



# Impact of Barnardo's Fit for Work Programme

Annual Report 2018/19

in partnership with





## Introduction

This is the second year of Barnardo's involvement in the Cashback for Communities partnership. We have been contracted to work with and support 300 young people aged 15 to 24 in the three years to March 2020.

In our second year Fit for Work has supported 96 young people from deprived areas in the following Local Authorities: Renfrewshire, Edinburgh, Dundee, Aberdeen and Highland.

**The Fit for Work offer is aimed at Young people disadvantaged by:**

- Living in areas of deprivation; and
- Being unemployed, not in education or training; and
- Being at risk of being involved in antisocial behaviour, offending/re-offending

## Summary of programme offer

**Intensive 1:1 mentoring and group work** to those young people furthest from the work force.



**Health/ wellbeing fitness:** Activities that improve young people's mental/ physical health, e.g. mountain biking, and up to 20 hour's community volunteering.



**Fit to compete for work:** Bespoke employability activities to build young people's soft, core and vocational skills, including: work placements, CV/ interview techniques, exploring further education, employer visits and presentations.



**Engagement:** Assertive outreach engagement. Young people will be assigned an employability mentor who will assess them and provide guidance to ensure a relationship is established that underpins the young person's outcome progress.



**Financial fitness:** Young people will be supported to better understand their personal finances to: maximise income, recognise the benefits of work, and how to budget for household costs.



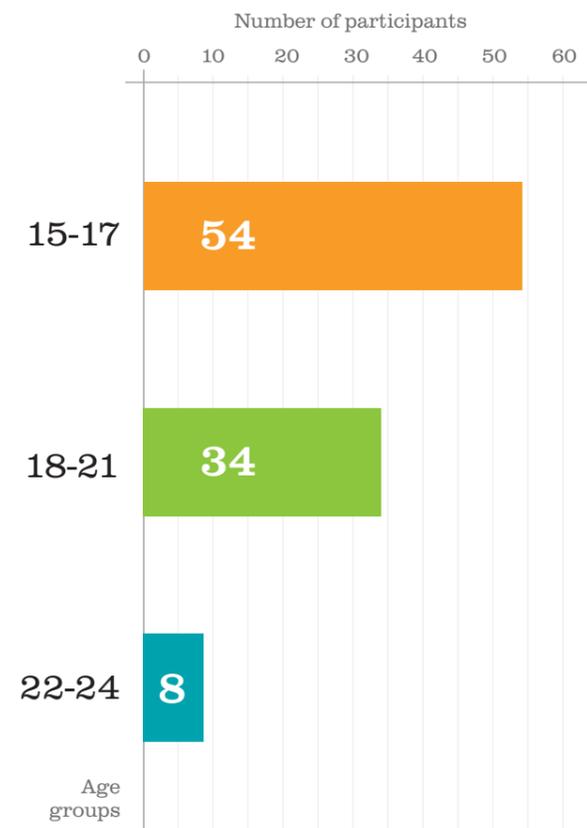
**Graduation / post-programme support:** Young people will have an award ceremony. Those progressing to positive destinations are offered additional in-work support/ guidance. Those not will be offered ongoing aftercare employability support.



## Our reach

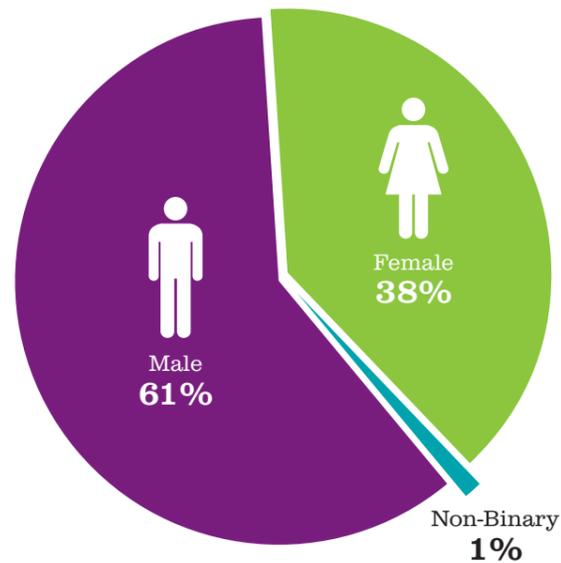
We engaged with a wide range of young people aged 15 to 24.

**Fig 1:**  
Age of programme participants



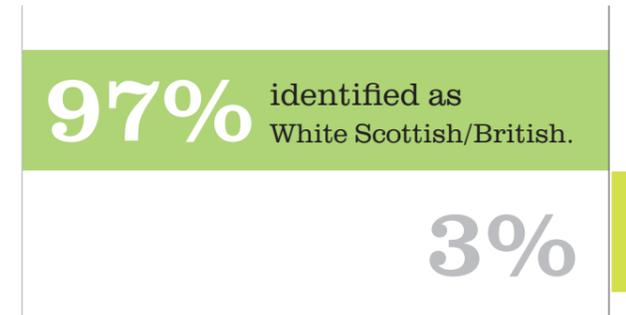
We pro-actively engaged with a wide range of key stakeholders to ensure that a diverse group of young people participated in our programme, including Skills Development Scotland, Jobcentre Plus, and Princes Trust, Local Authority partners, NHS, other third sector organisations and other cash-back portfolio partners.

**Fig 2:**  
Gender of programme participants



### Ethnicity

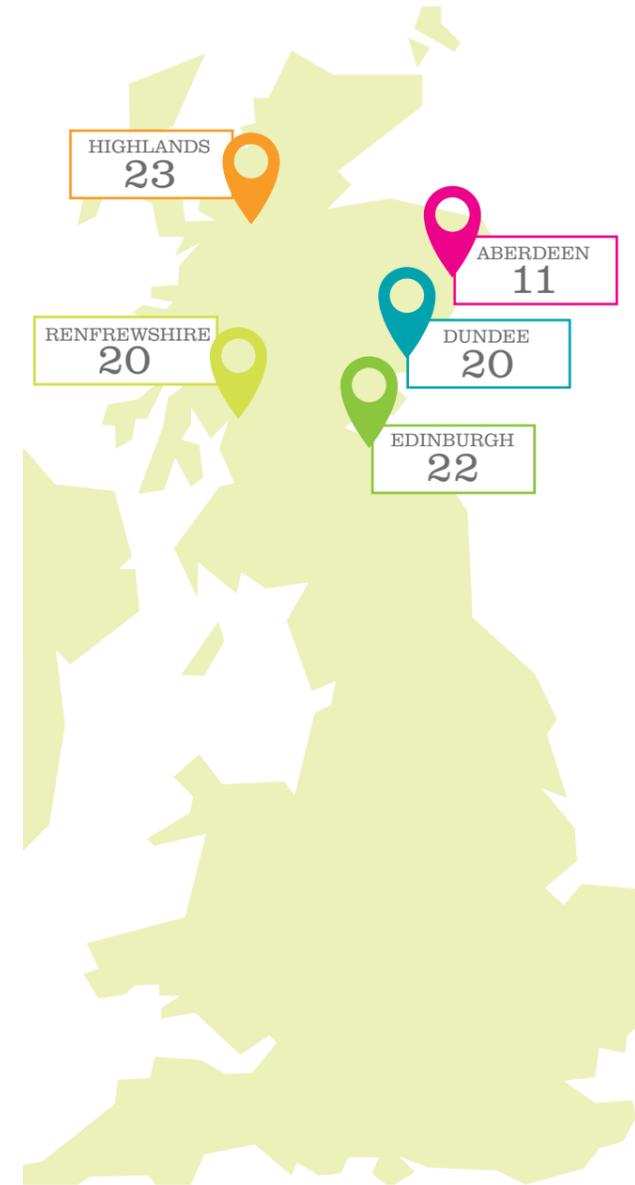
Information on ethnic origin was gathered through a survey of participants, the majority,



The remainder identified as White other British, Asian, Indian Scottish or Indian British, mixed ethnicity or preferred not to say.

**Fig 3:**  
Locality of programme participants

During the year we worked with young people across all 5 targeted local authority areas:



### Reaching young people from deprived areas:

We reached out in to local communities, engaging with local voluntary sector organisations and representative bodies, going where young people go.

Over half of the project participants (49) were from the 20% most deprived areas of Scotland. Almost all (82) were in the 50% most deprived areas of Scotland.

**Fig 4:**  
Deprived areas reached



## Volunteering

Each group of young people were able to determine the type of volunteering opportunities they wished to undertake, this ranged from helping out at a local Foodbank, or local Nursing Home to some work with a local charity partner.



“We painted a summer house for a nursing home and they loved it and made us feel special.”

*Fit for Work Programme participant*



Our young people contributed



**1,260** hours of volunteering

An average of

**13 hours** per volunteer



## Case study

Leeanne came to Fit for Work through Cashback after being on other employability programmes which had a real negative impact on her mental health such as social anxiety. Leeanne also suffers with bad knees which is a major barrier to her trying to gain employment as on a day to day basis Leeanne can be crippled with pain and not be able to leave the house.



Leeanne started coming along to Fit for Work through Cashback and stated that her Anxiety was really bad but made it through the first week and really surprised herself with managing to attend the course. Over the programme Leeanne grew from strength to strength by speaking up within groups, making new friends with fellow peers within the group and eventually spending time at weekends with fellow peers which before the group would never have happened.

Leeanne attended all but 1 session of the Fit for Work through Cashback programme and pushed herself out of her comfort zone by taking part in resilience sessions, team building such as Breakout games, looking into transferrable skills and taking part in volunteering with Cash 4 Kids.

All this helped Leeanne achieve her next steps which includes further support on SDS Employability Fund programme and she has also decided to Volunteer within Hospital radio, which involves going round the wards asking patients for requests, speaking with patients and hosting her very own radio show.

Leeannes journey is 1 of determination and pushing boundaries.

## Case study

At 16 Ben joined Fit for Work through Cashback while currently living in a secure residential unit as a result of his offending behaviour in the past. Ben began working with Barnardo's at the end of July 18 and started on our Employability Fund programme.

He made a lot of progress on this programme and really thrived in the group training room environment. He became close with the group and the routine seemed to work well in creating a more positive attitude towards the working environment. As part of this programme, Ben was required to attend a work placement.

He was originally assigned to a mechanics garage; however he absconded from his residential unit the weekend before and was not allowed to begin his placement there.

This behaviour seemed to become a pattern, and we agreed with Ben that he could join our Fit for Work through Cashback programme. This would offer a more supportive and more varied period of activity for him.

We felt the Fit for Work through Cashback programme would be best for him to regain confidence and for him to establish a routine again. We



hoped this would also have a positive impact on his offending behaviour. He engaged very well with the programme, was always on time and turning up to every session. He experienced working with different group members and engaged very well with a range of different activities.

As result of this he progressed successfully in to employment with Tesco and we continue to support him in work where he has made a great amount of progress which we hope he will continue moving forward.

## Team building and getting fit

Young people were able to determine the type of activities they wished to undertake to help develop their physical fitness, team building skills and communication skills. This ranged from go karting to hill climbing and gym work to indoor bowling.



“I’d say that the fit for work program is very well structured in the way it was run. One day of volunteering and giving back to the community and just getting out the house is beneficial to you for your mental being and also the community you’re helping, then you get a day to do an activity as a group and feel praised and awarded for your volunteering and enjoy yourself for the day.”

*Fit for Work Programme participant*



### Outcome

These activities had a really positive impact on the overall wellbeing of participants:

*Fig 5: Well-being of programme participants*



“A few years ago thinking about work was really scary. Because of working with others. Now I feel I could totally do it.”

*Fit for Work Programme participant*



## Outcomes

Our survey of young people participating in the Fit for Work Programme tell us that:

### Outcome



**92%**  
of participants  
said that they felt  
**more confident,**  
  
with over half,  
**66%**  
reporting that  
they felt **'a lot'**  
**more confident.**

### Outcome



**97%**  
of young people  
felt **more able to do  
new things.**

Outcome detailed in charts on  
Fig. 6, page 13.

“Before the program I was just looking for a job in the warehouses where I had previous experience in, but now I've got the placement I feel more inspired because there is a potential pre apprenticeship at the end of the placement.”

*Fit for Work Programme participant*

Outcome detailed in charts on  
Fig. 7, page 14.

### Outcome



**94%**  
of young people  
reported that it had  
**helped them to develop  
their skills.**

**100%**   
of stakeholders  
agreed that the  
programme had  
**helped young people  
develop their skills**

**92%**  
of young people  
**accessed training**  
during the programme.

### Outcome



**82%**  
of young people  
now felt they were  
**making a difference,  
or getting on better in  
their local community.**

**100%**   
of stakeholders  
agreed that young  
people were now  
**making a difference, or  
getting on better in their  
local community.**

## Evaluation

In our second year of delivery, we continue to have an excellent partnership with our evaluation partner Research Scotland.

We will continue to develop this partnership in to the 3rd year of our delivery and will be using the evaluation and feedback provided to inform our priorities and areas for improvement going in to Year 3.

### Research Scotland supported our work in Year 2 through:

- data analysis;
- five focus groups with young people (one in each area);
- telephone interviews with young people;
- six case studies on young people's experiences (based on 6 of the 24 telephone interviews); and
- a focus group with staff.

In year three they will:

- complete telephone interviews with young people (24 to be achieved);
- complete stakeholder interviews
- produce Many Person survey for 2019/20

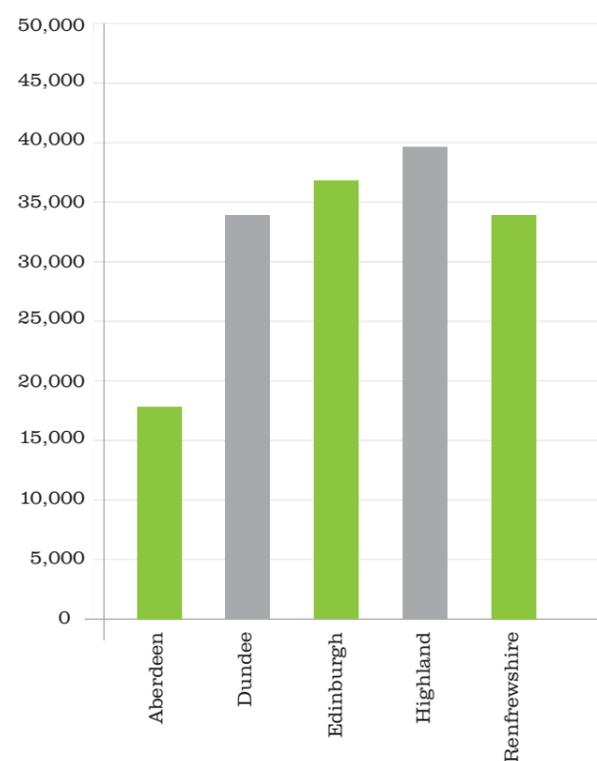


## Priorities in 2019/20

- The number of participants across each of the five local authority areas is varied, weigh up if this is a reflection of need and demand, or if there are other factors affecting this which need addressed in the final year of the programme.
- Continue to undertake specific actions to attract young women to the programme. This may involve learning from successful approaches in certain Fit for Work areas; considering the name of the programme; considering groups for young women only; and ensuring female staff and role models are involved in running the programme.
- Young people have expressed interest in larger groups and targeted sessions (for example separate sessions for young women and men, and separate sessions for older and younger age groups. It would be worth considering whether this would add strength to the programme in any of the locations.
- Young people are keen to do more volunteering and work placements. Put measures in place to strengthen the volunteering and work experience elements of the programme for the final year.
- Explore how participants can be supported on an ongoing basis, to try out new things, and ensure that this is effectively recorded.

**Fig 8:**  
**Local authority financial breakdown 2018/19**

In 18/19 a total of £177,975 was allocated to the Fit for Work programme in Year 2, of which a total of £163,220 was spent, a breakdown of this spend per local authority area is as follows:



## Appendix 1:

### Table of year two targets and indicative performance

The table below brings together data recorded by Barnardo's for individual participants, with survey data. To allow reporting against the target numbers, the table makes projections about the likely number of young people affected, based on the survey sample. These figures should be treated with caution, as the survey sample was not large enough to be an accurate representation of the overall group of participants. For example, to confidently extrapolate results for a participant group of 96, with a confidence level of 95% and a 5% margin of error, we would need a sample size of at least 77. The number of survey responses received was 37.

As discussed in the body of the report (which mainly explores actual recorded figures, and percentages from the surveys), Barnardo's has performed well across most outcomes. The annual target is broadly based on the assumption that Barnardo's would engage with approximately 100 young people each year. In year two, the programme engaged with 96 young people.

Three-year target	Annual target (from Scorecard)	Evaluation evidence for 2018-19	Equivalent to ... <sup>1</sup>	Year 2 indicative performance <sup>2</sup>	Cumulative indicative performance years 1 and 2
<b>Outcome 1: Young people build their capacity and confidence</b>					
225 (75% of the agreed overall target of 300 participants) participants will increase their confidence/capacity	65	91% of young people responding to the survey said that they felt more confident	Estimated 87 young people (91% of 96)	Ahead of target +22 133% of annual target achieved	Estimated 170 young people 76% of Phase 3 target met
225 (75%) young people will report they are able to do new things	65	97% of young people responding to the survey said that they felt able to do new things	Estimated 93 young people (97% of 96)	Ahead of target +28 143% of annual target achieved	Estimated 180 young people 80% of Phase 3 target met
70% of other stakeholders report increasing confidence	70%	100% of the stakeholders responding to the survey felt that the programme had increased young people's confidence	-	-	90% in year 1 100% in year 2
195 (65%) young people go on to do new things after their initial CashBack involvement	60	Barnardo's reports that 84 young people went on to do new things	-	Ahead of target +24 140% of annual target achieved	108 young people 55% of Phase 3 target met
<b>Outcome 2: Young people develop their physical and personal skills</b>					
210 (70%) young people will increase personal skills, achieving accredited learning	60	Barnardo's reports that 65 young people achieved accredited learning (in local authority breakdown sheet)	-	Ahead of target +5 108% of annual target achieved	95 young people 45% of Phase 3 target met
225 (75%) participants will report an increase in their skills	65	94% of young people completing the survey reported that the programme had helped them to develop their skills	Estimated 90 young people (94% of 96)	Ahead of target +25 138% of annual target achieved	Estimated 170 young people 76% of Phase 3 target met
70% of other stakeholders report increased skills in young people	70%	100% of stakeholders responding to the survey felt the programme had helped young people develop their skills	-	-	100% in year 1 100% in year 2

Three-year target	Annual target (from Scorecard)	Evaluation evidence for 2018-19	Equivalent to ... <sup>1</sup>	Year 2 indicative performance <sup>2</sup>	Cumulative indicative performance years 1 and 2
<b>Outcome 3: Young people's behaviours and aspirations change positively</b>					
240 (80%) participants will report increased aspirations	70	94% of young people responding to the survey reported increased levels of aspiration	Estimated 90 young people (94% of 96)	Ahead of target +20 129% of annual target achieved	Estimated 177 young people 74% of Phase 3 target met
65% of other stakeholders report increased aspirations	65%	100% of stakeholders completing the survey reported that young people showed increased aspirations	-	-	100% in year 1 100% in year 2
240 (80%) participants will positively change behaviours	70	89% of young people responding to the survey report positive changes in behaviour.	Estimated 85 young people (89% of 96)	Ahead of target +15 121% of annual target achieved	Estimated 157 young people 65% of Phase 3 target met
70% of stakeholders report perceived positive changes in behaviour	70%	100% of stakeholders completing the survey said that they had noticed a positive change in young people's behaviour	-	-	100% in year 1 80% in year 2
<b>Outcome 4: Young people's wellbeing improves</b>					
240 (80%) participants will improve wellbeing.	70	100% of young people reported improvements in wellbeing in at least one SHANARRI indicator explored in the survey	Estimated 96 (100% of 96)	Ahead of target +26 137% of annual target achieved	Estimated 186 young people 78% of Phase 3 target met
70% of other stakeholders will make positive comments about wellbeing against one of the relevant SHANARRI indicators	70%	100% of stakeholders responding to the survey had noticed an improvement in at least one of the indicators	-	-	80% in year 1 100% in year 2
<b>Outcome 6: Young people participate in activity which improves their learning, employability and employment options</b>					
210 (70%) participants will progress to a positive destination	70	Barnardo's recorded that 74 young people achieved positive destinations	-	Ahead of target +4 105% of annual target achieved	118 young people 56% of Phase 3 target met
240 (80%) young people take part in training	75	Barnardo's reported that 71 young people took part in training and 46 progressed on to further training	-	Behind target -4 95% of annual target achieved	151 young people 63% of Phase 3 target met
240 (80%) young people will access learning (including staying on at school)	75	Barnardo's reported that 71 young people accessed learning	-	Behind target -4 95% of annual target achieved	151 young people 63% of Phase 3 target met

Three-year target	Annual target (from Scorecard)	Evaluation evidence for 2018-19	Equivalent to ... <sup>1</sup>	Year 2 indicative performance <sup>2</sup>	Cumulative indicative performance years 1 and 2
150 (50%) of young people will gain employment or apprenticeship	44	Barnardo's reported that 10 young people gained employment	-	Behind target -34 23% of target achieved	21 young people 14% of Phase 3 target met
30 (10%) young people volunteering following completion of programme	5	Barnardo's reported that 4 young people progressed to volunteering	-	Behind target -1 80% of target achieved	7 young people 23% of Phase 3 target met
<b>Outcome 8: Young people are diverted from criminal behaviour or involvement with the criminal justice system</b>					
240 (80%) of young people report a reduction in antisocial and/or criminal behaviour	40	94% of young people responding to the survey said that they felt they were making a difference, or getting on better in their local community 46% reported a reduction in antisocial or criminal behaviour	Estimated 44 to 90 young people (46 - 94% of 96)	Ahead of target +4 to +50 At least 110% of annual target achieved	Estimated 112 to 158 young people 46% to 66% of Phase 3 target met
<b>Outcome 9: Young people contribute positively to their communities</b>					
30 (10%) of young people volunteering/ taking on leadership role in community organisations	24	Barnardo's reports that 4 young people went on to volunteer or take a leadership role in their community	-	Behind target -20 16% of annual target achieved	7 young people 23% of Phase 3 target met
30 hours of volunteering contributed by young people	1,500 hours in total	Barnardo's reports that in total, young people contributed 1,260 hours of volunteering	-	Behind target -240 hours against annual target	2,350 hours across first two years of Phase 3 Cumulatively -650 hours across years 1 and 2
210 (70%) of young people feel their contribution to community has improved	60	94% of young people responding to the survey said that they felt they were making a difference, or getting on better in their local community	Estimated 90 young people (94% of 96)	Ahead of target +30 150% of target achieved	Estimated 135 young people 64% of Phase 3 target met
70% of other stakeholders' report young people's contribution/links with community improved	70%	75% of stakeholders responding to the survey felt that young people were making a difference and getting on better in their local community	-	-	90% in year 1 75% in year 2

<sup>1</sup> For targets based on the participant survey data, this column shows the projected number of the 96 participants in year one which might have experienced this outcome, if we assumed the survey sample was broadly representative of all participants. However, the sample size was small (37), and may not be representative in terms of its profile of participants. For targets based on actual recorded data, this column shows actual figures.

<sup>2</sup> This column brings together actual recorded data on participant outcomes, with figures projected based on the survey.

## Appendix 2: Financial Phase 4 spend to date

	Performance		
	Actual	Target	Variance
<b>Project Activity</b>			
Staffing Costs:			
Service Manager	41,996	41,653	+343
Fit for Work Mentor(s)	114,503	107,777	+6,727
Employer Liaison Officer	36,322	35,920	+412
Administrator	29,175	28,080	+1,095
Staff Insurance and Training	7,783	7,836	-53
Staff Travel Expenses	5,855	7,680	1,825
Delivery Costs:			
Refreshments	1,222	2,000	778
Payments to Learners	4,546	6,000	1,454
Equipment and resources	17,246	25,000	7,754
Office Costs:			
Telephone, stationary and other office costs	2,961	2,960	-1
<b>Total Project Activity</b>	<b>139,915</b>	<b>148,060</b>	<b>8,145</b>
<b>Other Project Costs</b>			
Management and Marketing	11,688	11,688	0
External Evaluation	5,000	7,500	2,500
<b>Total Other Project Costs</b>	<b>16,688</b>	<b>19,188</b>	<b>2,500</b>
<b>Total Expenditure</b>	<b>156,603</b>	<b>167,248</b>	<b>10,645</b>
<b>Matched Funding</b>	<b>15,624</b>	<b>15,624</b>	<b>0</b>
<b>Year 2 spend per Local Authority area:</b>			
Aberdeen - £18,120			
Dundee - £34,000			
Edinburgh - £37,400			
Highland - £39,700			
Renfrewshire - £34,000			



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