



Barnardo's YouthBuild Academy

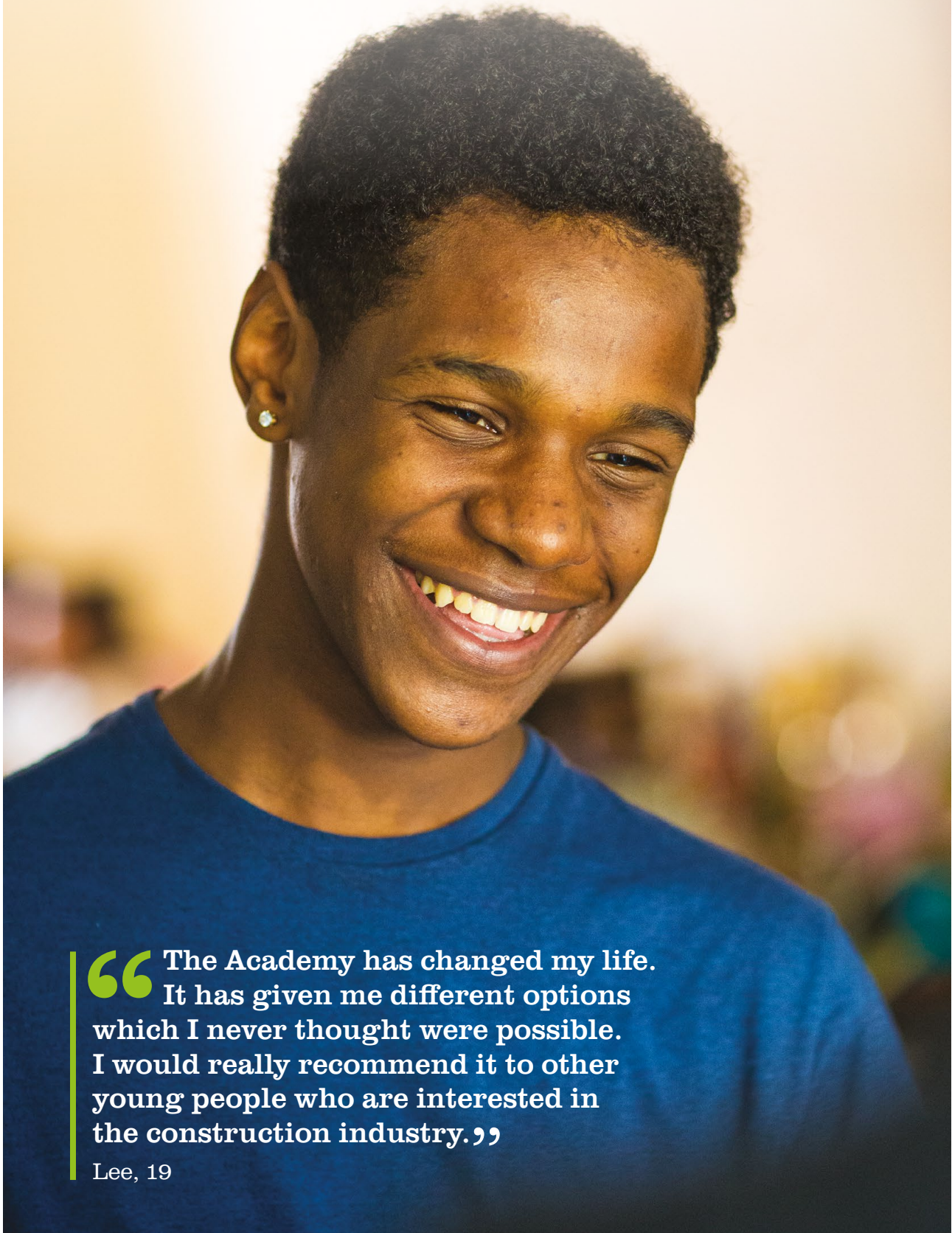
Supported by Saint Gobain UK and Ireland

Project report 2020

In partnership with



Introduction



“ The Academy has changed my life. It has given me different options which I never thought were possible. I would really recommend it to other young people who are interested in the construction industry.”

Lee, 19



On average, 40% of care leavers in England aged 19-21 are not in education, employment or training, compared to 13% of their peers. Yet at the same time, the construction industry is facing a skills shortage, with 157,000 new recruits needed by 2021 in order to keep up with demand.

That's why in 2018, Barnardo's joined forces with Saint Gobain and YouthBuild Ventures UK to develop our Academy in Lewisham – aiming to transform the lives of vulnerable young people and support them into employment in the construction industry.

We are proud to present this report, detailing our achievements over the last 12 months, which show the Academy going from strength to strength – receiving 81% more referrals and supporting 84% more young people into positive destinations compared with 2018.

The report also features stories of young people whose lives have been changed, including Luke, who had the opportunity to share his experiences on BBC News.

None of this would be possible without the support of Saint Gobain, which has raised a remarkable £1 million for Barnardo's over the last decade. This is testament to the passion of the organisation's employees across the UK – and we are absolutely delighted to be working in partnership moving into 2020/21.

At times of crisis it is always the most vulnerable who suffer most. COVID-19 has already presented significant challenges to young people leaving care – making living situations more precarious, affecting their mental health and wellbeing, and meaning employment opportunities are even more uncertain.

We know that partnership working will be more important than ever in the coming months and years in order to help young people achieve the positive futures they deserve. We look forward to working together to support care leavers transition into employment, and develop the construction workforce of tomorrow.

On behalf of these young people, thank you.

Javed Khan,
Chief Executive at Barnardo's

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Our Achievements in Numbers

We are delighted to have achieved all of our goals for the Barnardo's YouthBuild Academy in 2019/20, delivering outstanding support and achieving positive outcomes for some of the vulnerable young people in our society:



140
Referrals



38
Graduating



54
Starting on programme



35
Accredited qualifications secured



45%
Into positive destinations



90%
Felt more confident about securing employment

Improving year on year

Delivery has really gathered momentum during our second year as referral routes and ways of working have become established, with 81% more referrals and 84% more positive destinations.

Year	Cohorts	Referrals	Enrolled	Graduated	Positive destination	Positive Destination (%)
19/20	2	140	54	38	24	45%
18/19	2	77	41	19	13	31%

“I really enjoy learning new construction skills and meeting new people, it's improving my confidence in every way. I love all parts of the course and it offers great opportunities for every person.”

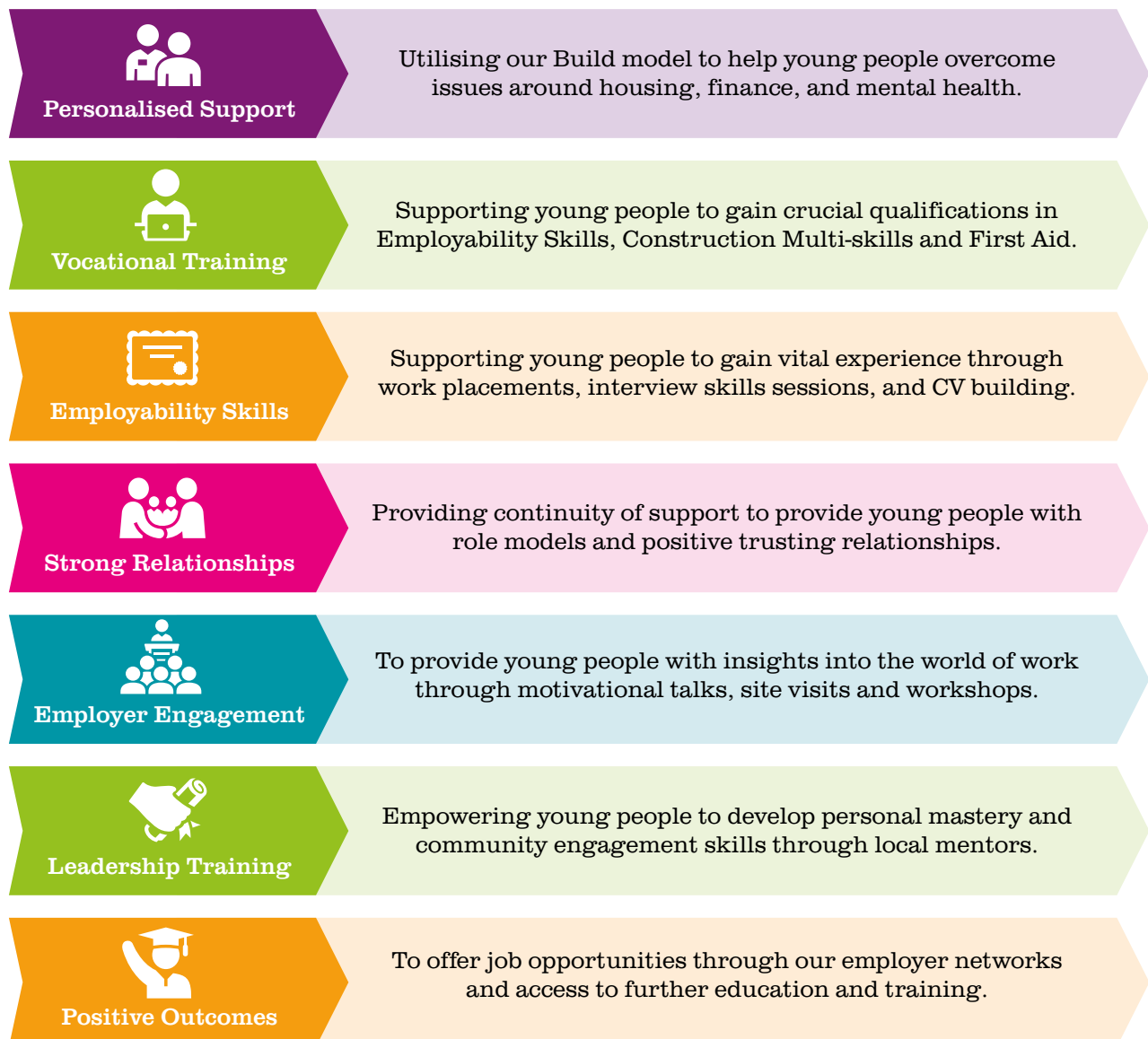
Young Person

The Academy Model



The Barnardo's Academy model was recognised at the prestigious Business Charity Awards 2019 – winning in the Project of the Year Category. Judge Wanda Wyporska, executive director at the Equality Trust said: “This project has practical and transformative outcomes for some of the most vulnerable young people. It is a wonderful programme, with a lot of potential.”

Young people spend roughly half their time in supportive classrooms and the other half of their time is spent doing hands-on work experience, learning to master the skills and industry-recognized certifications they need to succeed in the future.



Success story



Luke says:

“I loved going on trips and learning new things about construction. Gets me into a zone. I also loved working in the workshop and gaining new skills and trying to improve on my projects every day to achieve something greater for my experience in my life.

“I also love all the members of staff at the course, you do a brilliant/fantastic job to keep us up straight and focused for the better of our future. But this course has definitely been the one for me. The best thing I have ever done for my life. Thank You.”

Luke

Luke is a care leaver who challenges in his family that resulted in him struggling to manage his anger. Luke had very low confidence and would often isolate himself.

Having had to be removed from the program at one point due to a serious incident, Luke was really upset, fearing he had jeopardised his place. He agreed to start Cognitive Behavioural Therapy (CBT) to address his issues, re-joining the Academy after 2 months.

Luke's confidence has grown hugely since this point, he has worked extremely well in construction and has chosen at times to lead the team and has even spoken on behalf of care leavers about his experience on the course on BBC News.

Positive Destinations

Barnardo's hosted a graduation ceremony at the culmination of each course, with the events attended by key stakeholders from Saint Gobain. Young people spoke about their experience on the course and received donations from British Gypsum, Jewson tool boxes and goody bags. Barnardo's Ambassador Jason Flemyng awarded certificates.

Positive destinations from the most recent cohort include:

- 3 Multi Trades Apprenticeships and a Trainee Manager at AT Jones
- 2 Work Placements with job offers on completion at A&E Elkins Ltd
- 2 Electrical Traineeships at JTL
- One Dry Lining Apprenticeship at Barking and Dagenham College amongst other positive stories!

“ I have developed my confidence and learnt a lot of new skills I never thought I would be able to do.”



Success story



David

David was a 17 year old male living with his mother and siblings and was referred to this course by his keyworker from Bromley services. David found it difficult to sustain in any educational institution due to his chaotic and unstable living environment and relationship breakdowns which resulted in him leaving school with very few qualifications.

From childhood David had to think of ways to support himself and his volatile family relationships caused a lot of turbulence in his life that has affected his appearance and health. Hence his attendance on the course was affected and when he did attend his concentration levels were extremely low due to lack of sleep.

Through the support of staff and external agencies David was supported in attending the housing agency and we are working with social services to move him permanently. David has since moved out in something temporary and more stable which has resulted in him becoming more focused and appearing a lot healthier.

David received 8 hours 121 support and achieved 15 out of 19 action plan goals so far. David successfully achieved his English and Maths functional skills qualifications as well as his CSCS card and First Aid.

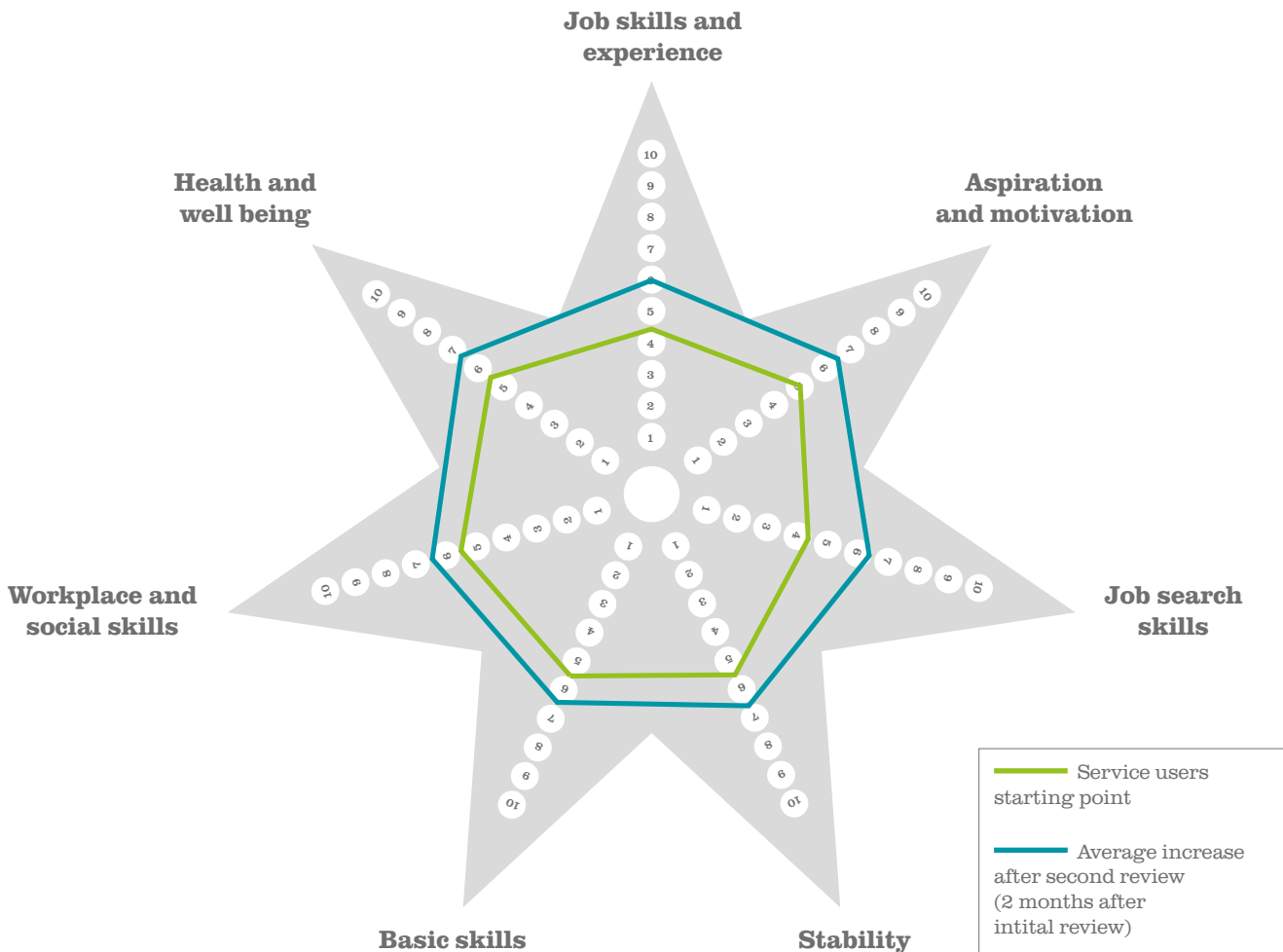
David has made significant progress in the areas of his confidence and his self-esteem. David has expressed he feels a lot more confident in applying for jobs, attending interviews and presenting himself in other professional settings.

As a result of David's full participation on the Youthbuild programme, he has achieved the Mviti Skills City and Guilds qualification, CSCS cards and workskills qualification. David confidently attends job interviews and has had several job offers which he can take up.

Measuring Impact – Outcome Star

To support with measuring the impact of our Academy, each young person completes an outcome STAR assessment tool at the beginning and end of the programme.

This allows young people and the project worker to discuss and reflect upon their progress in relation to agreed goals. The data collected shows a significant increase and positive progression across all outcomes. Young people on average made an 81% change across all outcome areas. The initial average score for a young person was 5.6, with the final scores increasing to 7.2. Jobs skills and work experience was the largest increase at 92%, with aspiration and motivation at 88%.



“The learning setting is excellent and ideal for those candidates who normally struggle in large colleges. The space is contained and not overwhelming, with lots of break out areas and informal places to chill/relax, which really help relationship building.”

Feedback from one of our partners

Success story



“I am proud that I have come this far on the course because I don't normally finish anything.”

Jack

Jack

Jack is an 18 year old male who has a somewhat challenging home life; both parents have issues with their mental and emotional wellbeing. Jack was diagnosed with Autism Spectrum Disorder and ADHD. He also suffers from extreme low moods which often prevents him from living a normal life.

Jack received 5 hours of 1-1 support, where we explored barriers challenges and set personal goals that he would work towards during the duration of the course. One of the main focuses of our sessions was Jack's low moods and how it impacted his day to day routines. He agreed to have weekly check-in's where we would explore how he was feeling and ways to keep him motivated. Jack found our sessions helpful as it gave him a space to share, and work through his feeling and emotions.

The departure of his close friend during the middle of the programme affected Jack and caused his attendance to drop. A meeting was held and it was explained that if his attendance did not improve that he might not be able to finish the course on time as he had fallen considerably behind. Jack was adamant that he was going to finish the course with his peers.

With that, we saw improvements in Jack's attitude/attendance and commitment. Jack presented a real willingness to do whatever it took to ensure he completed the course. His confidence is on another level than when he first started the course. He holds a much more confident stance knowing that he has made some fantastic achievements, including;

- Level 1 Multi Skill Construction
- Level 1 E-safety
- Level 2 Work Skills
- Level 1 Health and Safety
- Certificate in Conflict resolution
- Emergency First Aid training

Jack was ecstatic when he passed his CSCS card test on his first attempt.

Jack is still currently working to achieve his level 1 in English which he has been committed to complete. He continues to move from strength to strength.

Looking to the Future, responding to COVID-19

We are incredibly proud of our work transforming the lives of some of the most vulnerable young people in our communities through the Barnardo's YouthBuild Academy, and are looking forward to building on our achievements.

COVID-19 will have a big impact on our delivery, and are taking steps to ensure we can continue to support young people during this time:

- Moving to online delivery with sessions through Zoom interacting with young people and VLE (Virtual Learning Environment) providing online resources.
- Securing funding to provide young people with IT devices and wifi to enable them to keep connected with the team and complete some of the weekly learning sessions.
- Making regular contact with young people over the phone to support with wellbeing and mental health and to share information on what support is available from food banks.

Due to Covid-19 we need to adapt and be flexible with our delivery structure overall – looking at rolling out a blended learning programme through the VLE to ensure that we can be Covid-19 secure and maintain social distancing measure. We will keep Saint Gobain in the loop as we develop these plans with opportunities to get involved.

Thank you for your incredible support

We are excited for what the future holds for our young people but also at the prospect of furthering our partnership and developing upcoming initiatives to support and inspire the leaders of tomorrow.

Thank you.



For more information on this report
please contact Manmeet Kaur, Corporate
Relationship Manager at Barnardo's,
at manmeet.kaur@barnardos.org.uk

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www.barnardos.org.uk

Barnardo House, Tanners Lane, Barkingside, Ilford, Essex IG6 1QG
Tel: 0208 550 8822

Barnardo's Registered Charity Nos.216250 and SC037605 21741shc20

