

Helm

WHERE LEARNING WORKS



**ANNUAL
UPDATE
2010 - 2011**

Introduction

Helm seeks to offer support to the young people and young parents it serves in the widest aspects of their lives helping overcome the difficulties and challenges that face them and give them the knowledge and confidence to make their own positive choices. This is achieved through providing access to qualifications and *training*; offering a range of *work* experience opportunities through our own *enterprises* and in the wider business community; and helping them tackle the transition to independent living by informing them practically on their *health* including nutrition and well being.

This Update gives an outline of some of Helm's achievements over the last year.





Training

Improved attendance by Pathway students at Helm by 59% over school through Helm's off-site school provision. 16% of students had attendance of 90% and over

90% of Pathway students achieved an SQA qualification; 88 young people and young parents completed training in SQA Core Skills areas, ASDAN Personal and Social Development, First Aid and Food Hygiene

Specialised training and manuals developed by staff to support learning in new vocational areas including hair, beauty and nail care, horticulture, childcare and mechanics. Helm accredited to deliver training to wider skills areas and with training in some areas offered to a higher level

Instructors continue to improve their skills with 100% of them achieving or working towards their A units and 60% their V units. All staff covered training in de-escalation and restorative practice in line with government policy to encourage successful, positive learning practice



Work & Enterprise

64 young people achieved positive job and further education outcomes with Helm achieving over 119% of its targets.
94 young people took up work experience placements

35 adults retrained and achieved successful new careers through the Dundee and Angus Individual Initiative Fund

35 learners provided beauty therapies to over 190 elderly people in the community through **Beauty for All** and over 30 young people covered training in childcare through **Play & Learn**, a joint venture with partners the St Andrew's Family Support project

Green Shoots** created two new gardens for elderly residential schemes and won the prestigious **Dundee Community Partnership Award** for the Environment. The **Captain's Table**, Helm's cafe achieved the highly-regarded **Healthy Living Award

A new learning garage, **Spick & Spanners** the first of its kind in Dundee opened its doors covering foundation training in mechanics and valeting. **Spick & Spanners** is now working to full capacity with new partners, the Dundee Motorbike Project and Discover Opportunities



Health

Working with partners, NHS Tayside, Helm has provided nutritional training to over 150 women and young parents as part of the *Growthwell project*. Helm's nutritionist is also working with pregnant women with a BMI over 40 and running outreach information sessions on nutrition to women and their families in Tayside

Five cooking sessions a week focus on healthy eating at home. A new health handbook including recipes and other relevant information produced for those living independently along with a recipe calendar

New Zumba classes launched for young women and young parents in addition to wide-ranging exercise options and challenges included kick-boxing, circuit rowing machine competition, football and a charity run

Closer links continue with other health agencies and professionals providing workshops on dental support, advocacy, breastfeeding, drugs and alcohol, sexual health and mental health awareness

Chair's Report

Progress of any organisation can be marked by a confidence in itself to reinvent and change. Despite a continuing difficult economic climate in Dundee and more widely in Scotland, Helm has endeavoured to do just that.

At our AGM last year we unveiled a contemporary new logo and a strapline that strongly identifies with the aims of our work, and branding for our emerging social enterprises. Much can be made of a logo and we hope in Helm's case the continued use of a corporate 'blue' shows our clear link to our past - 26 years working with young people in different capacities in Dundee; the bright, rich 'yellow' lends an optimistic, positive feel; and finally the new billowing 'sails' provide both an historical connection to our setting here in Dundee and also more importantly give a sense of forward movement - which is in tune to our work with young people as we nurture and encourage them to take steps towards their first careers or into further education.

The addition of a strapline ***"Where learning works"*** ties strongly to the successful development of Helm Enterprises - now five distinct social enterprises that have developed from projects that have become established over a number of years. Managing the development of any new business can be a tricky balancing act and for social enterprises this is even more so. At all times our thoughts are of the experiences and skills that are being offered to our learners, but we also need to maintain financial viability. We are indebted to the award-making bodies and Trusts that have enabled us to achieve this, and as a result offer the widest range of work environments to our young people.

Helm continues to offer flexible, specialised employment, training and health services in Dundee and I should like to take this opportunity to thank our major funders Dundee City Council and Skills Development Scotland. I also wish to highlight the successful working partnerships that have emerged this year with NHS Tayside, our links with Servite Housing Association and our continuing close relationship with the St Andrew's Family Support Project. We look forward over the next year to working with new partners as more projects develop and opportunities open up.

I wish to convey my thanks again to the Board and the staff for their dedication to the work they carry out and under our new banner, there is every reason to look buoyantly to the future as we continue to strive to improve the lives and outcomes of young people in Dundee.



David Smart Chair of the Board of Directors

Learner's perspective: Get Ready for Work learner

"Helm was great for building my confidence, and giving me experience with different things - computer, beauty, hair and customer service and for helping me get work experience in a hairdressers and the Body Shop. This has helped me now get a job at Halfords and at the coffee shop at the University of Dundee Botanic Gardens."

Justine

Employer's perspective

"Justine is a good worker, enthusiastic and she takes my instructions on board and has been keen to learn."

Rully Rinaldi, Manager



Learner's perspective: Pathway learner

"I didn't go to school from the start and thought Helm would be the same but it was different and fun when I got to know the instructors. I always liked animals and had lots of cats and gerbils so it was great to get a placement at the Reptile Shack. I have loved everything from the word go. I have learnt a lot and want to know more about reptiles - I love the whole shebang." **Dylan**



Employer's perspective

"Everyone needs a break sometimes and taking on a young person like Dylan helps give them the discipline of work - to get up, and be presentable and deal with customers. Dylan wants to learn - and if he's asking that means he's learning in my book. He will be taking up the Animal Care training at college and will be working here the rest of the time."

Marc Garvie, The Reptile Shack

HELM TRAINING LIMITED

Summary of Income and Expenditure account for the year ended 31 March 2011

Expenditure	2011		2010	
	£	£	£	£
Staff costs		511,092		457,030
Property costs		111,485		106,666
Other costs		327,529		249,535
TOTAL EXPENDITURE		950,106		813,231
Income				
Workstep Employment Scheme		31,182		41,266
Dundee & Angus Individual Initiative Fund		161,544		41,897
Skills Development Scotland		512,984		497,923
Dundee City Council		230,000		228,263
Third Sector Enterprise Fund		55,697		0
Donations and grants		17,594		16,800
Bank interest received		3,081		242
Other income		46,906		43,713
TOTAL INCOME		1,058,988		870,104
SURPLUS		108,882		56,873

Summary of Balance Sheet as at 31 March 2011

Fixed assets		584,225		603,692
Current assets	522,678		407,244	
Current liabilities	84,899		79,659	
Net current assets/(liabilities)		437,779		327,585
Total assets less current liabilities		1,022,004		931,277
Restricted reserves		463,447		483,928
Revenue reserve		558,557		447,349
		1,022,004		931,277

Full copies of the audited accounts are available on request



LOTTERY FUNDED

Funders and Supporters

C J Lang and Son Ltd	Skills Development Scotland	Gannochy Trust
St. Katharine's Fund	Department for Work and Pensions	Awards for All
Alexander Moncur Trust	The Leng Charitable Trust	The Glovers' Trade
Dundee City Council	Northwood Charitable Trust	IBB Trust
The Robertson Trust	The Tay Charitable Trust	Angus Council
University of Dundee	The Mathew Trust	NHS Tayside
The William S Phillips' Fund	Third Sector Enterprise Fund	
The Low & Bonar Charitable Trust	Esmée Fairbairn Foundation	
Servite Housing Association	The R J Larg Family Trust	



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Helm Training Ltd.
Registered Office: Sea Captain's House,
48 St. Andrew's Lane, DUNDEE. DD1 2EY
Telephone 01382 224464,
Fax 01382 224465,
e-mail admin@helmtraining.co.uk,

www.helmtraining.co.uk

Company Number SC099885.

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