



aberdeen
foyer





aberdeen foyer

Established in 1995, Aberdeen Foyer is a successful charitable organisation working to prevent and alleviate youth homelessness and unemployment in Aberdeen and Aberdeenshire. At our core we provide supported accommodation to former homeless and at risk young people alongside a range of learning, training, and employment opportunities as well as community health services for young people and their communities.

Aberdeen Foyer's holistic approach recognises that homelessness and disadvantage is not just a matter of providing a home, but necessitates addressing many of the underlying causes and critically providing people with the means of gaining and sustaining employment. This integrated approach allows tenants and programme participants to take the next steps towards independent living, learning and work.

A unique feature of Aberdeen Foyer's business model is the wholly owned subsidiary company, Foyer Enterprise which encompasses the Foyer Restaurant & Gallery, Foyer Restaurant & Café Bar at His Majesty's Theatre, Foyer Graphics, Roadwise Driver Training and Foyer Works. The businesses underpin the work of the Foyer, raise the profile of the organisation in the wider community and provide an invaluable employment and training resource for those with whom we work.



introduction

Aberdeen Foyer provides supported tenancies for young people aged 16 - 25 across 6 sites; Aberdeen (2), Peterhead, Fraserburgh, Banchory and Stonehaven working with up to 80 tenants at any one time.

In addition to housing support, we offer the following services to tenants and people in the wider community:

- **Lifeshaper** - a community rehabilitation programme for those who have had drug problems
- **Progress2Work** - an employment support service aimed at helping former drug users gain employment
- **Aberdeen Integrated Community Drugs Rehabilitation Service (ICDRS)**, a multi agency initiative supported by the Aberdeen Joint Alcohol and Drug Action Team
- **Outside In** - tenant centred learning programme accredited by City & Guilds
- **Move-On** - practical support for former tenants moving into their own homes
- **The Prince's Trust Team** - 12 week personal development programme
- **Get Ready for Work** - employability programme for 16-18s includes work placements in a range of vocational areas
- **Training for Work** - employability programme for 18+ includes work placements in a range of vocational areas

- **Young Carers Project** - supporting young carers to develop personal, social and employability skills
- **Gateway to Work** - 2 week course providing concentrated help with job search skills.
- **Build & Train** - addresses skills shortages in the construction industry operating across Aberdeen and Aberdeenshire
- **Platform to Work** - offers participants a chance to gain entry level jobs in the oil & gas sector
- A network of local **Learning Houses** and Family Learning support services
- **Foyer Music** - recording and rehearsal studio, live showcase events for new music and outreach workshops in Aberdeenshire
- **'Sorted Not Screwed Up'** - mental health and wellbeing service
- **Foyer Health** aims to achieve healthier outcomes for everyone linked to Aberdeen Foyer by providing knowledge, skills and resources that empower individuals towards leading a healthier lifestyle.

Through our existing services and various new developments we will continue to respond to the needs and issues of young people and their communities in Aberdeen and Aberdeenshire; affecting real and lasting change for vulnerable young people, embracing change to provide imaginative services and enabling people who were once on the margins to positively engage and contribute in our communities.



chairman's welcome

david paton



As Chairman of Aberdeen Foyer Board I am delighted to introduce the 2008 Annual Review. Year on year the organisation continues to deliver effective services and support to those who are disadvantaged within our communities across Aberdeen City and Aberdeenshire. Last year was no exception, in 2008 staff at the Foyer worked with over 1700 tenants and programme participants.

Throughout 2008 there was a series of events and activities which recognised this work including the Foyer Investors' Dinner when we were delighted to welcome Right Hon Alex Salmond, First Minister as our guest speaker. The First Minister presented certificates to a number of Foyer tenants who had successfully completed the Learning Power Award 'Outside In', delivered in conjunction with Aberdeen College. It was a great cause for celebration.

The work of the Housing Support teams across our 6 sites received an excellent Care Commission report, underlining the quality of the services provided. Further recognition was recorded by service commissioners in relation to contract compliance visits and audits. Our internal arrangements and support for staff were reviewed allowing us to retain our Investors in People status.

The continued support received from the local business community gained national recognition by way of a

commendation for the support provided by Shell for our Foyer Music activity through Arts & Business. Early in the year Paul de Leeuw, a Foyer Enterprise Board Member, reviewed our internal management arrangements and processes, he noted how impressed he was with the dedication and commitment of staff.

One of our most enjoyable annual events is the Foyer Ceilidh Ball held in May. This is our major fundraising event and illustrates the support we receive from local businesses which continue to invest in our work and add considerable value to the funding received from public bodies and charitable trusts. This blend of funding keeps Aberdeen Foyer at a leading edge and allows us to go that bit further to ensure that we continue to respond effectively to the needs and issues of young people and their communities.

I would like to pay tribute to the Foyer's dedicated staff team, my fellow Board Members who serve on the Aberdeen Foyer Board and Foyer Enterprise Board, but also and perhaps most importantly to the people. Particularly the young for whom we were established and who become involved in our work, they continue to challenge and inspire us as an organisation and keep us on track, ensuring all our efforts contribute to making a real difference to the lives of so many.



chief executive

ken milroy



It is once again my great pleasure to invite you to take a peek at the work which Aberdeen Foyer has undertaken during 2008. It continues to be a real privilege to lead an organisation committed to making real change in people's lives and I pay tribute to all my colleagues for their amazing efforts over the last year in delivering and supporting such a vast array of services and businesses.

Some of the new initiatives in 2008 which illustrate our diversity are the opening of the Foyer Restaurant and Café at His Majesty's Theatre in January; securing a number of new contracts within Foyer Learning, notably, Jobcentre Plus - Gateway To Work programme and undertaking research work on behalf of Learn Direct Scotland. We also established Foyer Works, a property maintenance business which also provides training and employment opportunities for those coming through our employability programmes and services.

During the year we reshaped aspects of our Housing Support service, most notably in Peterhead, where we moved our main accommodation based service to St Andrew Street. In Aberdeen, the revised pre-Foyer arrangements at Trinity Court came into full swing, offering a number of short stay assessment places to Aberdeen City Council within the existing accommodation from which many young people are now graduating to longer term supported tenancies with Aberdeen Foyer.

Within Foyer Health we secured research and development work from a number of external agencies, including the UK Foyer Federation and the Scottish Government. This work builds on the successful health and wellbeing activities and services we have developed and delivered to our tenants and programme participants over a number of years.

During 2008 we undertook a review of the organisational strategic plan. We used the review process as a means of both underlining and emphasising key aspects of our existing work, but also making some shifts, most notably asserting the importance of Health across our service activities; placing Health alongside Learning, Housing Support and Enterprise as a critical fourth arm of the organisation's work.

We also recognised the need for the organisation to make a shift in aspects of our work to move "upstream". Many of our service activities are provided at the point of crisis

and we wish to develop new service activities, building on our experience and understanding, which can prevent that crisis from occurring. In practical terms this will see us beginning to work with a younger age group ie 14/15 year olds and their families. This aspect of our work will be accelerated over the next 10 years by a significant investment from the new venture philanthropy initiative in Scotland – Inspiring Scotland. This support will allow us to take forward new work in partnership with both Local Councils and other Public and Voluntary Sector partners which we hope will have a longer term impact on the life chances and choices of those young people who often end up Not in Education, Employment or Training (NEET).

During 2008 we restructured the Foyer's Senior Management Team to reflect a greater focus around our Enterprise activities with the appointment of Leona McDermid as our first Commercial Director working alongside Mary Annal and Ann Mateo in new roles as Executive Directors, carrying both operational oversight as well as corporate responsibilities for the organisation. I am confident that our new structure combined with our refreshed strategic plan stands us in good stead for what may be some difficult times, given the current economic downturn.

We strengthened the Foyer Enterprise Board with the addition of 3 new members. We also took the decision to close our Ben & Jerry's partnership based in the Bon Accord Centre, Aberdeen at the request of the Centre owners, allowing them to undertake some major refurbishment works within the Centre. Foyer Enterprise acquired a 50% share of Roadwise Driver Training, the company we have been working in partnership with through the Foyer Drive initiative over a number of years.

Alongside the fantastic efforts of Foyer staff over the year, I also wish to pay tribute to our Board Members within Aberdeen Foyer Board and Foyer Enterprise Board for their continued support of the work of the organisation, as well as the range of partnership and commissioning organisations and funding bodies without whom we could not create the successes illustrated in this report.

We remain as determined as ever to support people in Aberdeen and Aberdeenshire towards independent living, learning and work.



2008 a year of great movement

During 2008 Aberdeen Foyer continued to provide supported accommodation for young people aged 16 - 25. This service enables young people who are unable to live at home with their family to develop life skills which will support them in the future to achieve their ambitions. In 2008 we housed 136 young people across 6 supported accommodation sites in Aberdeen (2), Peterhead, Fraserburgh, Stonehaven and Banchory.

All young people find it daunting to set off on their own, many will leave home and move to student accommodation or move in with a friend or partner. For those who find themselves having to live alone it can be a very stressful and lonely experience. By providing accommodation with support, Aberdeen Foyer hopes to help young people find their way to a happier future. There are numerous reasons why young people find themselves in this position. Some have been living away from home as children, possibly

because their parents were unable to cope with their own situation and could not provide a stable family home. Some have suffered abuse as children and have no safe place to live. Some have mental health problems or have drug or alcohol misuse issues making it difficult for their families to support them in the family home where the resulting difficulties may impact on other family members. Some may have suffered bereavement or family separation and are unable to deal with the consequences. Whatever the reason, it is not easy to have all the responsibility of looking after yourself and a home of your own when you are so young, inexperienced and usually, very vulnerable. By providing flats and tenancies with support we hope to give young people a sense of belonging in a safe environment and the confidence to move forward. Aberdeen Foyer is not a place to stand still, it exists to support a process of moving.

facts

	Housed	Males	Females
Trinity Court	51	28	23
Torry	20	11	9
Peterhead/ Fraserburgh	38	20	18
Stonehaven	16	6	10
Banchory	11	5	6

housing



moving in

Direct Access – a new way in at Trinity Court

A new initiative in partnership with Aberdeen City Council started in August 2008. Young people who find themselves homeless may now be directly referred to Aberdeen Foyer where, following a short interview, they can move into supported accommodation within 24 hours. In the Direct Access service the resident will be expected to undergo a full assessment of their support needs by getting involved with a range of tasks, discussions and activities with support staff. They will also have to comply with the rules like being in by midnight and no alcohol or drug use. This new service has enabled young people to access support at the time they need it most. A recent evaluation of the project flagged up that the young people who come through the Direct Access service quickly achieve results. At the end of the assessment period they may be offered a tenancy with Aberdeen Foyer or may be referred back to Aberdeen City Council for placing with a more appropriate support provider eg a specialist mental health service or for general housing if they have no support needs.

direct access story

I was sleeping rough because I had no where to stay, I slept in car parks or in a garage because at least it was dry. I have problems because I have learning difficulties and my family have difficulties too. I was using heroin which some people had shown me how to do, it made me feel more like everyone else, one of the crowd. It got really cold as winter started and someone told me that I could go to the homeless department at Aberdeen City Council. They sent me to the Foyer. For the first time in ages I had somewhere safe to stay. They did lots of things with me like cooking and cleaning. They also helped me to understand that I couldn't live there if I kept using drugs. They helped me to realise that I used drugs because other people influenced me too much. I am working really hard now to sort this out and to move forward. I have moved into a tenancy with Aberdeen Foyer now and I am working on getting the City and Guilds Learning Power Award.

housing

foyer issues

	Trinity Court	15	17	3	15	14
	Torry	13	4	5	2	4
	Peterhead/ Fraserburgh	15	6	16	12	9
	Stonehaven	1	3	1	1	2
	Banchory	4	2	1	3	2
	mental health issues					
	substance misuse					
	learning difficulties					
	offending behaviour					
	looked after children					

facts

moving location in peterhead

Since 2002 Aberdeen Foyer has provided supported accommodation at Broad Street and Broad Place in Peterhead in partnership with Grampian Housing Association and Aberdeenshire Council and we continue to have a number of tenancies at Broad Street with visiting support workers. In 2008 a new partnership was formed with Langstane Housing Association; a block of nine flats in St Andrew Street was made available to provide supported tenancies with support on site. The move has provided a more focussed service with tenants and support workers more closely located. There are 7 one bedroom flats along with an office and a homemaker flat where young people can meet and carry out activities. There is also a small garden at the rear of the block. This area had a stunning makeover with the support and hard work of staff from Aberdeen Airport who came to the garden in July and created a wonderful space. There is a seating area, barbeque and lots of lovely plants donated by Peterhead Prison. A very big thank you to the BAA management team who worked so hard on the garden.



moving in the right direction 'outside in'

Since 2006, Aberdeen Foyer has been working with Aberdeen College, the Scottish Government and the Foyer Federation in a pilot project for a new kind of college course called "Outside In", aimed at providing an accredited qualification targeted at those who have previously had difficulties in engaging with formal learning. The course involves choosing modules which help acquire the understanding and skills required to live independently. At Aberdeen Foyer we chose to pilot an individual learning programme linked to the Action Plan which each of our tenants has to develop. This allowed our tenants to choose modules such as Learning to Budget, Improving my Health or Where I am and Where I Want to Be; providing a structured way of learning the skills they have identified that they need to acquire.

In 2008, 20 tenants achieved the Learning Power Award – City and Guilds qualification. For many it was the first qualification they had ever achieved. In April First Minister Alex Salmond presented 10 young people with their awards.

The pilot project achieved so much and it has been agreed that the "Outside In" Learning Power Award will continue to be part of Aberdeen College's curriculum.



Minister Alex Salmond and Ken Milroy with young people who achieved the Learning Power Award

facts

foyer achievements	facts						
	Trinity Court	Torry	Peterhead/ Fraserburgh	Stonehaven	Banchory		
moved to independent tenancy	9	2	14	1	2		
moved back to family home	17	4	3	9	2		
in employment	19	6	16	2	3		
attending college	9	3	14	2	2		
completed training courses	7	3	14	2	2		
completed learning programmes	11	2	20	0	7		

housing



moving in new areas

Martyn's story - ENCOMPASS

When I was offered the opportunity to go on an Encompass 'Outward Bound' course I was a bit dubious knowing I had a holiday coming up and I was prepared to lie in my bed for a whole week! Encompass is a charitable trust formed in remembrance of Daniel Braden who was killed in the 2002 Bali bombing, to bring together young people from all over the world and send them on residential programmes called 'Journeys of Understanding'. Throughout the course I learned so much about the diversity of cultural, religious and educational backgrounds which was frankly staggering. Although I'm not naïve enough to think that all people are like me, it was phenomenal to see just how rich a cultural and religious background I had on my own doorstep.

Our destination was Achdaluie beside Loch Eil not far from Fort William. I had to take the train from Stonehaven to Glasgow Queen Street and find my way to the central station. What should have taken 8 minutes took just over half an hour after looking at the map the wrong way and getting sent the wrong way! I met up with the rest of the group and we made our way to the bus station for our next leg of the journey by coach.

When we arrived I was a bit apprehensive and began to wonder what I had let myself in for. Our first task was to jog down to the loch in clothes that we wouldn't mind getting wet in, (which sounded a bit ominous) and then we got 'suited and booted' to walk along the pier and jump into the water and swim back to shore in the freezing water.

We did all sorts of activities during the week. The days were never dull and boring but it was tiring, with such activities as orienteering, (which vastly improved my map reading skills!), building a raft



then racing it around the loch, scaling a 10ft high wall, an expedition which was a 6k trek over a mountain and then camping in the middle of nowhere and another 8k trek back in the morning. I did a load of other tasks throughout the week which were pretty physically and mentally challenging. Our day started at 7am and ended at 5pm followed by the Encompass sessions in the evening which were very interesting, I opened up to total strangers who by the end of the week I considered friends who I could trust.

Overall I was exhausted by the end of the week and it wasn't quite the restful week I was looking for, but I loved it and wouldn't have changed it for the world, so thanks to all the staff from Encompass and Outward Bound and thanks very much to Sam and Aberdeen Foyer for giving me this opportunity of a lifetime.



housing

moving on

This year 28 young people successfully moved on to independent living.



Becky's story

I moved into the Foyer in Banchory in July 2007 as a result of difficulties I was experiencing at home. I was assigned a keyworker and over the next 11 months was supported with dealing with emotional problems with the help of the Foyer Health team. I learned to budget successfully and started a college course. The Foyer supported me to seek and apply for financial help which enabled me to attend college and pay my bills.

One of my most memorable occasions whilst being at the Foyer was meeting Alex Salmond who presented me with a certificate for successfully completing 'Outside In' which is a learning power award.

I have now moved out of the Foyer and in my own place. I have completed a college course and am about to start university to do a Nursing degree.

The Foyer helped me to realise my potential and achieve my goals whilst supporting me to deal with emotional issues.



Sam's Story – Moving Forward

I moved to the Foyer from a residential community school where I had lived since I was 13 years old. I was quite apprehensive about my move to the Foyer but I felt I was ready to take this step. On moving to my flat I was completing a SVQ level one course in Retail at Aberdeen College. I have received a lot of support from staff to enable me to take part in lots of things.

We have completed the 'Healthy Eating and Housekeeping workbooks' which have helped me develop my housekeeping skills and get into a better routine to keep my flat clean and tidy. I have gained confidence in my cooking skills and learned to cook new things which will all help when moving on to my own tenancy.

I completed the Prince's Trust Team where I was the only girl in a team with 10 boys! I learned a lot from the course and the support from the team I was with. I have also taken part in a variety of different activities including wall climbing, swimming, quad biking, canoeing and gorge walking. It has been great trying new things and a challenge working with new people which has helped boost my confidence.

Through meeting with the Foyer Health team I have benefited from counselling sessions which have helped me address my self harm issue. I feel I am now much more in control of my issues and am working constructively towards dealing with them.

For about a year now I have volunteered at Oxfam on a part-time basis and have been encouraged to continue this while doing other things. I am about to take part in a work placement through 'Support Training' and have applied to college to do the 'Introduction to Nursing' course, I have a conditional offer so fingers crossed I will be beginning the course in September 09.

Altogether, the Foyer has helped me in lots of ways. I will hopefully be in a position to gain a job in the future and be independent when I move on to my own tenancy. This will be when we all feel I am ready for this next step in my life.

housing



learning

get ready for work

Get Ready for Work (GRfW) is a national training programme, funded by Skills Development Scotland, designed to assist young people who may need additional support to make the transition beyond school and into further learning, training or work.

Working with Careers Scotland, participants aged 16-19 years old, engage with the Foyer to identify their goals and plan a programme best suited to their needs.

Individuals have an option of full time work placement or training where they complete a short induction with a GRfW Support Worker and then move in to a supported work placement or full time training programme such as Prince's Trust Team. Throughout the programme the participants are supported by their GRfW Support Worker to assist them to overcome barriers and maintain their motivation.

Our success in this aspect of the programme is increasing due to our excellent working relationship with local employers and their understanding and support for our clients. We have had successful work placements with many local employers including the Wood Group and Royal Mail.

The Lifeskills programme is designed for those participants who are furthest from the workplace. It is a flexible, part time course to help individuals gain confidence, learn about working with other people and develop social skills and self awareness.

Lifeskills takes a holistic approach and addresses the many issues and barriers individuals face. These include health, education and relationships. By working on these issues in a small group setting many clients have moved on in their lives.

The 'classroom' setting is not always the best environment for engaging young people and at the Foyer we are constantly looking for innovative and exciting projects to enthuse individuals and teams. Throughout 2008 we have had some excellent projects for our GRfW clients.

facts

79	GRfW Participants
14	Into Employment
5	Into Full Time Further Education
18	Into Further Training
33	GRfW Lifeskills Participants
18	Into Further Training, Work Placement or Education.
2	Into Volunteering



training for work

Training for Work is a programme funded by Skills Development Scotland (SDS) aimed at people 18 and over who have been unemployed for at least 13 weeks. We have places for 45 trainees per year who are looking to return to work in any employment sector. Our target is to help at least 50% into paid employment and support at least 66% of those gaining employment to remain in work for at least 3 months.

This year the team was strengthened with the addition of a new member of staff and the programme has progressed steadily throughout the year. By December 2008 we engaged with 46 clients of which 5 were still in training at the end of December, 21 clients have gone into work and of those 16 have retained their employment for at least 3 months. Due to our success rates, SDS has supported us to engage with an additional 10 trainees. This is great news and supports the Government's policy change to assist more lone parents to move into employment.

learning

pre-treatment and maintenance clinic services

The Pre-treatment and Maintenance Clinics are a new service to Aberdeen and were established in August 2008 as part of a joint venture with Integrated Community Drug Rehabilitation Service (ICDRS) and NHS.

The service, based at Rosebank Cottage in the grounds of Royal Cornhill Hospital, is run under the partnership of Aberdeen Foyer, Aberdeen Cyrenians, Drugs Action and Phoenix House.

The Pre-treatment programme provides support to clients who are about to embark on a methadone programme and is linked into the Substance Misuse Service (SMS). The team facilitates a group of clients over a six week period with a programme covering various topics ie harm minimisation, relapse prevention, health issues etc. Ongoing support is provided to the clients throughout titration and the stabilisation period on a 1 to 1 basis by a keyworker. Approximately 40 clients have successfully completed the programme and are now in treatment for their addiction.

The Maintenance Clinic was set up for clients who were stable on a methadone programme but were showing limited motivation and are referred to the service by SMS nurses. When a client has been referred to the Maintenance Clinic they are allocated a keyworker who will provide support on reduction of methadone, motivation, housing, education, employment/training and any other issues the client may have. To date the service has supported 50 clients.

icdrs

Integrated Community Drug Rehabilitation Service (ICDRS) is a service that brings together the expertise of four key voluntary sector organisations in Aberdeen City – Aberdeen Foyer, Aberdeen Cyrenians, Drugs Action and Phoenix House. The ICDRS partners also work very closely with the Substance Misuse Service (NHS).

ICDRS provides joined up support to help people who are taking steps to address their drug use and want to work towards a healthier and positive future. It offers specialist support to approximately 100 clients a year in the Aberdeen area. The issues addressed are employability, housing and relapse prevention.

Aberdeen Foyer offers specialist employability support. The role of the Foyer team is to co-ordinate access to employment services for ICDRS clients by addressing the main barriers that often prevent our clients from sourcing employment opportunities, such as employer education on the use of methadone at work, criminality and the use of disclosure workshops, literacy issues etc.

ICDRS clients supported by the Foyer in relation to their employability issues have achieved the following in 2008:

facts

- 4 have entered full-time employment
- 21 have entered further education
- 5 have entered employment related training/work placements



our space

Our Space was a project run in December 2008 by the Lifeshaper Team in Fraserburgh with funding from Reaching Out. It was a great opportunity to share new found culinary skills and to develop art work. The team worked hard to organise an art exhibition, a café and art workshops to produce hand made Christmas crafts which were for sale.

Our Space opened in December and welcomed members of the community with hot chocolate and marshmallows or alcohol free mulled wine. Daily workshops included card making and glass painting.

The venture was a great success and importantly gave the Lifeshaper participants a chance to show how they had turned their lives around and to give something back to the community.

learning

lifeshaper

Aberdeen Foyer runs Lifeshaper programmes in Aberdeen and North Aberdeenshire. The programme is delivered in partnership with Aberdeen College and receives funding from Lloyds TSB Partnership Drugs Initiative, Aberdeen College and the NHS.



The programme supports people who have experienced substance misuse issues, to provide structure and routine in their lives while promoting a balanced healthy lifestyle and developing new skills and interests. It runs on the ethos of “work rest and play” and this is integrated throughout the timetable which includes confidence building, relapse prevention, local investigation projects, IT, relaxation techniques, arts & crafts, health & wellbeing and regular outings to take part in physical activities such as wall climbing, horse riding, snowboarding and quad biking.

Lifeshaper staff work in partnership with other agencies to ensure a holistic approach is taken in the support provided and other professionals from social work, health and the voluntary sector are involved in the development of care plans and reviews.

As the health and wellbeing sessions cover cooking skills and developing a healthy diet, Lifeshaper clients are well equipped to organise and prepare a Graduation Meal where family, friends and support workers from the Foyer and other support agencies are invited along to celebrate the achievements of the group.

There is also an Open Day at the end of each 12 week session so that family, friends, support workers and members of the community can come along and view the group's completed art work.

On successful completion of the course one or two Lifeshaper graduates are offered the opportunity to come back as volunteer mentors to provide advice, guidance and inspiration to new students.

progress2work

Progress2Work (P2W) is a supported employability programme funded by Department for Work and Pensions. P2W helps clients with a history of drug misuse (including those currently in treatment) get back into education, training or employment. The service is delivered in partnership with Apex Scotland.

Clients receive support through four stages of employment preparation; Assessment, Job Seeking Skills SVQ, Moving On and On the Job Support.

After an initial assessment, clients work towards SVQ level 1 in Job Seeking Skills, receiving training in core employability skills such as CV writing, the application process and interview skills. The P2W team assists clients by holding disclosure workshops, accessing work placements, training, education and employment and for those clients who progress into work, a further 3 months in-work support is provided.

During the period January – December 2008 the P2W team supported 92 clients into various types of education, training and employment. Our clients completed SVQs in Job Skills and undertook various IT accredited qualifications at Aberdeen College using the Foyer's dedicated IT Suite. We organised work placements and training related programmes tailored to our clients' needs, employment opportunities varied from administration and labouring to security and retail. We forged links with employers such as Hay's Construction, Foyer Works, Wood Group and other partners within Scottish Business in the Community.

lifeshaper facts

- 11 Lifeshaper programmes in Aberdeen City
- 33 participants completed the programme
- 2 graduates work part time for Aberdeen Foyer
- 1 graduate volunteers on Lifeshaper course
- 1 graduate successfully completed the Prince's Trust Team
- 2 graduates attend college full time
- 1 graduate attends college part time
- 2 graduates work full time
- 21 graduates referred onto P2W

- 6 Lifeshaper teams in Peterhead and Fraserburgh
- 62 individuals took part
- 31 went on to further education or training
- 6 gained employment
- 4 became volunteers

learning

opportunity gateway

The Opportunity Gateway partnership provides support to learners through five learning houses – 3 based in Aberdeen City (Torry, Sandilands and Middlefield) and 2 in Aberdeenshire (Fraserburgh and Peterhead), together with an outreach Family Learning Project.

This unique partnership continued to be supported by Aberdeenshire Council, Aberdeen City Council, Communities Scotland, Skills Development Scotland, Grampian Housing Association and Tenants First Housing Cooperative and Aberdeen Foyer. The Opportunity Gateway assists learners to gain qualifications, build confidence and to develop a range of employability skills to support their transition to employment.

This year has seen exciting developments across the partnership with a steady growth of learners accessing support in Sandilands Learning House; Adult Learning staff relocating to Torry Learning House enabling an outreach service to be delivered twice weekly; Jobcentre Plus Adviser based in the Middlefield area which has led to increased referrals to the Learning House; an increase in groups attending ESOL classes; increased referrals to a range of other employability programmes within the Foyer from all of the Learning Houses.

platform to work

The 2 year funding from European Social Fund for Platform ceased in March 2008. However the Offshore Training Foundation decided to continue to sponsor the programme over the next 2 years and with generous "in kind" support from OPITO, Intertrain, Petrofac and the Working for Families Project, we provided opportunities for 42 trainees for the period April to December.

Over the last 2 years we experienced challenges in finding offshore positions for new trainees and have ensured trainees are realistic in their career goals. We have concentrated on helping people gain skills which will allow them to enter the industry in an onshore position with view to building on their skills and gaining experience to support their progression within the industry. We have helped people gain skills in some diverse areas such as Banksman Slinger, Forklift, NEBOSH, Rope Access, Pipe inspection and Standby boats as well as the normal Greenhand and Offshore Survival.

In Aberdeenshire, Peterhead and Fraserburgh Learning Houses continued to build on their reputation of providing flexible learning opportunities for those individuals most in need, but often hardest to reach. Both Learning Houses have fostered excellent inter-agency working relationships and many activities delivered through the Houses have other local agency involvement. A partnership approach is taken in the delivery of many of the projects.

Examples include the Family Learning Project which works alongside the Working For Families project delivered by Aberdeenshire Council. Through this project many families are given the confidence and opportunity to access other services and support including the Learning Houses.

The Bridging Literacies programme is designed to support those clients who have recently completed other programmes but have identified literacy problems as a barrier to progression. Qualified Foyer Learning staff work with other projects and service providers to identify individuals who require additional support. An individual learning plan is developed to assist clients to develop their skills and assist in their transition to employment, further education or training.

facts

124	Clients into employment
631	Clients into further education or training
268	ECDL tests sat
589	New learners engaging with the Learning Houses
12,511	Total number of visitors to the Learning Houses

facts

42	Trainees started
34	Completed to date
4	Still in training
14	Into work
2	trainees failed to complete due to health problems

learning

gateway to work

In May 2008 Aberdeen Foyer won the Department of Work and Pensions' Gateway to Work contract. Between June and December a total of 11 courses ran; 10 in Aberdeen City and 1 in Fraserburgh.

Gateway to Work is a 2 week course for clients who have just come onto New Deal and provides concentrated help with job search skills such as, interview techniques, CV preparation, speculative approaches to employers and motivation.

We have worked in partnership with Transition Extreme Sports Ltd to support participants to learn about teamwork and build their confidence by undertaking a team project and undertaking personal challenges through climbing. This has been an innovative and successful change to the original Gateway format and is proving popular with participants.

We are aiming to reach a target of around 50% of people completing the course and gaining employment. Our performance rose steadily in the months June to December 2008.

build and train

Build and Train is a New Deal programme designed to help trainees gain employment in the construction industry. The programme consists of a 13 week period during which participants undertake a 1 week soft skills and introduction to the industry followed by 2 weeks basic training at Aberdeen College leading to a work placement of up to 10 weeks with a construction employer. We are able to offer places to 84 trainees per year spread over 6 or 8 courses.

However, referrals have been low this year, mainly due to the low levels of unemployment in this area resulting in fewer people on New Deal. We have continued to support trainees on a one to one basis in response to employers who have had placements to offer.

The programme has also provided trainees for Foyer Works, Aberdeen Foyer's property maintenance business. Our first Build and Train trainee placed with Foyer Works completed his placement and subsequently gained employment.

facts

169	Referrals
103	Starters
26	Into work

facts

26	Started programme
19	Completed programme
7	Into work
2	Still in training
5	students left the programme as they decided construction was not for them

north aberdeenshire young carers

In 1997 Aberdeen Foyer and Lead Scotland received funding from the Community Planning Partnership, under the More Choices More Chances strategy, to work with young carers in the Banff and Turriff areas. A pilot programme, North Aberdeenshire Carers, the first of its kind in Aberdeenshire was targeted at 14-18 year old carers who help to look after a wheelchair bound parent, a sibling with an illness or disability, someone with mental health problems or an adult with alcohol or drug problems.

The project aimed to help youngsters cope with their caring responsibilities and offer opportunities for learning and job skills, at the same time as providing a forum to meet friends, socialise and broaden their horizons.

During the pilot scheme young carers took part in workshops focusing on confidence building and anger management and social trips included to Transition Extreme in Aberdeen where they tried wall climbing, BMX biking and skateboarding. The group also produced an award winning DVD to help other young carers.

One young person had not been in full-time education for 4 years and had no contact with any of her peers. She did not want to be part of a group, however after one to one sessions of animal assisted therapy, within a few weeks she was happy to join the group. She has now left school and is studying a veterinary terminology course through Telford College as well as participating in an ECDL class. In addition she completed a 12 week Lifeskills course and has gained enough confidence to be a volunteer at Willows Animal Sanctuary. Her mum says that "thanks to the Foyer's involvement, she now has a future".

The successful pilot was recognised at the Aberdeenshire Youth Achievement Awards when North Aberdeenshire Carers was presented with an Unsung Heroes accolade.

Due to the success of the pilot scheme, funding was secured to attract young carers in the Peterhead and Fraserburgh areas, offering young people from the previous group the opportunity to take on the role of peer mentor.

learning

prince's trust team 2008

Aberdeen Foyer in partnership with Aberdeen College delivers the Prince's Trust Team in Aberdeen and Aberdeenshire. The 12 week programme offers exciting challenges which help build young people's confidence and motivation, while providing new skills and qualifications.

In 2008 we were fortunate to receive sponsorship from BP, CNR International, ExxonMobil, Petro-Canada and Transocean.

The Aberdeen City teams carried out community projects at Inchgarth Community Centre, Garthdee Tennis Courts and Foyer Music. The Team Leader was supported by a 2nd year Community Education Student from Dundee, 2 Development Coaches seconded from HM Revenue & Customs, a police cadet and 2 volunteers.

The Peterhead teams carried out community projects at Fraserburgh JIC Community Building, Strichen Deer Park and Trimain House, Peterhead.



susie's story

A participant on an Aberdeen City team, Susie Cameron, won the Prince's Trust Scotland Celebrate Success Young Achiever of the Year award in December 2008 and is now a full time volunteer with PTT. Susie completed the Columba 1400 Leadership course, and volunteers with the Teenage Transition Talisman Energy project at Transition Extreme and at Inchgarth Community Centre.



"I started the Prince's Trust Team programme in June. I completed it and went on to volunteer with the team. I liked the team programme as it was a varied and challenging course to do. My favourite parts of the course were the residential, work placement and the community project. At the Foyer I found all the staff to be supportive, helpful and friendly which helped me come out of my shell a bit! The final presentation at the end was brilliant - although at the start of the course it seemed impossible! I've done so much since completing the 12 week course. The opportunities given to me by the Foyer have helped me take steps towards my future career in youth/outdoor work so that I can use my experience to help others."

Susie Cameron



facts

- 6 teams in total
- 68 participants
- 22 early leavers
- 46 completed the course
- 28 into education & training
- 7 into employment
- 6 into voluntary work
- 4 employed participants

learning

"I was pleased to present the graduates with their certificates. It is extremely encouraging to see young people making a conscious effort to get themselves back on track."

Here at Aberdeen Football Club we are constantly looking at ways to help young adults back into the swing of things and the Prince's Trust Team instils in participants all the attributes of a well adjusted member of society."

AFC's Head of Youth and Community, Len Taylor



foyer health

Foyer Health provides a holistic, person centred service which is integral to all programmes and services we offer to young people and programme participants. The Health Team links closely with learning programmes and housing support; empowering individuals towards a healthier lifestyle and to move on to independent living, training and employment.

We offer individual health and wellbeing assessments which inform the basis of health action plans which in turn link into individual care plans. We hold group sessions on identified priority topics delivered throughout Foyer Learning programmes, one to one support ie counselling, substance misuse support, family reparation, tobacco & cannabis services, nutrition and physical activity, and a staff training programme. Throughout the year we have worked on the development of resources, organised a calendar of interactive health events linking to local & national campaigns, provided advocacy and links to mainstream services. We held 2 Health Fairs for Foyer clients, staff, friends and the wider community in Aberdeen and Aberdeenshire.

During 2008 Foyer Health delivered the following services:

mental health and wellbeing

'Sorted Not Screwed Up!' service to clients, staff and partner organisations. In a recent Foyer Health Focus Group 16 out of 33 reported that they had felt suicidal at some time and 18 out of 33 reported they sometimes felt useless or worthless.

- Person Centred Counselling and Mental Health Assessments
- 'Sorted with the Arts' - a variety of art and craft workshops designed to promote mental health and wellbeing - annual event with additional workshops throughout the year
- Listen Up Report - Sorted Not Screwed Up was selected as an example of positive practice for a young people's mental health and wellbeing service
- Complimentary therapies
- Staff support - staff can contact Mental Health and Wellbeing Coordinator for info and advice
- Childhood Sexual Abuse report - 6 month pilot research project aimed at increasing staff confidence and assessing recording procedures for childhood sexual abuse
- Cognitive Behaviour Therapy Optimism toolkit - in development, 7 session programme looking at clients' thinking styles and how they impact on behaviour
- Mental Health Toolkit - aims to increase wellbeing of clients in Foyers nationwide by providing staff with information and advice on mental health and wellbeing issues and ideas for developing services
- Linked up with other services - to ensure Sorted and Aberdeen Foyer is linked in with the wider Mental Health field

foyer health



smoking

25 out of 35 participants in a recent Foyer Health Focus Group were smokers and 23 have smoked cannabis

Pack it in! – Foyer Health developed a tobacco and cannabis cessation and awareness programme, providing support to behaviour change and wider lifestyle issues.

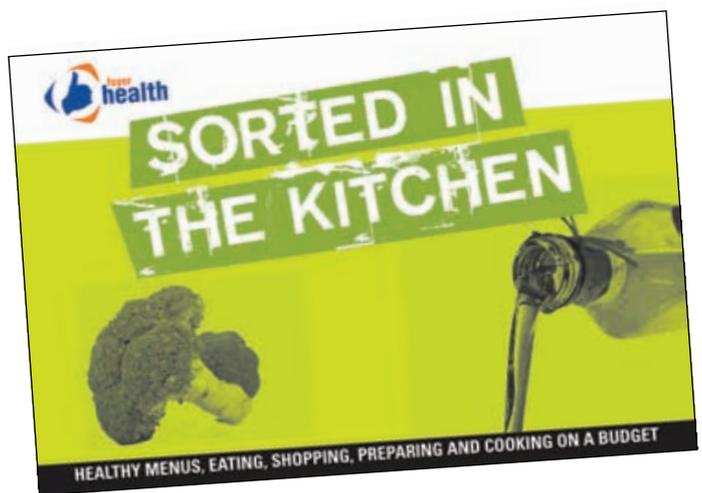
foyer food

Many Aberdeen Foyer clients reported a high intake of fast food and takeaways and a low intake of fruit, vegetables and foods high in fibre.

Throughout 2008, nutrition and healthy eating was promoted throughout all Foyer services.

- Foyer Food Workbook - A nutrition workbook, developed in house, with a focus on reflection of current eating habits, personal menu planning and developing a personal healthy eating action plan.
- Practical cooking sessions - Rolling programme of Confidence2Cook sessions for all Foyer residents and Lifeshaper participants
- Health Living Award - Aberdeen Foyer community Café holds the Scottish Healthy Choices Award and is currently working towards the new Healthy Living Award
- Fruit provision - at all Foyer sites
- Move In packs - basic cooking utensils, store cupboard essentials and recipes and support for those moving into Foyer accommodation
- Food and Mood workshops - nutrition workshops looking at the relationship between what we eat and our wellbeing

- Nutrition workshops - interactive sessions for all programmes based on the 'Eatwell' plate
- Food taster sessions - themed lunches, celebratory meals and taster sessions rolled out throughout the year
- In partnership with Community Food Initiatives North East - low cost fruit & veg and healthy produce which can be bought on site or through box scheme delivery
- Breakfast and Lunch clubs - at all Foyer accommodation sites
- 'Sorted In the Kitchen' - A Foyer pack developed in partnership with Community Food and Health Scotland, aimed at Foyer clients living independently and looking after themselves for the first time. Basic food preparation, hygiene, healthy menus and shopping lists based on a minimal budget, developed and tested by Foyer residents



drugs alcohol and sexual health

- Auricular acupuncture - As part of the Chill-Out Zone programme, ear acupuncture, to assist relaxation, de-stress and aid calmness and better sleep
- Condoms - available at all Foyer sites
- Counselling - person centred counselling, available to Foyer clients who may have issues or need support / information around either their own alcohol, drug or sexual health needs or that of their partner, parent or sibling
- Drugs & Alcohol and sexual health awareness sessions - a rolling programme of interactive workshops raising awareness, looking at current trends, risks and dangers



physical activity

- ICDRS physical activity – promoting active lifestyles for those rehabilitating from drug misuse
- 'Sorted and Active' – partnership with Aberdeen College aimed at Foyer service users increasing physical activity levels, access to sports
- 'Get Active Get Sorted!' – month long physical activity team challenge for staff and service users
- Physical activity consultations
- Foyer Fitba – weekly football sessions open to all service users and participation in the Homeless World Cup
- Transition Extreme - partnership with extreme sports centre providing a range of activities to promote positive occupation of time
- Plan 2 B Active – accredited personal exercise workbook

staff health

Focus on staff health and wellbeing was identified in an independent report as a crucial factor in the success of Foyer Health

- working towards Healthy Working Lives (HWL) award
- working towards HWL mental health commendation award
- Staff counselling service
- Health events & activities
- Fit Like Foyer – self help weight management group
- Smoking cessation services

groupwork

- ICDRS - rolling programme of sessions addressing family functioning, self esteem, confidence & motivation, positive occupation of time and health & wellbeing for clients' rehabilitation from a history of drug misuse
- Chill Out Zone – weekly drop in relaxation sessions, complimentary therapies, meditation and yoga

Facts

Drugs counselling

78% reduction in the number of severe or moderate problems

Drugs, Alcohol & Sexual Health

161 Individual Counselling Sessions offered

Mental Health

185 Counselling Sessions offered

158 sessions attended

27 clients

80% participants in Active Futures said their fitness improved over last 6 months

5 Foyer Clients achieved Sports Coaching Award

400 Dental Health Packs issued to all Foyer clients in Oct 08

37 chill out sessions for Lifeshaper, ICDRS, Foyer Learning

ICDRS Wellbeing

182 ICDRS sessions offered

118 attended

Food and Nutrition

40 Healthy Friday packs given out; included voucher for chill out session, healthy lunch and access to food co op.

114 Foyer Food Workbooks issued

foyer health

Comments from Healthy Eating workpack:

"I really enjoyed doing this, I did it with my mum, it's the first thing we've done together in years"



foyer music

Foyer Music is an affordable music studio providing a supportive and welcoming environment where young people can rehearse, record new material, try their hand at DJing, learn technical skills and attend group workshops.

In 2008 Foyer Music continued to deliver an outreach programme in North Aberdeenshire with funding from Children in Need to increase access to music services and improve musical skills. Children in Need's Chief Executive, David Ramsden and John Kinnear, National Officer for Scotland, visited the Foyer in October for an update on activities and to meet Sarah-Lew, a Foyer tenant who is a singer songwriter.

Sarah-Lew's story was subsequently featured on the national Children in Need Appeal night in November as an example of the remarkable influence of music in affecting a young person's health, wellbeing and confidence.

We worked with the Fraserburgh Youth Music Group at the Community Centre; the sessions attracted around 24 young people aged between 12 and 18 and we supported bands at live shows throughout the year. With additional support from the Scottish Arts Council, we delivered an outreach service including music tuition at the Ythan Centre, Ellon.

Continued funding from Shell enabled us to maintain the studio, purchase a CD duplicator, put on Foyerlive gigs and generally keep the service going which supports both creative and personal development. Foyer Music and Shell were finalists for the Arts & Business Scotland, Young People Award 2008. The partnership received a commendation from the judges. Foyer Music organised the Later at the Lemon Tree sessions which were sponsored by Shell during the 2008 Aberdeen International Youth Festival.

"Shell has a wide-ranging social investment programme which includes the areas of Youth, Education and Arts. We are delighted with our partnership with Foyer Music and that our support of local, young musicians was recognised in this way."

Steve Harris, Communications Manager, Shell



foyer music



Foyer Music was represented abroad when Steve Buchan, Foyer Music Assistant, travelled to France with the Hip Hop School of Aberdeen on the second leg of a musical exchange supported by Aberdeen City Council's International Twinning grant.

As a result of the relationship between the Foyer Federation and Virgin Media, Foyer Music benefited from funds raised as part of a UK wide Building for Foyer Day. The donation was invested in a new mobile recording studio.

It was with great sadness that we learned of the tragic death of our friend and colleague Steve Buchan. He had a great relationship with all the young people he worked with, they admired him and appreciated his encouragement. The music tutor he worked with at the Ythan Centre remarked on his quiet and calming influence on young people; he was remarkably patient and had an excellent way of explaining instructions. An avid footballer Steve represented the Foyer and Scotland at the Homeless World Cup in Edinburgh and went on to teach football to at the college. Steve touched the lives of so many young people we work with and is greatly missed.





In 2008 Foyer Drive, with support from the Rank Foundation and working in partnership with Roadwise Driver Training, Grampian Police and Aberdeen College, continued to offer Road Safety Driving packages to young people and programme participants at Aberdeen Foyer. The package combines 20 hours of driving tuition with elements of safe driving techniques, driving citizenship and basic car maintenance.

A driving licence is often a passport to work for many young people, especially for those living in rural areas. The cost of driving lessons for recipients of benefits is prohibitive, therefore the highly subsidised lessons, made possible through working with Roadwise, is invaluable.

Clients of the Scottish Government project Working for Families (WFF) continued to significantly enhance their employment prospects through Foyer Drive packages.

A major development this year saw Foyer Enterprise acquire a 50% share of Roadwise Driver Training, the driving school we have worked in partnership with for the past 2 years.

Foyer Drive/BP Pre-17 Driving Days 2008

In September 144 pupils from 10 schools in Aberdeen City and Aberdeenshire took part in a very successful Pre-17 Road Safety Driving day, sponsored by BP, at the Gordon Barracks. A number of police cadets and young people from a local youth group and Aberdeen Foyer also took part. The training is designed to prepare and equip pre-17s for the challenges of learning to drive in the stress-free surroundings of an 'off-road' facility. Each pupil participated in sessions including a practical driving lesson, an interactive police road safety workshop and a road safety discussion group. The young drivers received expert guidance from Roadwise instructors, who emphasised that learning to drive is not just about passing a test but about taking responsibility, being aware of the potential risks to other road users and learning how to competently anticipate and handle hazardous situations.

The support and participation from members of BP staff who attended the event was greatly appreciated. BP's support is invaluable in delivering this vital training; imparting positive safe driving messages and techniques to young people.



"At BP our staff and core contractors undertake Defensive Driver training to refresh their skills and remind them of the hazards we face every day when driving to and from work or on company business. I am delighted that we are able to support Foyer Drive to enable them to deliver these Safe Driving days which are designed to prepare young people for learning to drive and ensure they are aware of the potential risks and hazards."

Tim Smith, BP External Affairs Director

"the tuition gave me a great start to driving, the workshop was great fun yet on a serious note made us aware of stopping distances and the discussion was also beneficial."

Comment from pupil

"Foyer Drive offers real "hands on" measures aimed at influencing young drivers. It is one of the best packages I have ever seen addressing the attitude of the young motorist rather than his or her ability. Post collision investigation often reveals that the former, rather than the latter, has been a major contributor to many horrific collisions. The array of courses is impressive and I very much look forward to our continuing work with Foyer Drive and Roadwise."

Superintendent Harry Thorburn, Grampian Police (retired)

facts

- 382 hours of subsidised driver training delivered to Foyer clients
- 10 Foyer clients passed theory test
- 7 Foyer clients passed practical test
- 144 young people from 10 schools attended a pre-17 road safety day
- 36 hours of theory support
- 20 WFF clients Aberdeenshire passed practical test
- 21 WFF clients Aberdeenshire passed theory test
- 7 WFF clients Aberdeen City passed practical test
- 20 WFF clients Aberdeen City passed theory test

foyer drive



foyer restaurant

www.foyerrestaurant.com + gallery

In 2008 the Foyer Restaurant + Gallery continued to draw regular and new customers alike to enjoy the seasonal menus and attentive, friendly service in uncluttered, contemporary surroundings.

In April we hosted our annual Investors' Dinner, sponsored by Technip Offshore UK Limited. Welcoming our guests for dinner provides us with a unique manner in which to thank our investors and supporters their involvement in our work. We were delighted to welcome First Minister Alex Salmond as guest speaker. Mr Salmond also presented certificates to tenants who completed 'Outside In', a Learning Power Award funded by the Scottish Government and supported locally by the BG Group.

The Times voted the Restaurant in the top 10 for the best sandwiches nationwide and Brian Reid, Executive Chef, was nominated for the Scottish City Chef of the Year Award 2008.

foyer gallery

The Foyer Gallery presented a diverse and exciting programme of exhibitions in 2008. We thank our generous corporate sponsors who supported the artists and the Foyer to show such a wide range of art. The private views, hosted by the sponsors, were well attended and an ideal opportunity to raise the profile of both the Foyer and the sponsoring organisation.

"We've seen the positive impact the Foyer's work has on disadvantaged young people in Aberdeen and the local community and know the money raised through our sponsorship of art exhibitions is for a great cause."

John Scrimgeour

Petro-Canada's Regional Manager for Northwest Europe

Our thanks to J P Kenny for additional support to produce the Foyer Gallery's first publication, A2Z, an alphabet book by Michael Agnew and David Blyth. According to Andrea Peach of Gray's School of Art, A2Z "celebrates the rich legacy of collage and the alphabet book through a thoughtful and often humorous interplay of word and image".

Sally Moir, Gallery Coordinator, also curated a series of successful exhibitions in the atrium at BP's office in Dyce.

Foyer Gallery 2008 Exhibitions

Maria Vuorinen

Sponsored by Freeland World/
Acumen Group

Andy Cranston

Sponsored by Johnston
Carmichael

John Byrne

Sponsored by BP

Mark Hampson

Sponsored by The Law Agency

Earl Solomon

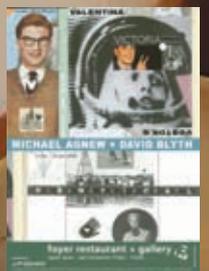
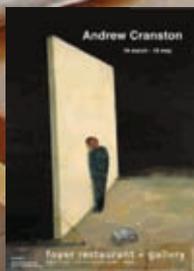
Sponsored by PCL Group

Neal Macdonald

Sponsored by BP

Michael Agnew + David Blyth

Sponsored by J P Kenny



foyer enterprise

foyer at HMT

RESTAURANT + CAFÉ BAR

foyer restaurant + cafe bar at his majesty 's theatre

Aberdeen Foyer was contracted by Aberdeen Performing Arts (APA) to operate the Restaurant and Café Bar at His Majesty's Theatre from January 2008. The Foyer at HMT was officially launched at a dinner in February, sponsored by Oilexco North Sea Limited, at which APA Board member, Buff Hardie, gave an excellent after dinner speech. The restaurant is open for lunch, pre-theatre and dinner. Menus have a strong focus on fresh and simple classic dishes, offering diners delicious food paired with excellent value and high quality service.



foyer graphics

www.foyergraphics.com

In 2008 Foyer Graphics enjoyed continued success in graphic and web design, with an ever expanding portfolio of clients including businesses in Aberdeen and further a field in Glasgow, Edinburgh and Italy!

We provide a quality customer focused service offering a wide range of graphic material including: **corporate identity, stationery, advertising, annual reports, web design, exhibition work, signage, posters, flyers, brochures, books, invitations and newsletter etc.**

A selection of our clients include:

- BP
- KCA Deutag
- Oil & Gas UK
- Thorpe Molloy
- Big Partnership
- Hammerson, Union Square
- Fergus & Glover
- Grampian Housing Association
- Cornerstone
- Food Standards Agency
- FG Burnett
- Marcliffe at Pitfodels Hotel and Spa

This year we were able to offer a 3 month placement to Ralph Blair who gained valuable experience in design and set-up for print.

"When I moved to Aberdeen I had no network to rely on and was unemployed. The job centre set me up with a three month work placement at Foyer Graphics and everything changed for me. Thanks to the care, instruction and generosity of the girls at Foyer Graphics I am now working part-time as a freelance designer and have several regular customers in Aberdeen."



Thank you, Foyer, I couldn't have done it without you."

Ralph Blair

foyer enterprise



roadwise driver training and aberdeen foyer: a pioneering partnership

In August 2008 Foyer Enterprise, the trading arm of Aberdeen Foyer, acquired a 50% share in Roadwise Driver Training; the first merger of a leading social enterprise with a private sector company in the North East of Scotland. The Board of Roadwise comprises managing director Dave Watson along with Ken Milroy and Leona McDermid of Aberdeen Foyer.

This exciting business development followed 2 years' close collaboration where Roadwise provided the driver training for Foyer Drive, an initiative offering young people involved with Aberdeen Foyer highly subsidised driving lessons as part of a safe driving package including road safety instruction delivered Grampian Police and car maintenance basics taught by Aberdeen College.

Established by former policeman Dave Watson, Roadwise is the largest local independent provider of driver training with over 16 years' experience of working successfully with learner drivers and companies. Roadwise is committed to delivering driver training designed to improve young drivers' road safety awareness and promoting responsible driving across the Grampian region. Safety is imbedded in every aspect of Roadwise, from driving lessons for learners to bespoke corporate driver training.

A rapidly growing and important area of work for Roadwise is corporate driver training offering defensive/advanced driving, skid training and road familiarisation; the latter designed to give drivers recently relocated to the UK a thorough practical and theoretical introduction to local on-road procedures and legislation. The majority of accidents at work occur while driving; Roadwise helps employers make safe driving part of company culture, arming employees with skills and knowledge to be safe on the road. In 2008 Roadwise worked with a number of corporate clients including BP, Shell, MiSwaco, AC Yule, Weatherford, Aberdeen Journals and Relocation Scotland.



Roadwise has worked with Aberdeen and Grampian Chamber of Commerce for 3 years, delivering Drivesafe events to Chamber members. A high percentage of employees drive, whether it is business related travel during the working day or commuting to and from work. The Drivesafe days are an ideal opportunity for companies to avail themselves of the expertise of professional driving instructors to assess practical ability at an advanced level.

"The part-acquisition of Roadwise by the Foyer offers great scope for future development and long term sustainability for the company. Together we look forward to an exciting future."

Dave Watson

Managing Director, Roadwise Driver Training



foyer enterprise



foyer works

"Langstane HA has used Foyer Works and found them to compare favourably with other contractors. We have been very happy with the quality of workmanship."

Matthew Reid
New Initiatives Manager, Langstane Housing Association

In 2008 Aberdeen Foyer established Foyer Works, a social firm offering training and employment opportunities to long term unemployed people who often have multiple barriers to work such as previous offending behaviour, mental health and drug misuse issues.

Launched in January, Foyer Works provides a cost effective and responsive property maintenance service to both private and commercial clients, for example housing associations, home owners, businesses, voluntary organisations and Aberdeen City Council.

Three teams supervised by time-served tradesmen offer a range of services including; property cleaning (eg end of lease, void properties and offices), painting and decorating, joinery repairs, removals, uplift and disposal of unwanted goods, basic ground maintenance and PAT testing.

Foyer Works engages with trainees who have come through Aberdeen Foyer's employability programmes such as Training for Work or Progress2Work. By supporting people into mainstream employment, Foyer Works aims to reduce dependency on unemployment benefits and improve people's skills. It is acknowledged that having a job has a positive effect on health, particularly mental health and wellbeing, resulting in improved self confidence, motivation and fulfilment with the added benefit of a greatly reduced burden on health services and criminal justice.

facts

- 10 trainees engaged in employment through Foyer Works
- 2 trainees moved into sustained mainstream employment

foyer enterprise

investing in the foyer - laura 's story



In October 2008, 11 people (9 from Aberdeen Foyer & 2 from Robert Gordon University) took part in Columba 1400, a 6 day Leadership Academy at Staffin, Isle of Skye, which helps develop capacity for leadership in young people. The programme focuses on, Awareness, Focus, Creativity, Integrity, Perseverance and Service. The group was sponsored by KCA Deutag.

Laura, a tenant at Torry, shares her experience of the week.

"When I was first invited to attend Columba 1400, I felt both a mixture of excitement and anxiousness. Anxious that I would be going away for a week with a group of

people I did not know, yet excited as it was a new adventure and I didn't know what to expect. When I left I felt down and unhappy - I felt I didn't know the real me.

After a very long and tiring journey, I was pleased to arrive at Staffin. I was in the middle of nowhere with people I did not know and I was still unsure of what to expect. As I began to meet the staff and get to know the group a little better, I began to feel more relaxed as they were all very friendly and I found them easy to speak to.

During my week away I learned a lot about myself. It was nice to feel that, because nobody knew me, they were unable to judge me on things I had done before - they accepted me for who I was. Being so far away from home (and not even receiving a mobile reception!) really helped me focus on myself for the week and open up to others.

During the week we did different activities, from discussion groups through to physical activity. Each night we wrote a journal recording what we had done, reflecting on how we could use this in our own lives back home. At first I found this difficult, but as the week went on, I was able to see how I

could use what I had learned when I got back home.

Although I enjoyed the week greatly (there are too many 'best bits' to speak about!) at times it was also difficult. Sometimes I was unclear what I should be doing in group discussions but as the week went on and my confidence grew, I felt able to ask advice from others in my group. Climbing a mountain one day was also really difficult but I persevered and kept going and felt so pleased with myself when I made it to the top!

Since coming back I can see the positive changes in me and how I have used this in my new job. I now feel more confident and that I am a reliable person people can trust. I also think that overall I am a much more 'open' person - whether it's speaking to new people or trying new things!"

It is hard to explain to people what the week is about and everyone takes their own thing from it. For me, Columba 1400 helped me realise that I have the skills and potential within myself already, the week away just helped me find out how to recognise and use them. I also learned to never give up and keep on trying - knowing that I'll get there in the end!"

We would like to thank the following investors for their support:

Aberdeen City Council
Aberdeen College
Aberdeen Football Club
Aberdeen Harbour Board
Aberdeenshire Council
Acergy
Action Earth
Activpayroll
Acumen/Freelance World
Alpha Health Services
Altra Energy
AMEC
Anderson Anderson Brown
Archial
Asda Fraserburgh
Auditel
B M Communications
B&Q
BAA Aberdeen Airport
Bank of England
Bank of Scotland
BBC Children in Need
BG Group
Big Lottery
BMI
BP
Business Network Scotland

Careers Scotland
Cash Back for Communities
CHAP Construction
Choose Life
CNR International Ltd
Colin Brown
Communities Scotland
Craig Group
CRISIS Changing Lives
Dana Petroleum
Early Years and Childcare Partnership
European Social Fund
Evening Express
ExxonMobil
Esmee Fairbairn Foundation
Fairfield Energy
Fairshare
Frank Buttle Trust
Fraserburgh Computers
Grampian Housing Association
Grampian Police
Halliday Fraser Munro
Henderson Loggie
Henry Smith Charity
Hudson Charitable Trust
Inspiring Scotland
Internet for Business

Intertraining
J P Kenny
Johnston Carmichael
KCA Deutag
KPMG
Laidlaw Youth Project
Lavinia Carr Communications
Lloyds TSB Foundation for Scotland
McGrigors
Mirdle Bequest Trust
Nairns anywhere
New Pitsligo Community Council
NHS Grampian
Offshore Contractors' Association
Offshore Training Foundation
Oil & Gas UK
OPITO
Paull & Williamsons
PCL Group
Petro-Canada
Petrofac Training
Rank Foundation
Rayne Foundation
Reaching Out Fraserburgh
Regis Whisky Mad
Richard Gibson
Roadwise Driver Training

Robert Gordon University
Rotary Club of Aberdeen Bon Accord
Rotary Club of Aberdeen St Fittick
Royal Bank of Scotland
Scotoil
Scottish Arts Council
Scottish Business in the Community
Scottish Enterprise Grampian
Scottish Government
Shell U.K. Limited
Space Solutions
Talisman Energy
Taylored Sound
Technip
Tesco Fraserburgh
The Brownington Foundation
The Law Agency
The Tudor Trust
The Wakeham Trust
Total E&P UK Limited
Tullynessle Church
Virgin Media
Wallace Galleries
Weatherford
Wood Group
Zonta Group

investors



Statement of Financial Activities for Aberdeen Foyer and Foyer Enterprise for the year ended 31 March 2008

	2008 £
INCOMING RESOURCES	
Incoming resources from generated funds:	
Investment Income – bank interest	475
Voluntary Income	114,881
Activities for generating funds	1,225,879
Incoming resources from charitable activities:	
Housing	1,349,589
Learning	1,432,183
Health	260,915
Other	244,616
TOTAL INCOMING RESOURCES	4,628,547
RESOURCES EXPENDED	
Cost of generating funds:	
Costs of generating voluntary income	8,785
Fundraising trading:	
Cost of goods sold and other costs	1,243,841
Charitable activities:	
Housing	1,315,188
Learning	1,528,362
Health	206,130
Other	373,446
Governance costs	6,546
TOTAL RESOURCES EXPENDED	4,682,298
Net (resources expended)/incoming resources before transfers; net movement in funds; net (expenditure)/income for the year	(53,751)
Total funds brought forward	432,026
Total funds carried forward	378,275

The group has made no gains or losses other than as reported above.

Aberdeen Foyer and Foyer Enterprise Balance Sheet - 31 March 2008

	2008 £
FIXED ASSETS	
Tangible assets	434,360
CURRENT ASSETS	
Stocks	19,130
Debtors	634,876
Cash at bank and in hand	10,782
	664,788
CREDITORS:	
amounts falling due within one year	703,864
NET CURRENT LIABILITIES	(39,076)
TOTAL ASSETS LESS CURRENT LIABILITIES	395,284
CREDITORS:	
amounts falling due after more than one year	17,009
	378,275
FUNDS	
Restricted	128,669
Unrestricted	249,606
	378,275

This is a summary of information from the statutory annual accounts. The full annual accounts, which give a detailed overview of our financial affairs and the Auditors' Report are available from our registered office.

finance



ABERDEEN FOYER BOARD

Directors

Mr David Paton
Chairman

Mr Bill Ferguson
Vice Chairman and Treasurer

Mr Hayden Barrett

Dr Leela Gautam

Mr Frank Hughes
Aberdeen College

Mr Mike Melvin

Mr Ross Richardson

Mr Liam Kerr

Member Directors

Cllr Hazel Al-Kowarri
Aberdeenshire Council

Cllr Anne Allan
Aberdeenshire Council

Cllr John Reynolds
Aberdeen City Council

Cllr Gordon Leslie
Aberdeen City Council

Mr Alan Moat
Grampian Housing Association

Mr Malcolm McNeil
Grampian Housing Association

Secretary

Mr Ken Milroy

Adviser

Mr R Johnson
Aberdeenshire Council

FOYER ENTERPRISE BOARD

Mr Alan Moat
Chairman

Mr David Paton

Mr Bill Ferguson

Cllr John Reynolds

Mr Richard Barnes

Mr Paul de Leeuw

Ms Karen Molloy

Ms Susan Elston

Ms Jeanette Forbes

Mr Douglas Thomson

Mr Ken Milroy
Secretary

AUDITORS

Henderson Loggie
48 Queen's Road
ABERDEEN
AB15 4YE

ACCOUNTANTS

Anderson Anderson & Brown
9 Queen's Road
ABERDEEN
AB15 4YL

BANKERS

Bank of Scotland
201 Union Street
ABERDEEN
AB11 6UG

SOLICITORS

Paul & Williamsons
Union Plaza
1 Union Wynd
ABERDEEN
AB10 1DQ

Aberdeen City sites

Aberdeen Foyer

Marywell Centre
Marywell Street
Aberdeen AB11 6JF
Tel: 01224 212924
Fax: 01224 252899

Head Office

18 Marywell Street
Aberdeen AB11 6FS
Tel: 01224 212924
Fax: 01224 224268

Trinity Court

82a Crown Street
Aberdeen AB11 6ET
Tel: 01224 582900

Torry (Supported Housing)

139b Victoria Road
Aberdeen AB11 9LY
Tel: 01224 876167

Aberdeenshire sites

Aberdeen Foyer Stonehaven

67 Arduthie Road, Stonehaven
Aberdeenshire AB39 2NE
Tel: 01569 764695
Fax: 01569 765102

Aberdeen Foyer Peterhead

17 St Andrew Street
Peterhead
Aberdeenshire
AB42 1DS
Tel: 01779 477783

Aberdeen Foyer Fraserburgh

46a Broad Street, Fraserburgh
Aberdeenshire AB43 9AH
Tel: 01346 516932

Aberdeen Foyer Banchory

50 Sycamore Road
Hill of Banchory
AB31 5JP
Tel: 01330 820685

Peterhead Learning House

54 Slains Court
Peterhead
Aberdeenshire AB42 2YF
Tel: 01779 473520
Fax: 01779 473940

Fraserburgh Learning House

Caledonia Court
High Street
Fraserburgh
Tel: 01346 518410

Foyer Enterprise Sites

Foyer Restaurant + Gallery

82a Crown Street
Aberdeen AB11 6ET
Tel/Fax: 01224 582277
www.foyerrestaurant.com

Foyer Restaurant at His Majesty's Theatre,

Rosemount Viaduct,
Aberdeen AB25 1GL
Tel: 01224 337677

Foyer Graphics

73 Huntly Street
Aberdeen AB10 1TE
Tel: 01224 562864
www.foyergraphics.com

www.aberdeenfoyer.com

Aberdeen Foyer is a Charitable Company Limited by Guarantee, Registered in Scotland - No. 184423. Recognised by the Inland Revenue as a Scottish Charity No. 23655

