our young people to ensure they can achieve construction skills training in the community. Working with Lang Toun Cycles community bike shop has enabled our young people to learn bike mechanic skills and gain opportunities to volunteer, which has been an excellent progression route for employment. Community referrals within Fife have been excellent this year and you will see later in the report the increase in numbers for Fife in Year Three, compared to other years. Our project is well embedded within the Fife Justice Partnership and is referenced in their community justice annual report as one of their third sector partners.

We continue to provide community support across Tayside, where we have seen excellent progression routes for our young people within Perth and Kinross, Dundee City and Angus. We have worked closely with Justice Social Work, third sector partners Tayside Counselling for Alcohol, Just Bee and WithYou.

The work within Glasgow, Renfrewshire and Inverclyde has grown throughout Year Three, with a new partnership developed with Celtic FC Foundation, where we supported young people within their programmes to gain accredited qualifications in Improving Wellbeing. We worked well with Cranhill Community Development Trust, Stars and Justice colleagues in building strong relationships between young people and professionals.

In Renfrewshire we developed strong relationships and pathways within the Council's NOLB team and Justice pathways. This enabled young people who are pre-employability stage to begin their engagement with CashBack and build on the 1:1 casework support before being ready to engage in group work.

2 – Key Achievements

For Year Three the key highlights have been:

- Continuous success of our delivery within HMP & YOI Polmont;
- Sustained partnership working and building of new partnerships;
- Level of reach and achievements of the young people;
- Strength of relationship-building with young people in the community;
- Increased community reach;
- Growth of partnership delivery across Fife;
- Increased community referrals;
- Progression for our young people;
- Finishing another year with a full staff team.

3 – Year Three Outcomes

Throughout our three-year funding outcome, the Passport CashBack Polmont project has outputs against the five CashBack Outcomes for Phase 6. Below is the definition of our five CashBack Outcomes and the outputs we are measured against.

Outcome 1 – Young people are diverted from anti-social behaviour and involvement within the justice system

We work towards this outcome through our close engagement with young people. We build safe and trusting relationships, engage them in planning for their future, and introduce them to new opportunities to reduce the risk of them feeling inclined to participate in negative behaviours. This sets them on a positive progression.

Outcome Indicator	Phase 6 Target	Year 1	Year 2	Year 3	% against target
Young people report that they feel less inclined to participate in anti-social/criminal behaviour	196	120	85	104	158

Outcome 2 – Young people participate in activity which improves their learning, employability and employment options (positive destinations)

This outcome is measured through the activity we provide within HMP & YOI Polmont and in the community, to upskill people and increase the likelihood of them sustaining a positive progression at the end of the project.

For some of our young people they are still in custody, and for others they are focusing on their wellbeing and resettlement into their community post-liberation, or through community engagement.

Our engagement with our young people is not time-limited – the young people are not moved on from the project, but instead they move on from us. Therefore, the young people achieve their progression routes when it is right for them.

This year 97 young people achieved 177 accredited learning certificates in:

- 16 Completed CSCS training and 13 passed their test;
- 29 REHIS Health and Safety;
- 23 PASMA (working at height);
- 19 NPORS Abrasive Wheels;
- 14 Plant and Vehicle Marshaling certification;
- 8 Ladder User and Inspection;
- 8 Cable Avoidance;
- 11 QS Level 5 Barista;
- 6 REHIS First Aid;
- 1 REHIS Food Hygiene;
- 9 Adult Achievement Awards;
- 17 QS Improving Wellbeing Qualifications;
- 2 Compulsory Bike Training (Motorbike Safety Certification);
- 1 Group Leadership Vocational Training Programme;
- 1 Counterbalance Forklift;
- 5 World Host Certification;
- 3 Driving Theory Test;
- 1 Tree Felling;
- 1 Operating Chainsaws;
- 1 Working Within Confined Spaces;
- 1 Level 3 City and Guilds in Felling and Processing Medium Trees.

In addition to the accredited learning, we had 35 young people progress into positive destinations:

- 6 gained day 1 jobs;
- 3 entered further education;.
- 12 moved into volunteering roles;
- 14 progressed into further training opportunities.

The table below evidences our target against outcome indicators over the past three years. Our focus going forward will be working with our clients who are being supported in the community, to work towards volunteering and work placements. Alongside this, we will investigate opportunities for further education and employment that best meets their needs and interests.

Outcome Indicator	Phase 6 Target	Year 1	Year 2	Year 3	% against target
Young people gain accreditation	196	120	85	97	105
Young people progress into college or university	20	0	2	3	25
Young people progress into employment or Modern Apprenticeship	25	2	6	6	48
Young people progress into Volunteering Opportunities	56	0	3	12	21
Young people undertake work experience	30	0	0	14	47

Outcome 3 – Young peoples' health, mental health and wellbeing improves

This outcome is measured through engagement with our young people throughout their journey on the programme. At their initial engagement we do a baseline assessment of SHANARRI indicators, and this is then reviewed between their 8th and 10th session, where we demonstrate changes against the SHANARRI indicators.

During training, we discuss the use of substances within an employability context and inform people that sample drug testing happens on construction sites. We also discuss implications on work roles when under the influence. This makes our young people think differently about the use of substances and their impact on employment and their goals. As part of our evaluation at the end of each training session, we ask about how people feel now that they have these skills and has it made them more confident.

Outcome Indicator	Phase 6 Target	Year 1	Year 2	Year 3	% on target
Young people report increase in feelings against SHANARRI wellbeing indicators	196	68	85	125	142
Young people report improvements in mental health	196	75	85	125	145
Young people are more aware of the risk involved in problematic substance use and less inclined to participate	196	75	85	125	145
Young people feel their confidence has increased	196	104	85	125	160

Outcome 4 – Young people contribute positively to their community

For this outcome we look at the community in which the young person is currently living, during the time of their initial engagement. For many of our young people, this is Polmont. Through observations and 1:1 support, we can build a profile of how young people are thriving in their communities and how their engagement and connections are improving. We also measure how many services are engaging with the young people and how many of them have taken on, or participated in, additional activities and volunteering roles. Our young people are peer listeners; peer mentors; and they have specific roles within their environment and take on additional work-based roles.

Outcome Indicator	Phase 6 Target	Year 1	Year 2	Year 3	% on target
Young people report their perception of their neighbourhood improves	196	59	94	93	126
Young people report their contribution links with communities and social interactions are improving	196	87	94	93	140
Young people report increased motivation to positively influence what happens in their community	196	58	94	93	125
Young people go on to volunteer, coach, mentor, support or take up leadership roles in community	196	68	58	22	76
Volunteering hours are achieved	1000	1916	1176	540	363

In addition, one young person achieved a Community Award in recognition of their hard work and determination by attending Access to Industry's annual Certificate Ceremony and being awarded as 'Student of the Year'.

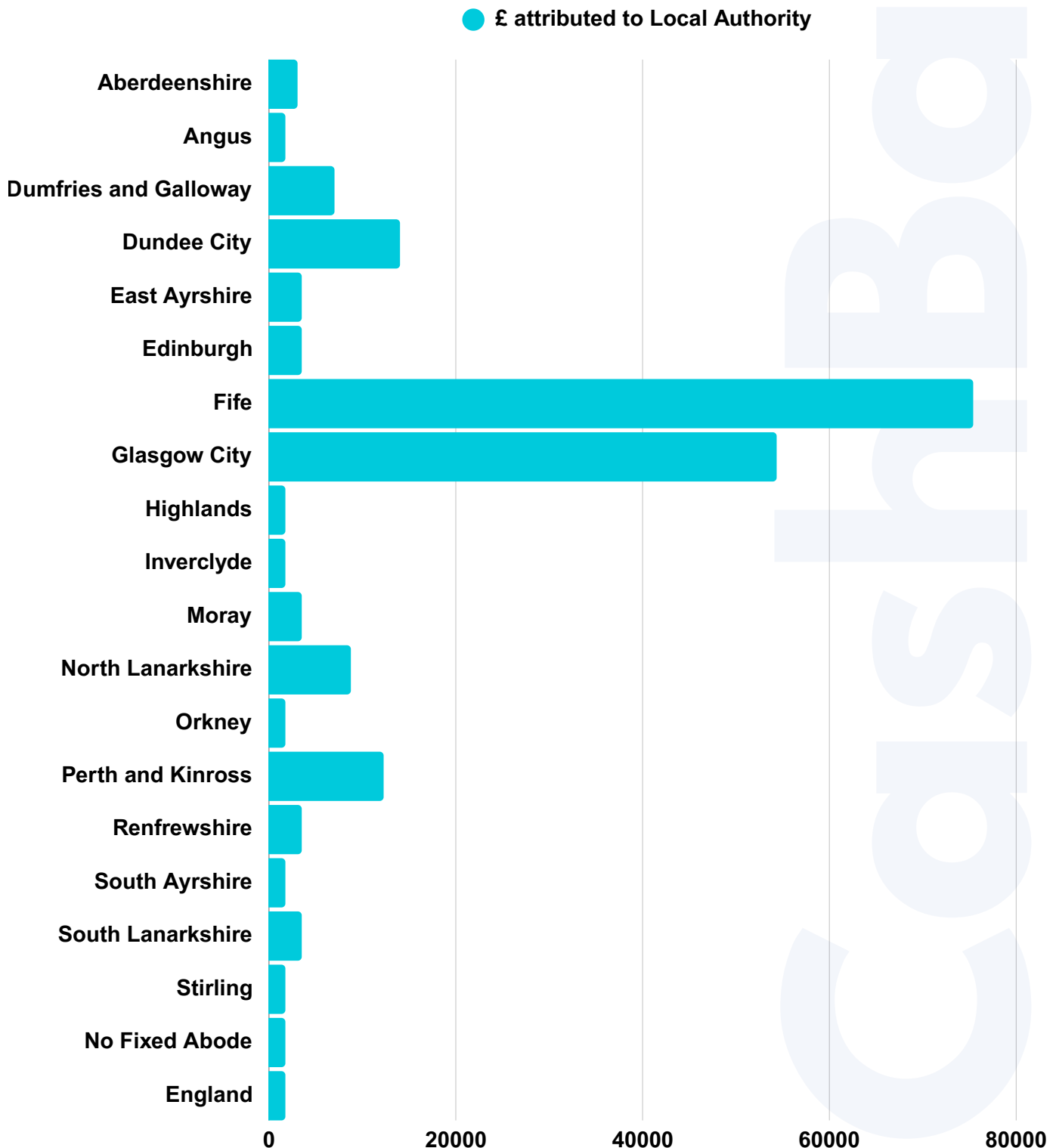
Outcome 5 – Young people build their personal skills, resilience and benefit from strengthened support networks and reduced risk-taking behaviours

We have evidenced this outcome through 1:1 support, referrals to specialist provision and notifiable changes in peoples' behaviours that have been fed back to us, but also through observations.

Outcome Indicator	Phase 6 Target	Year 1	Year 3	Year 3	% on target
Young people feel more resilient	196	89	95	102	146
Young people report positive supportive networks	196	72	95	102	137
Young people report increased access to appropriate services	196	93	95	102	148
Young people report positive changes in their behaviour	196	84	95	102	143

4 – Local Authority Spend

In Year Three, 178 young people were support (118 new and 60 continued from yr2) at a cost of £206,911. Below is a breakdown of spend allocated to each Local Authority based on the number of new young people supported. Full breakdown of spend can be found in Appendix 1.



Financial Spend

Our project is in line with our Year Three spend of £206,911. Throughout Phase 6 our project, spend was £547,781 against a target of £547,781.

In Year Three, we supported 178 young people across 24 of the 32 Local Authorities. Two young people had no fixed abode at the point of engagement, so could not be attributed to any Local Authority, and one young person was from England and serving their custodial sentence in HMP & YOI Polmont, returning to England upon their liberation.

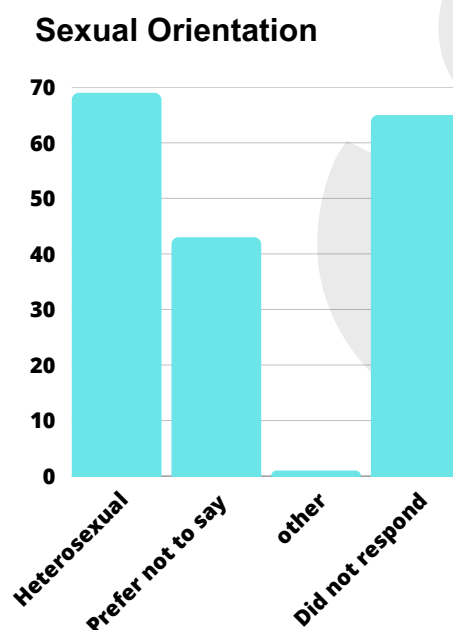
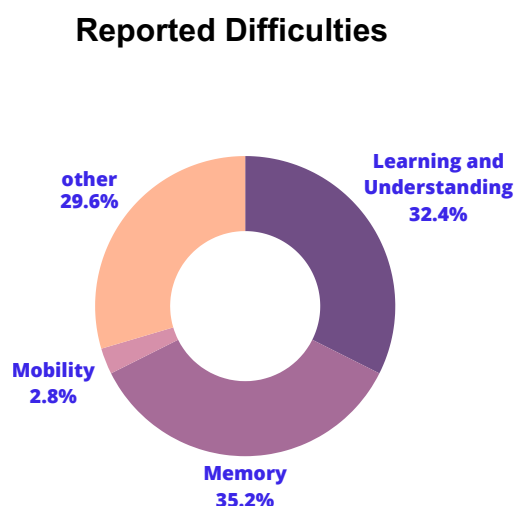
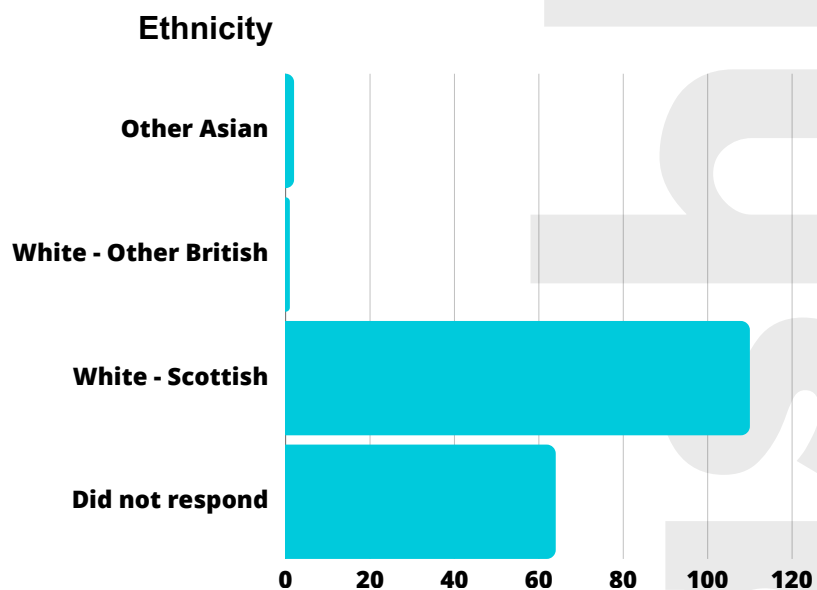
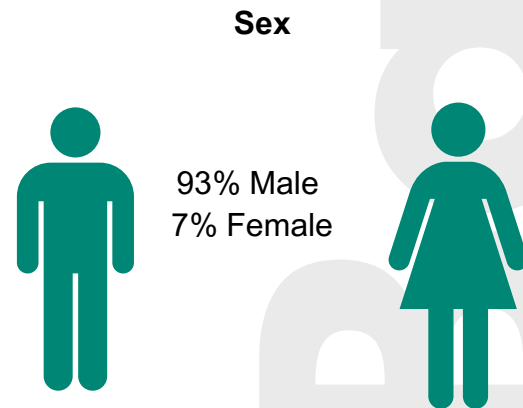
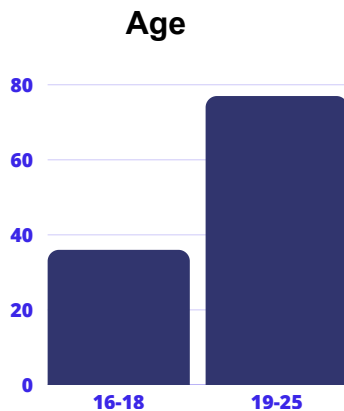
Over the course of Phase 6 we have supported 323 young people across all 32 Local Authorities for Scotland.

A full breakdown of Budget and Local Authority Spend can be found in Appendix A.



5 – Who We Worked With

We have collected data on the people we have worked with to build a picture of their profile. This year we focused on five of the nine protected characteristics: Age; Sex Identity; Ethnicity; Learning Disabilities; and Sexual Orientation. Below is a breakdown of peoples' profiles.



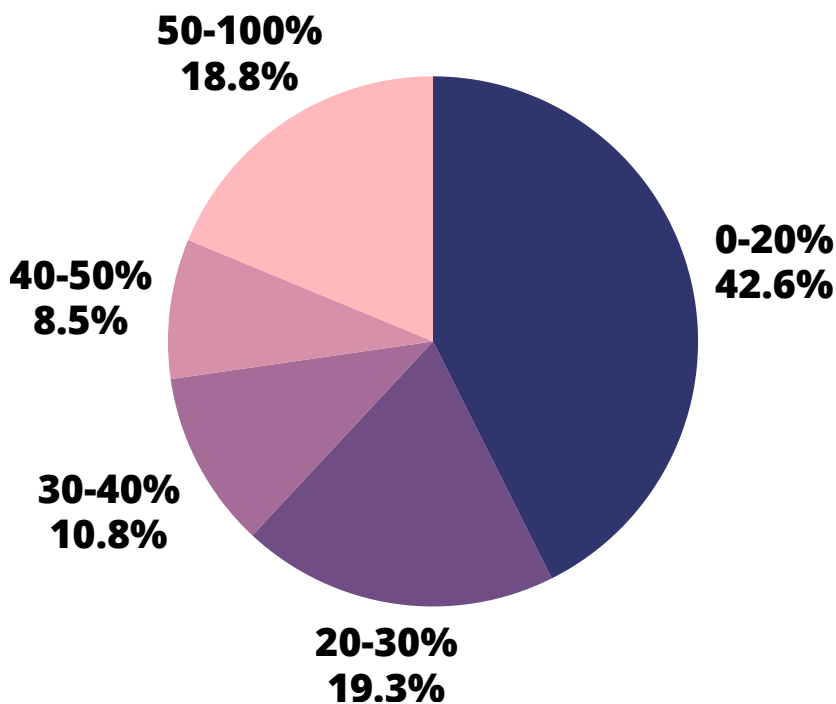
Throughout our Passport CashBack Polmont Project, we have been interested in the demographics of our young people. We focused on where our young people had lived prior to being in custody, and for our community referrals we focused on what geographical area they were living within.

Out of the 26 local authorities that our young people felt a connection to, we used the Scottish Index of Multiple Deprivation (SIMD) map of data zones to match their postcodes to the data areas of deprivation.

Across Scotland, each postcode is broken down into a Datazone and ranked worst to best based on: health; employment; income; housing; education; crime; and access to basic amenities. This gives an evidence base of what areas across Scotland are considered the most deprived. The higher you are ranked, the least deprived you are considered to be.

Below is a breakdown of the SIMD areas our young people resided. The top 20% show the most deprived, going through to 50-100% least deprived.

SIMD Breakdown



5 – Case Study

Below is a case study representing a young person's journey from prison back into community:

Peter was re-referred to our service by their justice social worker having recently been released from HMP & YOI Polmont on a supervision order. Peter was looking to build routine and find employment after completing their custodial sentence. After previously engaging with CashBack whilst in custody, Peter felt at the time of completing their training in HMP & YOI Polmont that they did not want support from CashBack in the community. Peter felt that they needed to sort “stuff” out first, before embarking on any next steps.

During their time in HMP & YOI Polmont, they worked with the CashBack team to engage in learning opportunities, completing skills-based learning and gaining qualifications in Royal Environmental Health Institute of Scotland (REHIS) Level 5 Health and Safety; Construction Skills Certification Scheme (CSCS); National Plant Operators Registration Scheme (NPORS) Abrasive wheels; (NPORS) Vehicle Marshalling; Prefabricated Access Suppliers and Manufacturers Association (PASMA) Tower; and Qualification Authority (QA) Level 5 Barista Skills.

When we met with Peter in the community they had a clear view of their future and, after completing an initial action plan, both Peter and their caseworker were clear on what the next steps needed to be. The first task was to work on their CV and tailor certain sections to stand out to a target employer audience, including all the training that was completed during their custodial sentence. Peter identified that they also wanted to continue gaining qualifications whilst looking for work, as Peter felt that this would help them find a better job and increase confidence. Peter is working towards an Adult Achievement Award, where they are reflecting on their time in HMP & YOI Polmont and the learning achieved there. Once completed, they will continue through the levels.

Peter identified transport as a barrier to employment. They were interested in working in construction, but due to the rural landscape where they live, and the early morning starts, public transport was not a sufficient option. During weekly appointments, Peter started working towards completing Driving Theory in preparation for taking driving lessons. Peter booked a Driving Theory test for March, however unfortunately failed the multiple choice section. Peter was upset by this outcome, but still continues to study and will look to re-book the test themselves when funds are available.

We supported Peter to apply for the Independent Living Fund (ILF) to support with the cost of the test and driving lessons. This funding was successful and Peter now has a date booked for a re-sit Driving Theory test and hopes to be driving by the summer.

6 – Policy into Practice

Phase 6 Grant Offer Letters require partner annual reports to reference how each project is contributing to a number of Scottish Government policy areas, including **Fair Work**, **Child Poverty**, **Children's Rights**, and **Climate Change**. Below is a summary of how Access to Industry are progressing within the four key areas:

Fair Work: We were asked to commit to the following Fair Work First criteria in a way that is relevant and proportionate for the organisation:

- Appropriate channels for effective voice, such as trade union recognition;
- Payment of the real Living Wage;
- Investment in workforce development;
- No inappropriate use of zero hours contracts;
- Action to tackle the gender pay gap and create a more diverse and inclusive workplace;
- Offer flexible and family-friendly working practices for all workers, from day one of their employment;
- Oppose the use of fire and rehire practice.

We can report that we comply with all the framework commitments listed above. We consult with staff throughout the year around overall satisfaction and wellbeing through anonymous surveys, and we also have a mechanism for staff to feedback during support and supervision, small team meetings and large full-team meetings. We use surveys to gauge feedback from training. We also have a complaints and feedback process for both staff and our clients.

Child Poverty: 'Best Start, Bright Futures' is the Scottish Government's Child Poverty Framework and Strategy for 2022-2026. Access to Industry work effectively to tackle child poverty by offering skills-based learning to young people furthest removed from the labour market, providing opportunities and support needed to enter, sustain and progress into work upon release.

During Year Three we have worked with 75 young people from the top 20% most deprived areas in Scotland (Social Index of Multiple Deprivation (SIMD) 2020).

By working with young people who are economically inactive due to being in custody we are giving them the skills and qualifications that raise their attainment. We work to support the next generation to thrive and realise their potential, whilst reducing the risk of them becoming parents in poverty on release.

Children's Rights: United Nations Convention on the Rights of the Child (UNCRC) is The Scottish Government's vision where children's human rights are embedded in all aspects of society. They want to ensure parents and families, communities, local and national governments, and organisations which work with children and families, all play a critical role in helping children understand and experience their rights.

Access to Industry developed a Child Rights and Wellbeing Impact Assessment (CRWIA) to ensure that our policies and legislation protect and promote the rights and wellbeing of children and young people. Our CRWIA is reviewed annually and published on our website.

Climate Change: Access to Industry are contributing to the Scottish Government Climate Change Plan 2018-2032 by:

Promoting the use of nature and the outdoors through:

- Within construction, the course content for Construction Skills training focuses on renewable materials that are used to build, insulate and generate power within new build homes and the environmental standards within the house builder's regulations.
- One-to-one community appointments can often be delivered whilst on a 'wellbeing walk', for take place in outdoor spaces.
- Meeting people in their community and exploring space and woodlands within their community.

Promoting and supporting active travel through:

- The use of staff utilising public transport where possible and only traveling by car where it is essential travel.
- Provide day tickets for staff to travel across public transport and encourage all young people eligible to apply for the Scotland-wide travel scheme.
- Promote active travel with our clients.
- Staff are encouraged to car share.
- We also promote remote working to reduce the need to travel.

Supporting recycling and reusing products where possible through:

- Delivering skills-based training in Environmental Waste Management, where the young people learned about the value and reusable opportunities within waste management.
- Having a contract with Changeworks recycling programme and actively promoting recycling at work.

7 – Reflections

As Phase 6 comes to an end we look back on what this project has achieved during the last three years and look forward to what Phase 7 will look like.

Our key highlight of Phase 6 is the young people supported. Watching them grow and sharing in the success of the accredited learning achieved, and the meaningful connections built with caseworkers, peers and other professionals, has been enlightening.

Throughout Phase 6, the following achievements we made by our young people:

- 323 young people supported over 3 years;
- 302 young people gained accredited skills-based learning;
- 14 young people overcame justice related barriers to gain employment;
- 5 entered further education;
- 15 moved into volunteering roles;
- 14 gained work experience;
- 309 young people feel less inclined to participate in criminal/anti-social behaviour;
- 311 young people felt their confidence increased as a result of our programme;
- 185 young people reported an improvement in their mental health.

We have developed the service to have an increased presence in Fife and Tayside. This has allowed young people to continue receiving support after liberation, and furthering links with community justice has increased community referrals and embedded our project within Fife and Tayside's Community Justice Partnership.

Community support has increased the number of qualifications delivered within a group setting and individually, with a high volume of Adult Achievement Awards completed. Additional funding streams have been sourced to support with training, and many successful applications to the Independent Living Fund (ILF) has given young people the opportunity to undertake driving lessons, which has increased employment opportunities.

New partnerships have been built with:

- Fife Justice NexTurn service
- Kingdom Works
- Cranhill Development Trust
- Just Bee (Dundee)
- Perth Counselling for Alcohol
- Greater Glasgow Safer Communities

In HMP & YOI Polmont the change to using CTS as the main provider for training has allowed a new package of one-day trainings to be delivered. We have also reintroduced World Host to pair with Barista Skills Training and Emergency First Aid. Caseworkers are also able to provide further reflective AAA qualifications, which has opened up the opportunity for stronger relationships to be built with young people in custody.

Looking Forward

For our young people engaging in the community we will build on developing skills-based courses and qualifications to boost their confidence and increase opportunities for skills-based employment, further training and mainstream college. Within HMP & YOI Polmont we will build on our courses for the young people who have longer sentences, to upskill them and increase their opportunities for work parties and apprenticeships. We will continue to strive to work with SPS colleagues to find ways to introduce digital skills to our young people to reduce digital poverty.

We want to continue at the same staffing levels and build consistency and continuity amongst the team, thus developing and sustaining relationships with our young people. We will continue to grow our partnership links that we have built with Celtic FC Foundation and Rangers Charity Foundation, alongside exploring new opportunities with other meaningful projects that meet the needs of our community. We look forward to working closely with new Phase 7 partners, too.

We will build on our staff training programme to ensure their skills continue to meet the demands of the client group that we are engaging with.

Within our organisation we want to take forward Scotland's Climate Change Plan 2026-2040 and implement an operational plan, working towards key targets within the plan.

Journey Through Time

Below is a case study that emphasises the importance of time:

Duncan began their support on the CashBack project in 2024 when they were serving a custodial sentence in HMP & YOI Polmont. This support continued through liberation and into the community. Whilst in custody, they obtained a series of skills based accredited learning. Upon liberation, Duncan was offered the opportunity to continue engaging and be referred on to the caseworker in their local area. Duncan was keen to engage and utilise this support to get into work.

Duncan had worked before but wasn't sure what type of work to do long term, or how to go about progressing forward in regard to the employment that was of interest. Duncan's focus was building a "normal life" and doing things other people their age did. Since working with their caseworker in the community, they have passed their driving test, utilising funds sourced and applied for by their caseworker through the Independent Living Fund (ILF), and are now enjoying more freedom and independence, opening up more job opportunities and making Duncan even more motivated than ever.

With a love for the outdoors, Duncan engaged in work experience with a local Tree Surgeon company, and their caseworker worked in collaboration with other funders and training providers to support Duncan through three compulsory courses – Chainsaw Maintenance, Crosscutting and Small Tree Felling up to 380mm and Felling and Processing Medium Trees Over 380mm and up to 760mm.

Duncan now has some clear goals, many of which have already been achieved, and continues to thrive, feels motivated and, although some challenges have come up along the way, they have remained focused and patient with the journey. Duncan has been supported to build a CV based on groundwork completed within HMP & Polmont. They were supported to job search and know where to look, encouraged to make independent contact with employers, supported to source funding for driving lessons and chainsaw courses and had some general advice around disclosure. Duncan is hoping to build on this advice now that the time has come to apply for jobs.

Duncan has worked well alongside their caseworker and taken on responsibility to contact the funders to manage the funding for driving lessons independently. Duncan has also been proactive in approaching work placements and their job coach for support and sourcing a driving instructor. Duncan continues to engage well with their caseworker and other relevant sources of support.

In 2025, Duncan received the Access to Industry CashBack 'Student of the Year' award in recognition of the work achieved. When asked by their caseworker if they had anything to say about the support received, Duncan said:

"Working with yourself has been very pleasant and I couldn't have asked for a better person to work with. It means everything to me what you have helped me do and achieve. You have helped me believe in myself and gave me non-stop motivation to keep going and achieve the goals I want to achieve and more."

In 2026, Duncan gained employment to save money to start their own business. This is now the main focus and Duncan continues to seek support to make this goal a reality.

8 Appendix 1: LA Spend

Below is a breakdown of expenditure attributed to each local authority and a cumulative Local Authority spend throughout Phase 6:

Area	Year One	Year Two	Year 3	LA Spend (£)
Highlands	6	5	1	16174
Orkney	0	0	1	1753
Moray	3	1	2	8751
Aberdeen City	2	1	0	3933
Aberdeenshire	3	0	2	7440
Angus	2	3	1	8308
Dundee City	9	17	8	48115
Perth and Kinross	3	0	7	16207
Clackmannanshire	1	0	0	1311
Fife	9	23	43	117353
Edinburgh City	8	6	2	21861
Stirling	2	2	1	6997
East Lothian	0	3	0	3933
Midlothian	0	1	0	1311
West Lothian	7	6	0	17043
Falkirk	2	3	0	6555
Scottish Borders	2	0	0	2622
Glasgow City	18	28	31	114653
North Lanarkshire	5	5	5	21877
South Lanarkshire	6	3	2	15306
East Dumbartonshire	1	1	0	2622
West Dumbartonshire	1	2	0	3933
Argyle and Bute	0	2	0	2622
Inverclyde	3	2	1	8308
Renfrewshire	6	4	2	16617
East Ayrshire	4	3	2	12684
South Ayrshire	2	4	1	9619
North Ayrshire	2	4	0	7866
Dumfries and Galloway	3	1	4	12258
No Fixed Abode	6	8	1	20107
Northern Ireland	1	0	0	1311
England	3	2	1	8308

Financial Breakdown

Access to Industry were awarded a grant of £547,781 from CashBack for Communities Phase 6. Below is a breakdown over the 3 years of our financial spend for our CashBack Polmont project.

Budget Heading	Year One Spend (£)	Year Two spend (£)	Year Three spend (£)
Staffing costs	98172	132073	147546
Other staff costs	3608	5388	8618
Client training, travel and subsistence	34657	27870	31202
Staff IT equipment	1057	1946	768
Management and office costs	17800	18300	18777
Total Expenditure	155,294	185,577	206,911

8 – Thanks

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