

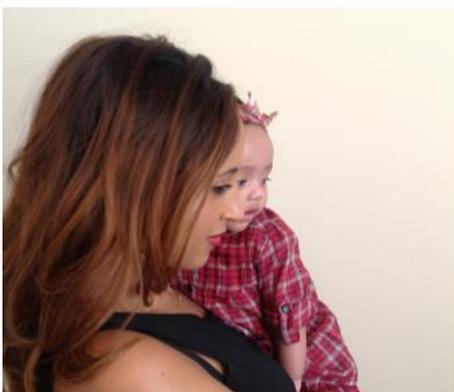


DRIVE FORWARD



**IMPACT REPORT
AND SUMMARY
ACCOUNTS
2013/14**

**MOMENTUM
MADE BY YOU**



A message from our Director

Welcome to our Impact Report for 2013/14. By reporting the highlights from our year we hope to demonstrate the difference we have made to young care leavers across London.

Every day, young people aged 16 to 18 leave the care system and face the challenge of living independently and moving their lives forward; they are doing this without the safety net of a family to support them. We understand how deeply unsettling a lifetime in care can be and our work is a balance between enabling care leavers to address their complex practical and emotional needs and helping them to achieve their full potential.

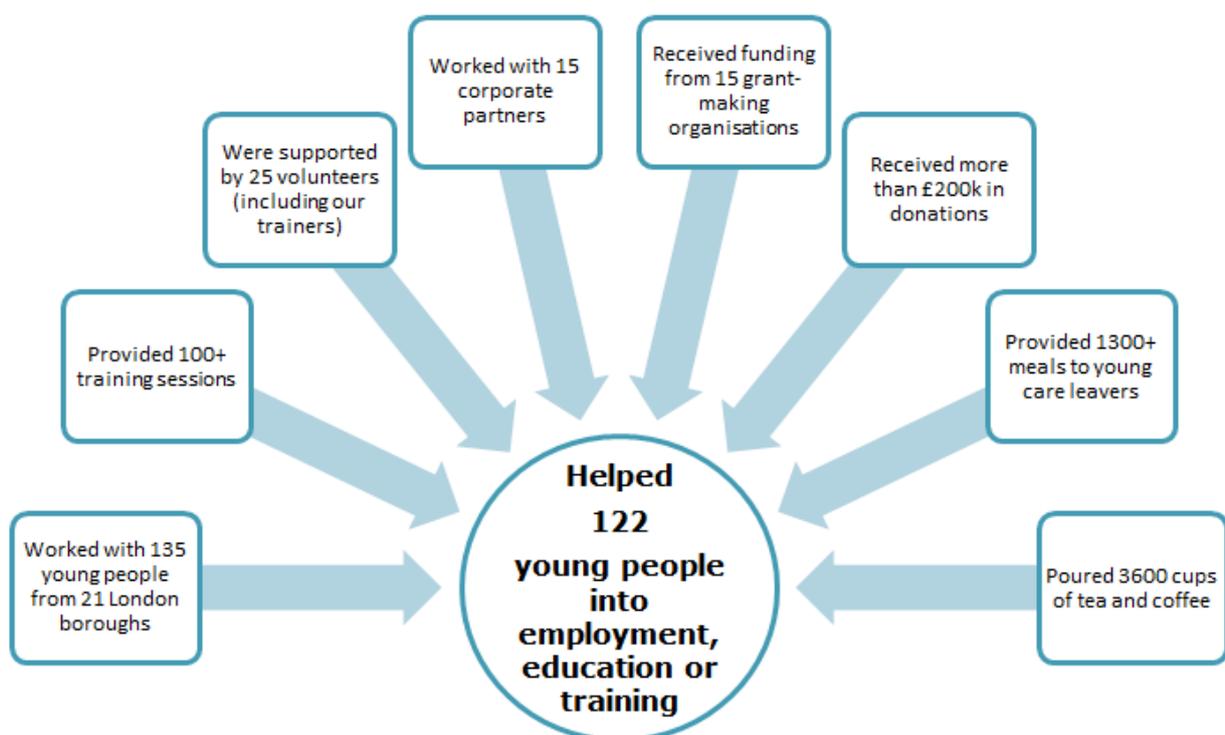
Throughout the year we have continued to develop the Drive and Drive Forward programmes to ensure they meet the needs of our young people. For example, you will

read more about our Women of Tomorrow course which has been designed to tackle head-on some of the issues affecting young women leaving care. The programme has been made possible thanks to the support of the Women's Foundation.

Our size and structure enables us to be inventive in the ways we support our young people and in response to an ongoing need for better employability skills, this year we launched our HR Speed Dating events. These evenings of intensive interviews and on-the-spot feedback have been very well attended by our young people, not to mention well supported by representatives from a range of companies including Goldman Sachs, Lazard and the Football Foundation.

Despite our best efforts there are some challenges young care leavers face that cannot

Our year at a glance



be solved overnight. Current employment legislation around zero hour contracts and the '16 hour rule' create barriers to employment for young care leavers.

This engagement work means that awareness of our services is growing but we recognise we still have a lot more to do in order to reach more care leavers and provide the solid work experience and employment opportunities we know make a lasting difference. In the latter half of the year with support from brand consultancy, Flamingo and The Odd Couple, a design agency, we began a process to refresh our brand (which is why this report looks rather different to those we have issued in previous years). We are looking forward to the opportunity to raise our profile and deliver important messages that change the way some care leavers are viewed by employers and our wider society.

Finally I would like to thank everyone who has worked so hard to help us achieve what we



have this year. We have a great team at Drive Forward and we receive huge support from corporate partners, volunteers, donors and funders. Without you, the outlook for many young care leavers would be very different.

Martha Wansbrough

<p>April 2013</p> <p>Engagement Officer Erina joined the team</p>	<p>May</p> <p>3 young people began summer internships at CSLA</p>	<p>June</p> <p>South London Flexible Support Fund was awarded</p>	<p>July</p> <p>We received funding from the Women's Foundation</p>
<p>August</p> <p>We issued the first edition of our e-newsletter</p>	<p>September</p> <p>Our first HR Speed Dating event took place</p>	<p>October</p> <p>Kriss Akabusi spoke at our first DRIVE Talks Takeover</p>	<p>November</p> <p>Job Centres use new marker to identify care leavers</p>
<p>December</p> <p>We recruited our first admin support officer, Henry</p>	<p>January 2014</p> <p>Heaven joined us as our Employment Consultant</p>	<p>February</p> <p>Our young people visited the Royal Courts of Justice</p>	<p>March</p> <p>3 young people were offered voluntary placements overseas</p>

About us

WHY DRIVE FORWARD IS NEEDED

There are more than 90,000 looked-after children in the UK. Around 10,000 young people leave the care system each year, including more than 2000 in London alone.

A childhood spent in care can have a devastating effect on a young person's life chances. Moving from borough to borough, family to family (or care home to care home) impacts on confidence and self esteem.

Educational attainment, levels of health and wellbeing, and employment prospects are all significantly lower than for the general population, while instances of homelessness, criminal behaviour and teenage pregnancy are considerably higher:

- Nearly 50% of looked-after children have a mental health disorder.
- Only 37% of care leavers achieve 5 A*-C GCSEs compared to 80% of their peers.
- Just 6 % of care leavers go into higher education compared to 23% of their peers at aged 18.
- 34% of care leavers aged 19 or over are not in education, employment or training.
- 40% will experience homelessness within the first 6 months of leaving care.
- Care leavers make up less than 1% of the population yet they account for 40% of under 21s in custody.
- 50% of female care leavers are mothers within two years of leaving care and many of them are single parents.

OUR APPROACH

Regardless of the start they had in life, employment offers the best hope of improving a young care leaver's prospects but it's not enough simply to help them with their CV and practice a few interview skills.

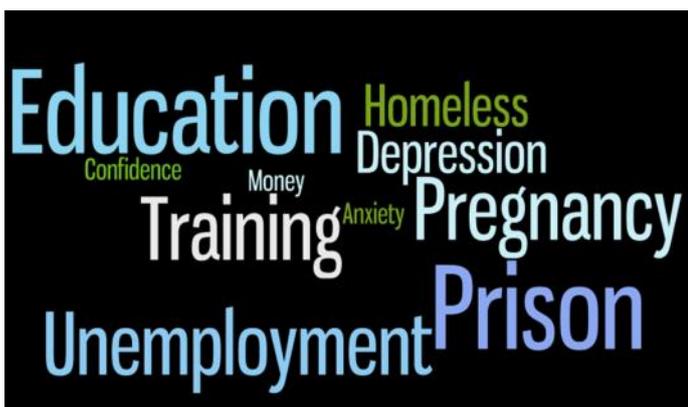
Many aspects of their approach to life put them at a disadvantage; a lack of self-confidence, the way they speak, even their posture and body language can conspire to put off employers who do not have the time to see past the 'candidate' and understand the person. As a result, the few who make it into employment often do not stay the course. The rest remain in the benefits system at great cost to the taxpayer.

We have invested time and money in order to understand and address the fundamental issues that face care leavers. They are amongst the most vulnerable young people in the country. We firmly believe it's not enough for them to simply *survive*; our programme is about helping them to *thrive*.

Being a care leaver is very challenging. At times you feel your past holds you back and you need some extra support.

Other people get this from their parents. I don't have anyone at home so I'm grateful to Drive Forward for their support.

Elam



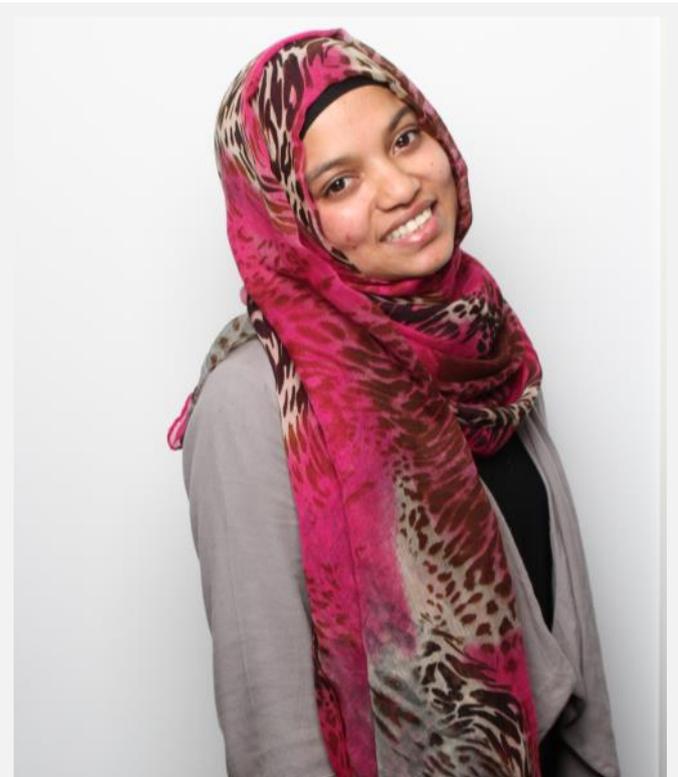
Highlights from the last year

THE DRIVE PROGRAMME

This year 135 young people participated in the programme. Of those 122 got jobs or were accepted onto work placements, apprenticeships or training courses.

Most of our young people take part in the 10 week Drive Programme before progressing onto the Drive Forward scheme. We begin by providing practical training such as CV and job-search workshops but this is on a one-to-one basis and tailor our approach to meet the needs and ambitions of the young person sitting in front of us. We also work with a range of partners in various fields - from retail and marketing to law and accountancy - to provide sought-after work placements, internships and employment opportunities.

As part of our Drive Forward scheme we offer twice-weekly group activities, workshops and development sessions on everything from cooking and eating healthily, to personal image, through to introducing our young people to new experiences.



WOMEN OF TOMORROW

(supported by The Women's Foundation)
The aim of the programme is to help young female care leavers become confident, productive and future-focussed members of society. These young women often have to deal with issues such as poor mental health and teenage pregnancy.

The programme is made up of a series of sessions including some which were co-designed with our young people:

- Women in the Workplace workshops to boost confidence, widen horizons and increase knowledge through an interactive breakdown of sectors, jobs and skills, and bringing in successful women to talk about their experiences
- Careers Counselling sessions providing emotional support and solution-focused practical advice/therapy on a whole range of issues from depression to eating disorders and above all, a lack of motivation.
- Relationship and family workshops aimed at improving a young person's understanding of the life chances that are available to them via family planning and by managing relationships
- Self Defence to promote confidence and safety
- PhotoVoyage – targeting self-awareness and confidence through portrait photography

I suggested sessions on sexual health. After the age of 16 or 17 you don't get much advice and are just expected to know everything. If you don't, you feel silly asking.

Zohera

Highlights from the last year

DRIVE TALKS TAKEOVER

Drive Talks is our version of the hugely popular motivational Ted Talks. We invite entrepreneurs, innovators, care leavers and other inspiring individuals to talk to our young people about how they have achieved their career goals and found happiness in their personal lives. To celebrate National Care Leavers Week we held a very special Drive Talks event: Drive Talks Takeover.

We invited young care leavers from across London to City Hall where they heard from a variety of special guests including the Olympian, Kriss Akabusi MBE, who got the room jumping (literally) with his unique mix of motivational chat and inspiring advice. See what Kriss had to say about us by visiting our You Tube channel.

It was amazing, last night. It was good to meet new people and the speeches inspired me.

Anon



JOB CLUB

(supported by the Evening Standard Dispossessed Fund)

Our Job Club works. This year **double check how many young people got a job.**

We provide one-to-one support to help our young people plan their careers and develop employability skills to ensure they are ready to enter and sustain employment. We don't just concentrate on mock interviews and tailoring CV's and cover letters; we also spend time on personal appearance and even give shopping advice, to help our young people make a good first impression at interview.

By taking the time to get to know our young people, what they are interested in and what drives them, we can help them to find the jobs, internships and opportunities that are right for them. It's this tailored approach which gets results.



HR SPEED DATING

One of our newest schemes has quickly become our most popular. Our HR Speed Dating evenings combine the principles of speed dating with the demands of a job interview.

In one session, our young people can have up to ten job interviews (some are mock interviews while others lead to actual jobs) and gain immediate feedback. They get to put into practice everything they have learnt during their time with us, including how to make a good first impression, project confidence and speak to potential employers.

We are extremely grateful to the individuals and companies who take part in our HR Speed Dating nights including the Football Foundation, Flamingo, and Goldman Sachs, to name but a few.

Drive Forward helps you into work or training but you also get extra life skills that are really important.

Young people like me are really trying hard to find work and without this kind of support it is very, very difficult.

Michelle



Financial information

The charts below give a simple overview of all our income and how it is spent:

Total income £285,400

£143,000
Restricted donations



£63,200
Corporate donations



£40,000
Unrestricted donations

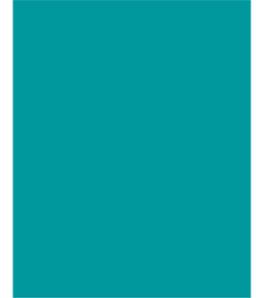


£39,200
Job Centre Plus



Total expenditure £285,400

£136,000
Youth programme



£66,500
Project monitoring



£32,000
Governance costs



£21,800
Fundraising



£18,600
Net increase in reserves



£10,500
Establishment costs



If you're interested in supporting our work but are not sure of the best way to go about it, here is a quick overview:

Single donation - this is a one-off donation where you choose the amount you wish to give.

A regular payment - typically a direct debit, you can choose the amount you would like to give each month. These donations are hugely helpful when it comes to making longer term plans.

Large donations/grants - As you have read, elements of our programme are funded by individuals or organisations who provide large gifts or longer term funding.

Legacy gifts - After you have considered your family and friends, you might think about helping our young people achieve their potential by leaving a gift in your will.

There is more information on how you can support our work on our website, or you can call us for a chat about your area of interest.

We couldn't have done it without you

Here we need a list of all Trustees, staff, volunteers and trainers who supported us throughout the year.

We should also use this space to thank key donors and funders. Can either of you assist with this information?

Job Club

Hannah (Flamingo)
Chantal Sheridan

Business Development

Alex Pollock
Saphia Haddouche

Marketing / Branding

Simone Williams (Flamingo)
Denise Artrey (Flamingo)

HR Speed Dating (January and March)

Kate Collis (BBC)
Andy Friend (Lazard)
Sharon Green
Andrew Wyke (Goldman Sachs)
Dan Freckleton (Goldman Sachs)
Fanny Ehrmann (Goldman Sachs)
Sian Hughes (YLW)
Andre Burwood (YLW)
Danielle Sheridan
Roseanna Costis (Football Foundation)
Emma Jordan (Football Foundation)
Tricia Nearn
Elizabeth McArthur (Norton Rose)
Daniel Bidos (Global Fund for Children)
Jim Klein (Global Fund for Children)
Linz Darlington (Benefacto)
Ellie Farnfield (Flamingo)
Sasha Jones (Flamingo)
Drew Hart-Shea (Burberry)
Kirstin Smith (Burberry)
Damian Dwerryhouse (CLSA)

DRIVE TO GIVE OPPORTUNITIES
DRIVE TO HELP MAKE A POSITIVE START
DRIVE TO WORK WITH GREAT YOUNG PEOPLE
DRIVE TO BE OPEN MINDED
DRIVE TO RELEASE POTENTIAL
DRIVE TO HELP OTHERS SHINE



Drive Forward Foundation is a company limited by guarantee:
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