

THE PRINCE'S TRUST CASHBACK FOR COMMUNITIES ANNUAL REPORT 2021/22



The Prince's Trust has been working with CashBack for Communities since 2014. We have been delighted to continue this partnership in Phase 5.

This report details how the Scottish Government CashBack for Communities investment programme has supported young people across Scotland in 2021/22.

THE PRINCE'S TRUST

Our mission is to help young people transform their lives by developing the confidence and skills to live, learn and earn.

We believe that every young person deserves the chance to succeed. Yet every year thousands of young people across Scotland do not get this chance and face daily struggles that can seem insurmountable.

Bridging the gap from childhood to adult life is not easy and, for some young people, is particularly challenging. In the face of economic uncertainty, many young people feel increasingly hopeless and fearful about their future. Sadly, it is those from the most disadvantaged backgrounds who find the odds disproportionately stacked against them. We know from our interactions with young people that being out of work can lead to a lack of self-worth and, without support, unemployment can quickly spiral into poverty, homelessness, and depression. We also know from research that unemployment early in working life can leave 'scars' such as longer-term joblessness or lower earnings decades later.

The Prince's Trust supports young people on a pathway to securing work, as we believe employment enables individuals to live more stable, fulfilling lives. We work in communities across Scotland, helping young people aged 11-30 to succeed, no matter what their background. In collaboration with partners and volunteers, we help young people to not just survive but thrive with the confidence and practical skills they need. This year The Prince's Trust has continued to help unlock the potential of Scotland's young people through the provision of CashBack Development Awards. This report details how the Scottish Government CashBack for Communities investment programme has supported 293 Young People across Scotland during 2021/22.

CASHBACK DEVELOPMENT AWARDS

CashBack Development Awards help disadvantaged young people aged 13-24 to progress, or make a fresh start, in education, employment, and further training by either removing financial barriers or supporting the costs of alternative learning opportunities within schools.

Individual Awards can be used for anything that helps a young person secure their next step or a positive destination.

School based awards support small groups of young people who might be struggling within mainstream education to secure qualifications, increase their attainment and develop their confidence and wellbeing.

136 young people benefited from a Development Award this year.



CashBack Development Awards in action:



THE RECIPIENT

Lisa, 23, is a single mum to a 9-month old. She has no savings and uses Universal Credit to support herself and her child.



THE PROCESS

Lisa found the application form very easy to complete noting that, "it was not a stressful process at all".



THE FUTURE

Thanks to the Award Lisa feels, "more relaxed and happy about the future". What was a hobby has now turned into a promising business that will allow her to work around her daughter.

WHY THE AWARD?

Lisa applied for a Development Award to fund a gel polish nail course and buy the equipment she needed to take part in training. The Award was crucial as she did not have sufficient income to pay for the course herself.



THE IMPACT

After completing the online nail course Lisa feels her skills and confidence have improved and is excited about getting her home-based nail business up and running.



LISA'S WORDS

"The Award gave me the confidence to start up my business. It was the jumpstart I needed. I would encourage anyone to apply - it helped me a lot. It was highly beneficial working with the Prince's Trust."



**PRINCE'S TRUST
DEVELOPMENT AWARD
CASE STUDY**

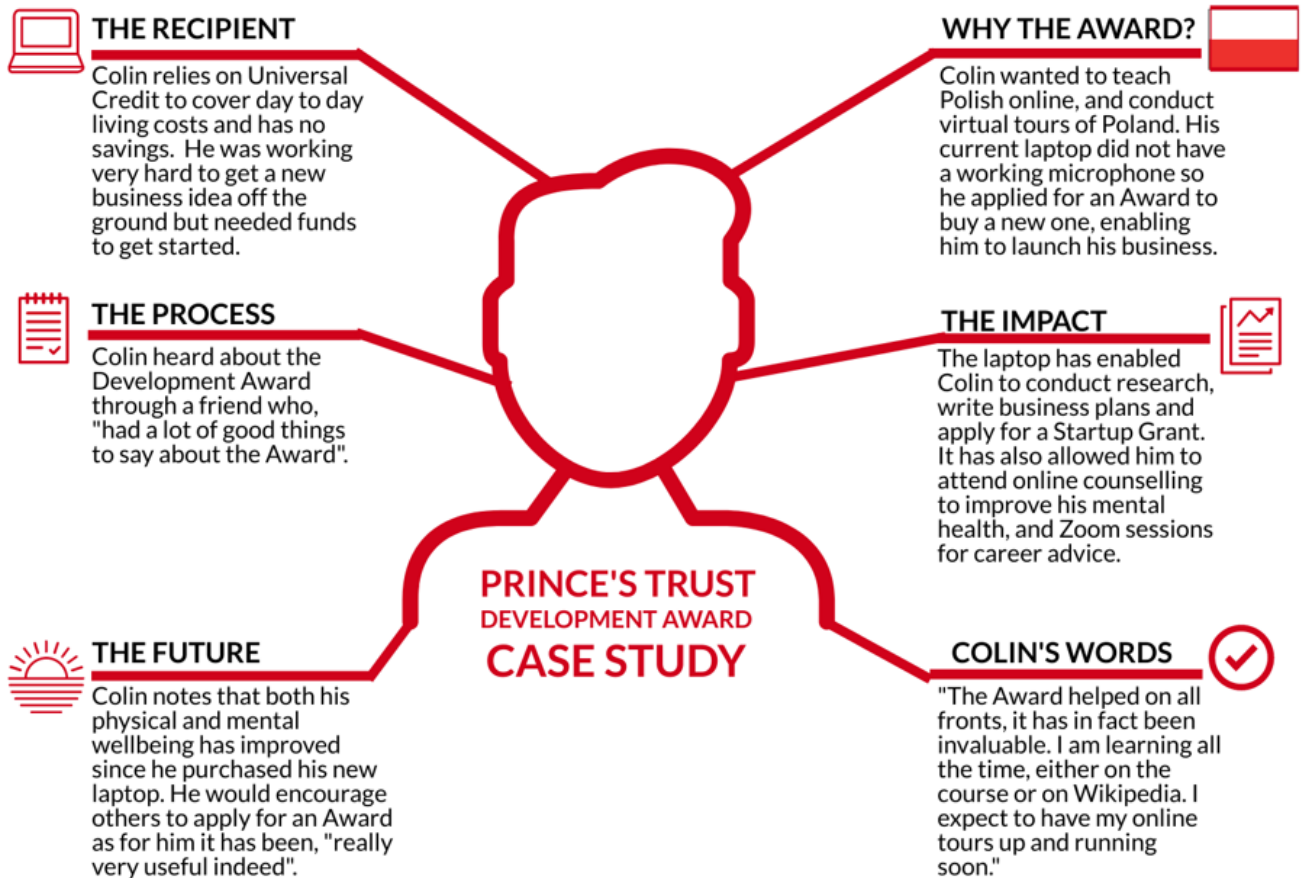
Development Awards can help to cover the cost of course fees, tools, or equipment to help you achieve your goals. We can offer up to £250 per young person, and up to £500 if that young person is a care leaver.

These awards can fund:

- ➔ Course materials, such as books, equipment, etc.
- ➔ Funding for courses
- ➔ ID, such as passports or driving licenses
- ➔ Clothing for work or interviews



CashBack Development Awards in action



CASHBACK ACHIEVE PROJECT AWARDS

The Prince's Trust Achieve programme supports young people aged 11-19 who are at risk of underachieving in education. Delivered informally in education and youth work settings, Achieve provides young people with the space and attention they need to learn skills, develop confidence, raise aspirations, and improve their attitude to learning.

The programme is flexible and can run as short intensive programme over six weeks or part-time over two years. Furthermore, we offer formal qualifications which seek to ensure learners have every opportunity to gain formal recognition of their skills and achievements. We also equip young people with an SQA-accredited Certificate in Personal Development and Employability Skills (PDE) which recognises the breadth of personal skills, qualities and attitudes required by employers across a range of sectors. Schools also gain Scottish Credit and Qualifications Framework (SCQF 3-5) indications and insight points.

The curriculum includes five activity areas: Personal & Social Development, Life Skills, Active Citizenship, Enterprise Project, and Preparation for Work.

Achieve Project Awards (APA) support Achieve participants to gain practical skills and accreditation while delivering an Enterprise or Community Project. APAs provide education partners with grant funding to establish an in-school enterprise (or community) project, operating as closely as possible to a commercial business or social enterprise within the school context and developing the vocational skills of participants.

157 young people took part in Achieve Project Awards this year.



CashBack Achieve Project Awards in action:

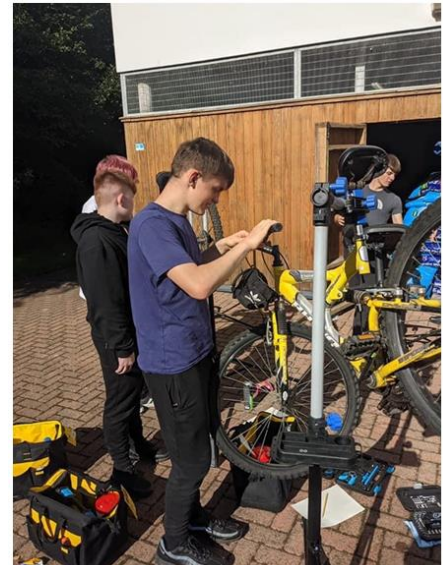
Denny High School has collaborated with The Prince's Trust for several years via our education programme - Achieve. Having been introduced to Achieve Project Awards at the end of 2019, just before the pandemic, Denny High School wanted to use them to develop the transferrable skills of their pupils and connect their learning to their interests outside of school

The idea for a Bike Clinic developed following a young person's positive work experience with a local mechanic and bike servicing business whilst working on our Achieve programme. The young person managed to develop their skills and gain work experience, the school bikes got a makeover, and the pupil used the experience to evidence modules towards their Prince's Trust Personal Development

and Employability qualification. The school saw the opportunity to expand this approach and develop a school project using our Achieve Project Awards.

The school wanted to expand the opportunity to other pupils by launching its own Bike Clinic. This would develop the skillsets of the pupils, enhance their employability skills, and develop their understanding of core entrepreneurship principles.

CashBack-funded Achieve Project Awards were used to purchase essential tools, consumable supplies and workwear including safety boots, boiler suits and hi-vis for ten pupils. Plans were put on hold for a period due to the pandemic. However, once the school was back to full face-to-face operation, 'GM4X' provided training for the pupils in bike maintenance skills. The group now meet once a month, under the supervision of a staff member, repairing staff and pupil bikes for a small fee. This income is used to purchase spares, new overalls and other equipment moving forward – making the clinic sustainable.



The project has resulted in:

- young people gaining evidence to complete their Prince's Trust Personal Development and Employability qualifications
- young people developing their employability, vocational and transferable skills
- young people feeling better supported and engaged in the life of the school
- better relationships with cluster schools, offering Cycle Safety checks for their pupils



Towards the end of the school year, the current pupils will take on a leadership role as they support pupils in junior years to become the next generation of Bike Clinicians for the Denny School Bike Clinic.



The lads have been so full of knowledge and really keen to help and teach each other. They have been so engaged. I expect them all to be a great asset to any company.

- Gordon McGregor, Director GM4X

STAKEHOLDER FEEDBACK

Stakeholder interviews were conducted with a small sample of referral partners. The discussion focussed on the Development Award the resulting impact on eleven recipients.

All recipients were young people facing challenges that prevented them from moving into employment or re-entering education to improve their career prospects – these barriers included homelessness, social isolation and anxiety, childcare costs, and course materials. For each young person, they faced a barrier to progressing which the award helped to overcome. The stakeholders described how a Development Award provided critical financial help; as a result, young people could overcome obstacles and take their next positive step. The stakeholders witnessed marked improvements in the confidence, resilience and overall wellbeing of recipients, resulting in tangible improvements in their employability skills.



“The Development Award has removed a barrier to applying for jobs and housing as he now has valid ID. It is a small thing, but can now apply for jobs which means he can start to turn his situation around and have access to wider social opportunities”

“She was Interested in health and social care course but couldn't do it due to childcare costs. The Development Award paid for 4 weeks childcare to enable her to go on the course and then paid for interview clothes when applying for roles in healthcare. Her confidence has increased massively, and she now has a job as a ward clerk in her local hospital.”

Stakeholder Feedback

MEASURING OUR IMPACT

Despite the many challenges we have faced again this year, we have made positive progress against our intended outcomes. As presented in Outcome 4 below, **278** young people – **95%** - achieved a positive destination.

The tables below set out the outcomes that have been realised by young people as a result of CashBack Development Awards in 2021/22.

Outcome 1: Young people build their capacity and confidence	Total no. of Young People	Overall % of young people
YP report increased confidence	243	83%
YP report they are able to do new things	284	97%
YP feel more resilient	249	85%
YP report positive supportive networks	117	40%
YP report positive changes in their behaviour	220	75%
Other stakeholders report perceived positive changes in behaviour of young participants		75%
Outcome 2: Young people develop their physical and personal skills	Total no. of young people	Overall % of young people
YP report an increase in their skills	243	83%
YP have achieved accredited learning (Individual Awards)	57	42%
YP working towards accredited learning (Individual Awards)	185	63%
YP have achieved SCQF accredited qualification (Achieve Project Awards)	16	10%*
YP working towards SCQF accredited qualification (Achieve Project Awards)	141	90%
Outcome 3: Young people's health and wellbeing improves	Total no. of young people	Overall % of young people
YP report improved wellbeing	190	65%
YP report improved sense of achievement	258	88%

*At time of publication. This figure will increase following additional reporting from schools

Outcome 4: Young people participate in activity which improves their learning, employability, and employment options (positive destinations)	Total no of young people	Overall % of young people
YP will achieve a positive destination	278	95%
Employment	79	27%
Further education (including remaining/returning to school)	73	25%
Training	79	27%
Self-employment	47	16%
Outcome 6: Young people are diverted from criminal behaviour or involvement with the criminal justice system	Total no of young people	Overall % of young people
YP report own participation in anti-social and/or criminal behaviour has reduced	144	49%
Of those previously involved with the police, YP feel less inclined to participate in anti-social and/or criminal behaviour		50%

Evidence against Outcome 5 has not yet been gathered as delivery of Community Awards launches in Year 3 of Phase 5 (2022/23). Results will be included in our final Phase 5 report.

YOUNG PEOPLE PROFILE

SIMD Analysis

SIMD range	Number of Awards	Overall % in SIMD area
→ 0 - 20%	→ 55	→ 41%
→ 20 - 30%	→ 18	→ 13%
→ 30- 40%	→ 18	→ 13%
→ 40- 50%	→ 13	→ 10%
→ 50% - 100%	→ 31	→ 23%

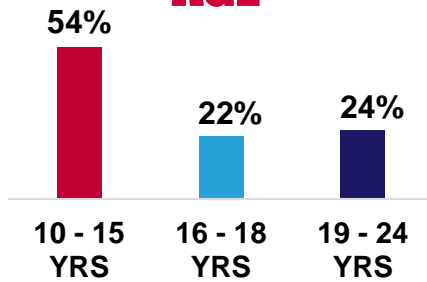
Distribution of Development Awards by Local Authority

Local Authority	No. of Awards	Sum of Awards	Local Authority	No. of Awards	Sum of Awards
Glasgow City	55	£ 17,079	City of Edinburgh	6	£ 3,188
South Lanarkshire	32	£ 10,980	West Dunbartonshire	6	£ 1,425
Dumfries and Galloway	31	£ 7,864	West Lothian	3	£ 1,298
Aberdeenshire	27	£ 4,229	Angus	3	£ 1,289
Falkirk	21	£ 2,073	Perth and Kinross	3	£ 592
Fife	20	£ 10,485	Moray	2	£ 1,055
Dundee City	17	£ 6,664	Scottish Borders	2	£ 975
East Ayrshire	14	£ 6,953	Renfrewshire	2	£ 692
Aberdeen City	14	£ 4,004	South Ayrshire	1	£ 601
East Dunbartonshire	11	£ 2,165	Clackmannanshire	1	£ 559
North Lanarkshire	11	£ 899	East Lothian	1	£ 541
North Ayrshire	9	£ 4,826	Highland	1	£ 303
			TOTAL	293	£ 90,739*

*Please note: this total includes an adjustment on reporting provided in March 2022, following receipt of additional evidence from schools. An adjustment has been made in Q1 22/23 claim to balance over life of the contract.

YOUNG PEOPLE PROFILE Contd.

AGE



DISABILITY



23% IDENTIFIED AS HAVING A DISABILITY

ETHNICITY



9% FROM BLACK OR MINORITY ETHNIC BACKGROUND

DEPRIVATION



41% FROM THE 20% MOST DEPRIVED AREAS IN SCOTLAND

CARE EXPERIENCED



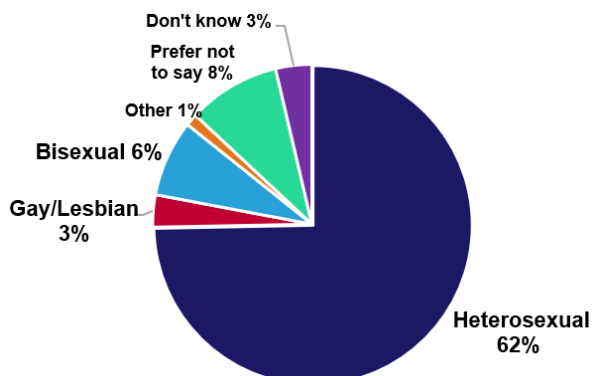
9% OF PARTICIPANTS ARE CARE EXPERIENCED

MENTAL HEALTH

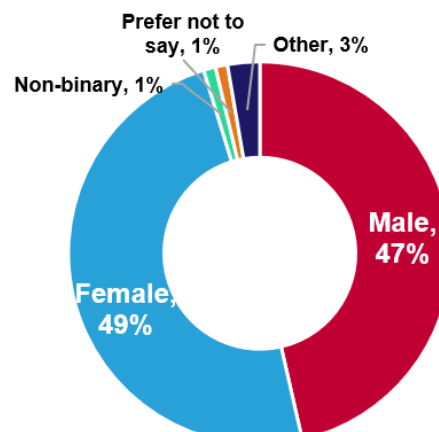


42% IDENTIFIED AS HAVING A MENTAL HEALTH NEED

SEXUALITY



GENDER



EVALUATION

We continue to have an excellent partnership with Blake Stevenson, our external evaluators. They work with young people and our referral partners to gather qualitative and quantitative data to help us ascertain to what extent activity is having a positive impact on young people. They also review the evidence that we have been collecting and identify areas for further consideration and reflection.

They have supported our work this year by:

- ➔ Managing a programme of surveys sent to each young person in receipt of a Development Award, to gather information about the use and impact of the Award
- ➔ Completing in-depth interviews with young people, resulting in case studies we share with Inspiring Scotland.
- ➔ Spoken to staff that have referred young people for Development Awards to capture their perspective of the impact

In the year ahead, Blake Stevenson will expand their work to focus on schools taking part in Achieve Project Awards, running focus groups with young people and related stakeholders such as school staff, referral partners and parents/carers. They will also support the evidence gathering for Community Award.

To complement the work undertaken by the evaluation team, The Prince's Trust will distribute surveys to the referral partners and school staff responsible for co-ordinating projects to secure young people's feedback on activity. This will dovetail with representation from young people, to give a more comprehensive picture of the impact the work is having on young people and their communities.

Blake Stevenson will also support our efforts to systematically capture the profile data of participants and the achieved outcomes so that we can evidence the diverse range of young people that benefit from this CashBack funded programme.

To date the CashBack funded Awards have supported young people to progress within, or make a fresh start, with their learning, employability, and employment options. The young people who have received these awards have experienced an increase in their confidence, become more resilient and demonstrated positive behaviour change. As more awards are disbursed, the body of evidence will be even greater, highlighting the positive impact of this programme.

OUR FINANCIAL PERFORMANCE

The Scottish Government's vital contribution in 2021/22 allowed us to make **293 total awards** to young people at a total value of **£75,503** with an average award of **£258**.

Final Grant Expenditure 2021/22

Development Awards	£50,451*
School Achieve Project Awards	£25,052*
Total Project Activity	£75,503
Management and Marketing	£ 9,086
External Evaluation	£ 6,150
Total supporting costs	£15,236
Overall total expenditure	£90,739

*Please note: this total includes an adjustment on reporting provided in March 2022, following receipt of additional evidence. An adjustment has been made in Q1 22/23 claim to balance over life of the contract.



**START
SOMETHING**

LOOKING FORWARD TO 2022/23

We look forward to working with more young people – through our Development Awards programme and our Achieve Project Awards – free from pandemic restrictions which have impacted our numbers and reach over the last two years.

We also look forward to developing and expanding our Community Awards over the coming year. This will allow us to work with a greater number of young people and target our support to achieve our Equality, Diversity, and Inclusion ambitions.

The Community Awards support young people aged 16-24 years who are not in Education or Employment. Delivered in a community and youth work setting these projects provide young people with the space and attention they need to develop confidence, raise aspirations, develop skills that will support them on a journey to further learning or employment.

They will support young people to gain practical skills and accreditation while delivering an Enterprise or Community Project. The programme is flexible and can be run as a short intensive one-week programme or part-time with a total of 24 guided learning hours.

For any questions or for more information, please contact

Louise Goodlad, Senior Head of Partnerships

Email: louise.goodlad@princes-trust.org.uk

The Prince's Trust is a registered charity, incorporated by Royal Charter, in England and Wales (1079675) and Scotland (SCO41198).
Registered Office: 8 Glade Path, London, SE1 8EG