



**20 YEARS  
OF DAY1**



**DAY1**

# DAY1 – 20 Years On

**B**UILDING RESILIENCE, championing ambition, inspiring potential, delivering real-life work experiences, recognising that ‘work is good’... these and more all describe how we hoped to support young people in need when DAY1 was born back in 2005.

Twenty years on, those principles have stood the test of time and they have done so not only because there is a need, but also because our purpose is clear. DAY1 exists to inspire and motivate young people to achieve their potential and in today’s fast-paced and ever-changing world, the need for support is as strong as ever. We have taken a positive step into that future, not only by securing a new-look logo and branding but, more importantly, by recently rearticulating our Mission and Vision and newly agreeing a set of values that underpins everything we do.

Our ambition is to live to those values not just for each person with who we connect but also for the organisation itself. Indeed, the recent fire in the building next door and the resulting forced two-month closure of our core social enterprise company ‘Inverness Kart Raceway’, has tested the team’s resilience to the limit. With every chance to buckle under the pressure, they have instead done the opposite. They have been ‘agile and not fragile’, a core resilience theme, and not only recovered but added value to our offering as a result. Hats off!

So there’s lots going on, lots of innovation and ambitious plans afoot, but rather than cover that here, I wanted instead to take this opportunity, twenty years on, to offer a heart-felt ‘thank you’ to those, past and present, who make DAY1 what it is today.

First amongst equals are our wonderful DAY1 Mentors. Men and women from all walks of life who have stepped

forward, some of them for more than ten years, to give their time to a young person in need. You are at the heart of DAY1 and your commitment continues to blow me away.

And then of course there is our wonderful team, past and present, who help make things happen on the ground. You know who you are and whether you are running Mentoring, Foundation Apprenticeships, Life skills courses or Inverness Kart Raceway, it is your passion and purpose and sheer desire to get things done that continues to give DAY1 that special ‘something’ our young people value so dearly.

At Board level, it’s been all change too. Jane Gill, David Chapman and Jonathan Richards have stepped forward to help serve and guide DAY1’s future. They bring a depth and breadth of skills and experience that are already paying dividend so huge thanks to you.

And finally, talking of ‘service’, this year we said goodbye to our fellow co-founder Robert Murray. Corrin and I have worked with Robert for twenty years and without him, DAY1 and IKR would not be what they are today. We owe a huge debt of gratitude to Robert for his time, his energy, his skills and experience and for helping to put DAY1 on the map.

Twenty years on, DAY1 faces the future with a well-motivated team and clear-headed ambition. Serving young people’s needs remains our core purpose and we do so by continuing to build relationships across the social, educational and business communities. Innovation too is key and we have some exciting ideas there. Watch this space.

**Ed Ley-Wilson**  
**Co-founder and Chair, DAY1**

## What We Stand For

### **Our Purpose:**

To inspire and motivate young people to achieve their potential.

### **Our Mission:**

We empower young people to discover their potential, helping them to get work-ready by building confidence, resilience and life skills through the power of 1-2-1 mentoring, real-world experiences and practical skills development.

### **Our Vision:**

To guide every young person towards a positive future, arming them with the skills to succeed in work, training, further education and life.

## Our values

### **We Open Minds**

By challenging perceptions and encouraging curiosity, not just for the young people we support, but for mentors, volunteers, businesses, the public and ourselves.

### **We Champion Ambition**

Continually seeking new ways to evolve and better our services. We also believe in the boundless potential of every young person and strive to achieve positive outcomes for all who come through our programmes.

### **We Nurture Growth**

By offering a safe and supportive environment for young people, where they can build confidence and resilience with guidance from trusted mentors.

## Our Personality

### **Energising**

DAY 1 fuels ambition and drive in young people. Your leaders bring energy to every interaction, empowering young people with the momentum they need to stay motivated.

### **Youthful**

DAY 1 has a youthful spirit. Your leaders create a sense of adventure and spark curiosity in the young people they support.

### **Supportive**

DAY 1 is a supportive charity. Your staff and mentors cultivate a supportive relationship and environment where young people feel seen, valued, and empowered to grow.



**Our Essence**

**Igniting Potential**



**Own your future**



**A**WISE and time-served business leader, recently shared with me the essence of successful decision making which he has applied to organisations he's led over many years. That is, "To test and calibrate all business decisions to the purpose of the organisation."

## At DAY1 our purpose is clear:

To inspire and motivate young people to achieve their potential.

We believe 'potential' is latent in everyone regardless of whether you come from a challenging or more privileged background. Those who join us at DAY1, more often from more challenging backgrounds than most, are full of qualities and abilities which, when unpacked, can lead to lives well lived. Our job at DAY1 is to help with that unpacking and provide opportunities for our young folk to shine.

Strategic decisions being taken at DAY1 go to the heart of calibrating all our decisions to this 'purpose'. and can be demonstrated with three highlights from the past year.

## 1. Growing our ambition – Land donation for a Centre of Learning

A site has been donated to DAY1 adjacent to our social enterprise business, Inverness Kart Raceway. Having established the foundations for DAY1 training and identifying an increasing demand and appetite from young people, educators, parents and the private sector for an expansion in our training capabilities, DAY1 is pursuing a growth strategy that will help address this need. Building a Centre of Learning will allow us to double the number of young people who benefit from our Apprenticeship training within a range of Construction and Business Skills. Expanding our reach through these new frameworks goes directly to our purpose as described above by unlocking the potential

of those who are struggling to thrive in a more formal educational setting. All of this is now more likely to happen thanks to the donation of a site on which to construct our centre. Further details are provided in this report.

## 2. Influencing beyond DAY1 itself – Two governments, one Motion and a Ministerial visit!

Following an early day Motion from The UK Houses of Parliament, sponsored by MP Angus MacDonald, congratulating DAY1 on 20 years of service to the young people in the Highland community, DAY1 hosted a visit from Graeme Dey the Scottish Minister for Higher and Further Education. Bringing together several organisations who provide and/or serve the delivery of Foundation Apprenticeships across the Highlands, we took the opportunity to advocate for Government to expand Scotland's Apprenticeship offering. Details discussed included defining 'delivery', contract planning, funding and 'facing the future'. Stretching far beyond our normal operational context, DAY1 has confidently stepped onto the national stage to represent the voice and the needs of our young people.

## 3. Partnering with others – DAY1 as a 'Collaborative Youth Work Hub'

Working in partnership with Skills Development Scotland, Highlands and Islands Enterprise, Highland Council, Inverness Green freeport and the business sector, DAY1 has fired the starter gun to coordinate stakeholders who are most inclined to support our vision. Links with the business community reap the dual rewards of leveraging opportunity for young people and helping us create a legacy of delivery for the long term. Porex corporate sponsorship and the Bridge-to-Bridge event (details to follow), both of which

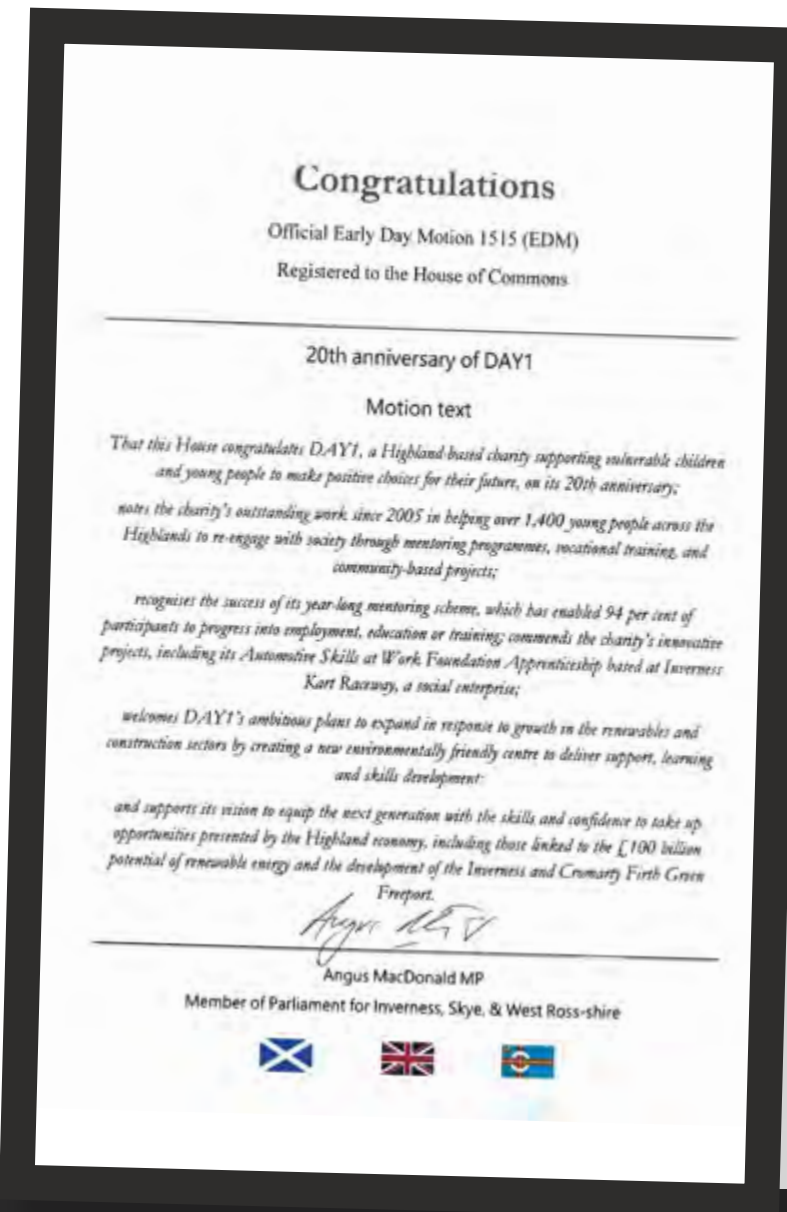
DAY1 is a financial beneficiary of, are two good examples of the level of local interest in our ambition.

Beyond these highlights lie our everyday work of one-to-one mentoring, running Foundation Apprenticeships, Life skills courses and of course keeping our social enterprise Inverness Kart Raceway running smoothly. Alongside our newly articulated Purpose, Vision and Mission we also have a new website and a logo fit for the future. New team members have joined us too and I'm delighted to welcome Hollie, Cameron and Ross and three new Board members. They join us as we recover from the challenges of the fire in the neighbouring premises in the first part of this year and my congratulations go to the existing team whose energy and resilience has seen us emerge stronger for the experience.

So, it's been quite a year and refreshing our messaging, strengthening our team, seeking wise counsel, recovering from fire damage, building partnerships and pursuing our Centre of Learning have all kept us busy indeed. But when these day-to-day challenges loom large, I return every time to that all-important statement of 'purpose'. To see the young people on our courses mature and find their own purpose over time not only brings great joy but also the determination to do more.

**Corrin Henderson, DAY1 CEO**

It's been quite a year!



DAY1 has achieved a **94 percent success rate** when measured against our number one outcome which is... young people who participate on the program gaining employment, education or training in a full-time capacity that will allow them to achieve their potential. This measure is taken at the end of the 12 month program and is especially impressive given the high probability of the young people being referred to DAY1 leaving school without a positive destination in the absence of our intervention.

**DAY1 is in partnership with 10 schools in the Highland area**



**Since 2005, 490 young people have graduated from the DAY1 mentoring program**

## Our Core Service

The DAY1 mentoring program helps young people (DAY1ers) to focus on a positive destination and encourages them to unlock their potential, regain self-confidence and ultimately helps them find employment in an area they are passionate about. It is a much-needed support system for young people who are struggling to find direction in life.

DAY1 is in partnership with 10 schools in the Highland area. DAY1ers come from mixed backgrounds but all are in danger of leaving school without a positive destination, and likely to experience a poor transition into adulthood where unemployment, substance abuse, poverty and reduced mental health await. Many DAY1ers have experienced hardship, whether it be bullying, close family bereavement or coming from an unsettled family environment. These experiences can leave many young people feeling isolated and adrift in life. The DAY1 mentors provide a safety net for them and are always on hand to listen and offer advice.

At DAY1 we focus on hard outcomes, and our reputation is built on our ability to help our young people attain positive destinations. Historically, 94% of the young people on the DAY1 program have achieved just that. We also target 'soft' outcomes such as increasing self-esteem, building positive direction and respect for others etc. and these are built on the back of the focus on the main 'hard' outcome, i.e. getting into work. We believe that 'work is good' and that, in the process of securing, holding down and growing within a job, we can also ensure that each young person improves on all those 'soft' skills and attributes that are key for living a good life and creating a positive direction. Our progress against our 'hard' outcome is visible to all and, with many past DAY1ers stepping up to become mentors, our hope is that this cultural change that 'work is good' will settle ever more deeply into the lives of those in our community who need it most.

## A DAY1 Mentor's Journey: From Being Supported to Giving Back

In 2013, Molly was introduced to the DAY1 mentoring program by her school as, by her own admission, "at the time her life felt overwhelming." With her mum experiencing health issues, Molly was rarely in school and felt like she didn't fit in. Being matched with a DAY1 mentor made a lasting positive impact on her life — so much so, that this year, she has returned to DAY1 to be a mentor and give back to young person.

**Molly, now a mentor, shares her story.** "I never enjoyed school, didn't think it was for me, never fitted in! I would take loads of days off because of my mum's poor health and I had to stay and look after her. I then got matched with my DAY1 mentor who was like a friend and guide. They gave my life structure and direction, at a time when I desperately needed it. Having had a DAY1 mentor, I know how important it is for a young person, so this is why I wanted to give back and become a DAY1 mentor myself. I want to create a lasting friendship and lasting positive impression on Lacey, like my mentor did for me. I feel that she and I have really connected, and I am confident that I can support her to make good choices about her future."

**Today, Molly is supporting Lacey, who has already seen the benefits of having a DAY1 mentor by her side. Lacey, Molly's mentee, says,** "Before I met Molly, I was pretty shy, but now I've come out my shell. Molly has helped me be more confident and it's great to have someone to speak to about things. I would have gone down the wrong path without her and seeing her is the highlight of my week by miles."



**"I would have gone down the wrong path without her [Molly] and seeing her is the highlight of my week by miles."**

**"They [Day 1] gave my life structure and direction, at a time when I desperately needed it."**



# My Journey with DAY1:

“My journey with DAY1 started in 2009, when I volunteered to be a DAY1mentor. I committed to this for four years and mentored four young people, each for twelve months, in this time. Being a DAY1 mentor has shaped me in ways which I will always be grateful for. It boosted my self- confidence, gave me a young person-centred purpose, and a belief in the power of working with young people on a one-to-one basis, allowing me to offer the kind of support that can truly change lives for the better. Ever since then, and since becoming a parent, I have known that I would one day want to return to DAY1 in some capacity. I never imagined that the return would be as the new Development Manager—a role I've now been in for nearly a year. It has been an amazing experience where I've been able to draw on my many years of work as an SVQ trainer for young people, a career I started having learned the ropes as a DAY1 volunteer. One of the highlights of my role this year has been running our Life Skills Program with a group of young girls from Inverness Royal Academy. This SQA-accredited course, not only focuses on the five aspects of wellbeing but also supports the girls' personal development by exploring the working environment for their chosen careers, volunteering in the Inverness community, and raising money for DAY1 as part of their growth journey. Alongside this, they have the chance to step outside of the classroom and experience activities such as yoga, nature-based learning, nutrition, journaling, and much more. These small group sessions give the girls the opportunity to build confidence, resilience, and skills for life—things that can't always be taught from behind a desk. I feel strongly that this kind of wellbeing-focused work is not just beneficial but is critical for young people today. To see the girls grow, support one another, and begin to believe in themselves has been one of the most rewarding parts of my journey with DAY1 so far. This year, we also piloted an exciting new partnership with the team at the University of the Highlands and Islands, extending our mentoring service to young people aged 16–19. We recognise that leaving school and moving into further education can be daunting, and this transition is a time when extra support is critical. Having a mentor at their side helps young people build confidence, navigate new challenges, and find their own path forward. These partnerships show that mentoring doesn't just make a difference in the moment — it creates ripples of change that last for years.”

Hollie Wilson appointed DAY1 Development and Innovation manager 2024



Friendship  
Confidence  
Communication  
Teamwork

# Let's Get Together

At DAY1, our mission has always been to walk alongside young people, offering the support, guidance, and encouragement they need to thrive. Over the years, our mentoring programme has grown and adapted to reflect the ever-changing challenges faced by today's youth.

One-to-one mentoring remains at the heart of what we do. These trusted relationships provide young people with a safe space to share their struggles, explore their goals, and build resilience. More than ever, we are seeing the impact of social anxiety on those we support—an issue that has only been heightened by the effects of social media and the lasting impact of the Covid-19 pandemic.

This generation of young people lived through some of their most formative years under lockdown. The disruption to education, friendships, and social development was profound, and coming out of that period has not been easy.

On top of these challenges, they also face the pressures of online life, where constant comparisons and the expectation of a “perfect” lifestyle can feel overwhelming.

In response, we have worked to make our mentoring programme as supportive and adaptable as possible. Alongside one-to-one mentoring, we now run our “Let's Get Together” events every eight weeks. These gatherings bring mentors and mentees together in a relaxed and fun environment, helping young people connect with peers their own age while also giving mentors a chance to collaborate and recharge.

Whether it's racing around the karting track or sharing laughs at the bowling alley, these events are about more than just a day out. They give young people opportunities to:

- Build new friendships
- Gain confidence in social settings
- Try new activities outside their comfort zone
- Strengthen communication and teamwork skills

The joy and energy at these events remind us why our work matters. Each young person who leaves with a smile, a new friend, or a sense of achievement has taken a step toward greater resilience and wellbeing.

Together with our dedicated mentors, partners, and supporters, we remain committed to empowering young people to overcome challenges and discover their full potential.







### Bridge to Bridge Fundraising Event

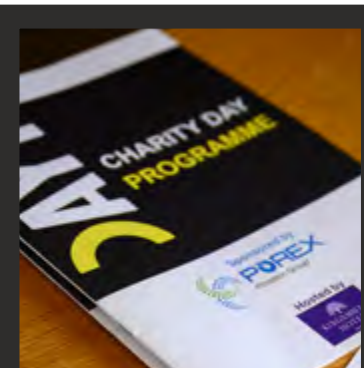
£29,757 received from the Bridge-to-Bridge fundraising cycle – helped us to appoint a new services coordinator to allow us to roll out more of our mentoring and personal development placements for young people in our community. A Festival of cycling, this 77-mile sportif was tackled by 250 participants. Starting in the shadow of the Skye bridge and ending under the Kessock Bridge in Inverness, funds raised exceeded £100,000. We feel extremely fortunate to have been selected as a beneficiary charity for the event and our team of volunteer marshals have signed up to help out again next year.

### Personal Donar

£30,000 single personal donation – allowed us to build on our communications strategy to help us leverage more partnerships and convey our vision to expand through the building of a centre of learning. This will allow us to double our capacity to approx. three hundred young people per year enrolling onto one of our programmes.

### Golf Day and Gala Dance

Porex Golf fundraiser and Gala Ceilidh – building on a long-standing relationship with former Highlands and Islands Enterprise client Officer, David Taylor, now with Porex Filtration Group (commercial manufacturing in Alness), DAY1 was nominated by Porex to be their charity of the year. Stepping into the world of golf fundraising, with the team from Porex doing all the heavy lifting, the day's golf and evening gala was a wonderful success. Community kindness led to many generous donations for auction and raffle prizes, matched only by the generosity of those who attended the day and evening events. Porex tell us that they believe the total raised will be close to £30,000. We intend to use this as a part of our funding package to build the centre of learning. Typically funds like this can be used to leverage an equal amount in grant funding – so effectively doubling the positive financial impact.



## 2024-25 Highlights

“This kind of collaboration between schools and organisations like DAY1 could be a template for other parts of the country. To hear firsthand about what works well in the Foundation Apprenticeship Model in Scotland, we are really keen, to look at really good practice – as is happening as we have seen during our visit to DAY1 today. We are very much in listening mode and we want to understand what this looks like from both sides, in terms of outcomes for young people and also for those who are delivering those outcomes.”

**Graeme Dey, Scottish Minister for Higher and Further Education. BBC.**

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“It was a pleasure to see first-hand the impressive work to support young people as they start on their career journeys. I was particularly interested to hear about the level of support and commitment provided by you and your mentors to build the resilience, confidence and skills of young people. It is a testament to your programme that so many of your previous participants have stepped in as mentors to support other young people. My officials will be in touch with you to discuss how you can get involved in apprenticeship reform. I am keen to ensure you have the chance to help shape the future offer for our young people.”

**Graeme Dey Scottish Minister for Higher and Further Education. Visit to DAY1 Sept 2025.**

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For the first time, we are placing apprenticeships on a statutory footing, which clearly signals the high value that we place on them in driving economic growth and creating high-quality opportunities for learners. Crucially, the reform underscores the parity of esteem between vocational and academic pathways and recognises learners' changing needs, which include more flexible earn-as-you-learn models.

**Graeme Dey Scottish Minister for Higher and Further Education. Opening statement Tertiary Education and training Bill: Stage 1.**

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# Facts & Figures

6  
NATIONAL  
AWARDS  
WON

3  
SOCIAL  
ENTERPRISES

Money raised to date: £5.5m

15 schools in partnership with DAY1

Work placements completed: 270

94% participants entering employment, education or training

Mentors trained to date: 330

29 residential weekends since 2007

20 DAY1ers returning to DAY1 to become DAY1 volunteer mentors

# Money Matters

From 2020 to 25 our work cost £6.55 per beneficiary per day.

All profits generated by Inverness Kart Raceway goes directly into DAY1 to allow us to help more vulnerable young people in our community.



For every £1 spent on fund-raising we raised £35.

Out of every £1 we spent, 93p went on our work with young people.



## DAY1 Headline Financial Position For Year End December 2023

based on draft accounts, excluding Inverness Kart Raceway investment

<b>Charitable Funds Generated</b>	<b>£307,000</b>
<b>Total expenses</b>	<b>£320,000</b>
<b>Net Income/Expenses</b>	<b>(£13,000)</b>

## GETTING INVOLVED

### MENTORING

DAY1 is always recruiting volunteer mentors. Please email Corrin Henderson: [corrin@DAY1.uk.com](mailto:corrin@DAY1.uk.com)

### DONATIONS

Donations can be made by logging onto [www.DAY1.uk.com](http://www.DAY1.uk.com), and by clicking on the make a donation

### CONTACT US

For any further information about DAY1 please contact Corrin Henderson via email [corrin@DAY1.uk.com](mailto:corrin@DAY1.uk.com)



# INVERNESS KART RACEWAY

## Holly – Business and Operations Manager

“This past year has definitely been one of the most challenging yet rewarding at Inverness Kart Raceway. In March, we had to close for ten weeks after fire damage from a neighbouring building. It wasn't easy, but what stood out to me was the resilience and dedication of the team. Everyone pulled together, not just to make sure we were ready to reopen as soon as we got the green light, but also to look at how we could improve things, for both our customers and for the team. That's always been the way we think at IKR, how can we do things better?

Since reopening, we've welcomed such a brilliant mix of people through the doors. From workplace team days and apprentice appreciation events, to first-time drivers, and even lifelong petrolheads who've discovered a new love for electric karting. Moving to electric has been a journey for us all, but now it feels like we've really hit our stride. Cleaner, greener and safer, the karts give an amazing driving experience, and our customers tell us the same.

What makes IKR even more special is sharing the building with DAY1's programs. Every week, around 150 young people come through our workshops and Hub classroom, and it's inspiring to watch their confidence grow. Many arrive nervous on their first day but soon find their feet and enjoy learning in a hands-on way right in the middle of a real working business. They pick up not just practical skills, but also communication and teamwork, all of which helps prepare them for the world of work.

Looking ahead, 2026 will be a big milestone as we celebrate ten years of IKR. Getting to that point is a huge achievement for the whole team and the people who support us, and we can't wait to see what the next chapter brings.”



## Hollie – Duty Manager

“I started at IKR as a Duty Manager in April 2024, and honestly, it's one of the best decisions I've ever made. The team at IKR and DAY1 have been so inspiring-they've really pushed me to be a better person. I even signed up to be a mentor with DAY1 because of it!

I feel so honoured to be part of a team and to have the chance to attend events like the Highland Business Awards. I also love volunteering for things like Bridge to Bridge, which raises money for charities like DAY1-last year and again this year. Being able to play my part in supporting the younger generation really means a lot to me.

Reopening after the fire with a whole new staff team - many of them in their very first jobs- was a huge moment. Watching them dive straight into the busiest time of the year, Summer, and seeing how much they've grown and developed since their very first day makes me so proud.

The vibe at IKR and DAY1 is so positive - it's such a great environment to be in. It keeps me motivated to give my best and help wherever I can. I've learned so much about leadership and teamwork here, and I can't wait to see what the future holds for me and the IKR team.”

## Gavin – Track Manager

“IKR will be 10 years trading next year, and we are also now into our 6th year of running the foundation apprenticeship course for school-aged pupils interested in mechanical skills. The last year has been a rollercoaster of challenges for sure, but we have, as a team, worked through it all, whilst always providing a high-speed thrilling electric racing experience for our customers and a safe working environment for our staff and Foundation Apprenticeship trainees.

We had a very close call with the fire incident which happened back in March, and this shut us down for 10 weeks. We were extremely lucky to have escaped with minimal damage compared to the other businesses directly affected in the arson attack. In the 10 weeks that we were closed we have been able to make many new improvements to the whole facility, giving it a fresh new look for re-opening.

The customers have been loving the new electric karts over the past year. The feedback we have been getting is fantastic, especially when they realise that all profits go back to DAY1 and to supporting young people. The electric kart makes for a cleaner work environment and a greener 5-star experience for customers and staff alike.

When they visited us just over a year ago, we asked permission from Prince William and Princes Catherine, if we could name a straight or bend of our track after Prince Willaim. Prince William laughed and said, “he had never been asked that before, but that of course it would be absolutely fine”. We have given all our track features new names this year, and this one certainly gets the most comments!”





## Foundation Apprenticeship in Automotive Skills delivered by DAY1 at IKR

**N**OW INTO our sixth year of delivering the DAY1 Foundation Apprenticeship in Automotive Skills at Inverness Kart Raceway, 570 young people have chosen our course in their school options timetable. Coming from 12 secondary schools, Highlands wide, our apprentices achieve an SCQF level 4 qualification at the end of their 12-month course. Working, on the tools, on a variety of vehicles along with the assembly of a street legal kit car, all within the confines of our purpose-built workshops, our methods, venue and personal are proving to be an engaging formula... general attendance is well over 90% and attainment of the full qualification is 87%.

Of equal importance as the practical and theoretical learning within the Foundation Apprenticeship is the emphasis on personal and social development. Kown as metaskills, we constantly focus in on these skills for life, work and learning during the delivery of the course, knowing the important positive impact they have for young people.

Gavin – DAY1 Foundation Apprenticeship Lead.

“This year has been an exciting one for the Automotive Skills for Work Foundation Apprenticeship at Day1, based at Inverness Kart Raceway. With 100 students across six classes each week, we’ve embraced new challenges and hands-on projects that have really engaged our learners. A highlight was preparing two cars for the Golspie Banger Derby—an experience our students fully embraced, gaining real-world insight into teamwork and vehicle preparation. We’ve tackled upgrades to brake and exhaust systems, carried out routine servicing, and focused on MOT safety inspections. This practical, supportive environment allows every young person—regardless of academic background—to thrive and contribute equally. Our approach continues to prove that learning by doing is both effective and empowering. We’ve also welcomed two new team members: Cameron, joining as a tutor, and Ross, who supports technically and is training as a future tutor. We’re proud of the progress made and look forward to an even bigger year ahead.”

The best way to describe how effective this course is with real life case studies (follows). Permission has been given by each of our three young people to use their first names.



### Case Study: Tristan Crooke: FA Automotive Course 2023-2024

When Tristan Crooke joined the FA Automotive Skills for Work course with DAY1 in 2023, he was struggling. Frequently getting into fights and completely disengaged from school, he was on a path that risked limiting his future options. Traditional education hadn’t clicked with Tristan, and he arrived on the course with the same defiance and frustration that had followed him through the school gates.

But DAY1’s team saw more than just a disruptive student. They saw potential. Early on, they sat Tristan down for a serious conversation. Knowing he wanted to become a mechanic, they shared real-life stories from their own time in the trade—highlighting both the demands and the discipline required to make it in the industry. They challenged him directly: if he continued down his current path, he could say goodbye to that dream. It was a wake-up call that hit home.

From that moment, everything began to shift. With continued mentoring and future-focused coaching from the team, Tristan started to change how he carried himself. As part of this transformation, he took on a role as a safety track marshal at Inverness Kart Raceway. This experience proved crucial—not only did it teach him about responsibility, teamwork, and workplace expectations, but it also gave him a taste of what it felt like to be trusted and relied upon.

Tristan didn’t just take part in the course—he committed to it. He applied himself in the workshop, developed his mechanical skills, and grew in confidence and maturity. By the end of the programme, he was ready for the next step.

With support from the DAY1 team, Tristan secured an apprenticeship with Ford. He is now thriving in the role, proving that with the right guidance, support, and environment, young people can completely turn their lives around.

Tristan’s journey is a powerful reminder of why the FA Automotive course exists—to offer young people a second chance, a clear direction, and the belief that they can shape a better future. From conflict to confidence, Tristan’s transformation has been nothing short of remarkable.



Scan the QR code to visit the DAY1 Foundation Apprenticeship video.





## Case Study: Paige Beaumont:

### FA Automotive Course

#### 2021–2022



When Paige first joined DAY1's FA Automotive Skills for Work course in 2021, she was at a crossroads. Disengaged with school and struggling to find her place in a traditional classroom environment, Paige was unsure of her future and lacking motivation within her educational pathway.

From day one on the course, however, Paige's transformation was clear. With her sleeves rolled up—often quite literally—she threw herself into the practical, hands-on learning environment. Unfazed by the challenges of a workshop setting, she quickly became a standout participant, regularly volunteering first and confidently tackling tasks head-on. Her enthusiasm and determination set the pace for some of the boys in the group, proving that she had both the drive and talent to excel in a typically male-dominated space. While she had never found her rhythm in a traditional classroom, Paige thrived in the workshop. The environment gave her space to learn in a way that suited her best—by doing.

Over the course of the year, she not only gained valuable mechanical skills but also grew significantly in confidence and self-belief. For the first time, Paige had a clear vision for her future: she wanted to become a heavy goods mechanic.

Once she had her goal in sight, Paige was unstoppable. With the support and guidance of DAY1 staff, she secured an interview with Elgin Truck and Van through DAY1's strong industry connections. She impressed immediately and was offered an apprenticeship.

A year later, during a DAY1 team visit to check in on former students, the team were met with high praise. The company's CEO shared:

"I was a little apprehensive as I hadn't had a female apprentice before, but if this is the calibre of students coming out of DAY1's FA Automotive course, I'll take the same again next year."

This was a major milestone for Paige—and for the programme. Her journey not only broke ground as a successful female apprentice in a traditionally male trade but also demonstrated the profound impact that the right learning environment and mentoring can have on a young person's trajectory. Paige hasn't looked back since. She continues to flourish in her apprenticeship and remains a shining example of what young people can achieve with the right support and opportunities. She was an absolute pleasure to teach, and her success story continues to inspire future participants of the DAY1 FA Automotive course.



## Case Study: Reuben Wood:

### FA Automotive Course

#### 2021–2022

Reuben Wood joined DAY1's FA Automotive Skills for Work course in 2021 as a quiet, thoughtful student with a modest amount of hands-on experience from helping his dad with cars at home. Although he didn't yet have a clear career path, Reuben was drawn to the course by his interest in mechanics and a desire to try something practical.

Initially, there was some hesitation about his enrolment. His school had advised focusing on Highers, which clashed with the DAY1 timetable. However, after a conversation between Reuben's mum and DAY1 staff, and with the family already aware of DAY1's strong reputation, Reuben was given the green light to join the course—and he never looked back.

From early on, Reuben stood out. He was curious, constantly asking questions, getting stuck into tasks, and showing an eagerness to learn that set him apart. His passion for mechanics grew with every session, and he began building strong relationships with DAY1 staff. He responded to his tutors' mentoring approach – and to the them sharing stories from their own time as mechanics and offering industry tips and advice. It was clear that Reuben had found his calling. Keen to gain as much experience as possible, Reuben also started working at the Inverness Kart Raceway during the course, becoming an integral part of the team. His commitment, attitude, and growing confidence made him a standout candidate when it came time to apply for apprenticeships. With support from his DAY1 tutors, Reuben secured a coveted apprenticeship with Jaguar Land Rover—a dream opportunity for him. His determination had paid off, and he took to the role with the same passion and enthusiasm he had shown during the FA course. Jaguar Land Rover were thrilled with their new apprentice and have continued to value the connection with DAY1 as a result.

Fast forward four years, and Reuben is thriving in his apprenticeship. His journey from unsure school pupil to confident young professional is a testament to his work ethic and the supportive, hands-on learning environment that DAY1 offers.

As this year's next intake of students began interviews for the FA course, a familiar face stepped into the room—Reuben's younger brother. His eyes lit up as he sat down with DAY1 staff, eager to follow in his big brother's footsteps. Reuben had already passed on some advice:

"Get stuck in, don't hang around the class clowns who'll distract you from the course—and whatever you do, don't embarrass me in front of DAY1 staff!"

Reuben's journey has come full circle, inspiring not only his younger brother but also a new generation of aspiring mechanics. His story highlights the power of the FA programme to transform lives and create real, lasting industry connections.



**H**AVING ESTABLISHED the foundations for DAY1 training from 2019 to 2024, last year we identified an increasing demand and appetite from young people, educators, parents and the private sector for an expansion in our training capabilities. Consequently, DAY1 is pursuing a growth strategy that will help address this need. Allowing us to more than double the number of young people who benefit from our training, from 100 to 250 per annum, DAY1 plans to build a centre of learning that will focus on Construction and Business Skills.

Since committing to this vision, the past year has been about 1. Building partnerships with those who share our vision and 2. Introducing our vision to those who understand the potential for young people of the once in a generation opportunity from growth in the renewables sector.

Skills Development Scotland, Highland Council, and Highlands and Islands Enterprise are all very familiar with our work and outcomes and all continue to give us every encouragement to aim high, knowing how engaged the young people are in our methods and the success we bring to bare on preparing them for employment. In the past 12 months we have met with the CEOs of Skills development Scotland, Inverness and Cromarty Freeport and Highland Council. We have met heads of education and national leaders in Government backed training delivery organisations. We have accepted the role as spokesperson for the Northern training provider cohort, and in this capacity have hosted a visit to the North by the Minister for Higher and Further education. For those that know us our message is clear – share that knowledge in a way that will help us leverage the kind of financial support needed

to secure the build. For those that are new to us, find a way to voice your support. It is after all, about that necessary support being passed on to the younger generation.

### **Two good examples of successful profile building from the past 12 months:**

1. During a meeting with Derek Brown, the Chief Executive of Highland Council, the subject of commercial partnership was raised by Derek. Overtly in support of our vision and proud of his own role in the formation of Foundation Apprenticeships, (his school ran the pilot when he was Head teacher), Derek's question was, who are our commercial partners. We explained how we had successfully reached out to several multinational renewables' infrastructure companies engaged in the Highlands. Derek pressed on with the idea of linking with local housebuilding firms as this is where those young people on a construction training programme are likely to find employment. On the back of this suggestion, we now have letters of support from nine local house building companies, all of whom want work ready young people who know their mind, appreciate their own skillset and understand what being in employment means – all skills taught at DAY1.
2. Confident of the outcomes being achieved by those young people on DAY1 programmes and aware of proposed reform in education and the potential changes to the funding landscape, we felt it appropriate to seek an audience with the Minister for Education. Attracted by the high levels of attendance and attainment at DAY1, the Minister was keen to Learn about our methods. During the visit the minister expressed his opinion that in the

next three years organisations like DAY1 would be able to secure a greater number of placements, making the point that the government was in the business of contractually rewarding organisations that proved such value. He went further by saying that he saw a great possibility of our model being duplicated throughout Scotland. His parting suggestion was that we continue the conversation with his department and to ensure that the Funding Council are made equally aware of the high standards we set.

### **Key Development:**

We are happy to report that DAY1 has secured a construction site, adjacent to Inverness Kart Raceway. Large enough for us to grow into in a modular fashion, the immediate target is to build phase one that will allow us to more than double our capacity to deliver Foundation Apprenticeship training. This donation will help to future proof our efforts for generations to come. Gifted by Fairways Leisure it is an excellent example of local business people actively and generously supporting our work and vision.



**If you are inclined to support our vision in your own way or would like to learn more about our plans please email:**

**[corrin@day1.uk.com](mailto:corrin@day1.uk.com)**



## P7 Personal Development Programme

**A**FTER THE success of the DAY1 pilot Primary 7 programme in 2023, we have continued our work with primary 7s and have expanded this programme to cover mental health, mental wellbeing and resilience. We have also focussed more on the primary 7s thoughts and feelings about moving on to secondary school as this is obviously a very big step for them all.

The P7 Personal Development Programme works with groups of four and has been developed to raise awareness of mental health, including mental wellbeing and resilience and also awareness of some of the mental health challenges that may be encountered. In addition, the programme has been developed to encourage teamwork, working in pairs and working independently. 62 primary seven children have completed this programme over the past 12 months.

Each week the groups will discuss transition into secondary school and also a different mental health topic such as positive affirmations, how to try and deal with mental chatter, how to try and deal with negative thoughts and how to try and reframe and adjust our mindset from negative to positive. Groups are encouraged to discuss the importance of speaking to people that we trust if we feel overwhelmed – ABC - “always being communicating”. In addition, there are discussion on how to slow down your thoughts and doing belly breathing (also known as “diaphragmatic breathing” or “abdominal breathing”) and some easy yoga is another fun part of sessions. The programme ends on discussions on the importance of being kind to ourselves and we do some baking, which the primary 7s can take home. Various wellbeing games are introduced throughout the six weeks, and each session allows for some time on the go-karts, which again is great for building the children's confidence and resilience.



**Testimonial from Shona Cumming, Principal Teacher, Cauldeen Primary School.** “The P7 Personal Development programme has been a wonderfully positive experience for all the children who have taken part. The pupils have all returned from their sessions feeling positive, happy and proud of their achievements. During the sessions children have discussed mental health, and how to cope with mental health pressures, they have also been encouraged to discuss worries about transition to S1, this is always beneficial for P7s. The activities have given the pupils the opportunity to develop mental health awareness, and coping strategies as well as build their resilience and team-building skills. I would highly recommend the programme.”

**Testimonial from Jenny Cuthbert, Positive Relationships Co-ordinator, Merkinch Primary School.** “Our P7s have been very fortunate to have been included in the DAY1 Personal Development Programme. It has been brilliant to witness the excitement and pride in the children when they have had the courage to try something new or achieve a personal goal. Over the structured 6-week programme pupils discuss mental health, mental wellbeing and resilience, and various strategies that they can use. A big topic for discussion has been around worries they may have about moving up to high school, so being able to voice their concerns has been crucial for their transition. The children also take part in practical exercises and games to develop teambuilding and problem-solving skills. These are strategies which will come in useful every day for them. All in all, our children have thoroughly enjoyed their time at DAY1, and it has benefitted them greatly in terms of confidence-building and devising their own mental health strategies.”





# Skills for the future: Meta-skills

Timeless, higher order skills that support the development of additional skills and promote success in whatever context the future brings

## Self management

Taking responsibility for your own behaviour and wellbeing

## Social intelligence

Awareness of others' feelings, needs, and concerns in order to effectively navigate and negotiate complex social relationships and environments

## Innovation

The ability to define and create significant positive change

## Focussing

The ability to manage cognitive load by filtering and sorting information in order to maintain a sense of focus in an age of information overload and constant change

## Communicating

The ability to openly and honestly share information in a way that creates mutual understanding about others' thoughts, intentions and ideas

## Curiosity

The desire to know or learn something in order to inspire new ideas and concepts

## Integrity

Acting in an honest and consistent manner based on a strong sense of self and personal values

## Feeling

Considering impact on other people by being able to take a range of different thoughts, feelings and perspectives into account

## Creativity

The ability to imagine and think of new ways of addressing problems, answering questions or expressing meaning

## Adapting

The ability and interest to continue to enlarge knowledge, understanding and skills in order to remain adaptive and resilient as circumstances change

## Collaborating

The ability to work in coordination with others to convey information and tackle problems

## Sense making

The ability to determine the deeper meaning or significance of what is being expressed and to recognise wider themes and patterns in information

## Initiative

Readiness to get started and act on opportunities built on a foundation of self belief

## Leading

The ability to lead others by inspiring them with a clear vision and motivating them to realise this

## Critical thinking

The ability to evaluate and draw conclusions from information in order to solve complex problems and make decisions





# Milestones

1. Securing of land donation to allow for expansion of DAY1 services through the construction of our Centre of Learning. 2025
2. Visit by the Minister for Secondary and Further Education to capture intelligence on how Foundation Apprenticeships can be delivered to the highest standard. 2025
3. House of Commons motion received from Parliament recognising 20 years of DAY1 service for the vulnerable young in our community and a statement of support for our vision. 2025
4. Independence from operational grant funding passes 5 years. 2024
5. 5th Year of training contract with Scottish Government awarded to DAY1 July 2024 – Total value over past 5 years £1.1m. 470 young people enrolled.
6. Selected as partner charity for regional sponsorship cycle event Bridge to Bridge. July 2024.
7. Turnover at DAY1 social enterprise business, Inverness Kart Raceway passes £4m. 2024
8. DAY1 and Inverness Kart Raceway secures grant funding to convert to electric go karts – new karts and sustainable karting launches in June to work alongside our 50kva solar panel system. 2024.
9. 150 primary 7 children enrolled onto our Personal Development programme. 2024.
10. Royal visit from Prince William and Princess Kate November 2023.
11. Selected as Charity of the year for University of the Highlands for 2023 and 2024.
12. DAY1 passes 500 young people mark, from the Highlands who have enrolled and completed our yearlong mentoring and Life Skills programmes. 2023
13. DAY1 secures £250,000 funding to build DAY1 Hub. - opens 2022.
14. DAY1 Apprentice wins Foundation Apprentice of the Year 2021.
15. 10 years of continuous funding Robertson Trust completes 2018.
16. 10 years of continuous funding from HC completes 2017.
17. Secured £250,000 grant from SSE to purchase land that Inverness Kart Raceway is built on. 2016
18. £430,000 donations secured from High Wealth donors 2015.
19. Selected as one of six charities by Scottish Government Nation Agency, Firstport, to test the new tax rules, Social Investment Tax Relief. 2015
20. DAY1 wins the Queens Award for Voluntary Services. 2014.
21. Selected by the Lottery as the Scottish representatives in the third sector to attend the UK national conference of participant banks of the Reclaim Fund on effective use of funds. Part of the multi-billion-pound Dormant Assets Scheme. 2014
22. Secured £1m of capital funding to build Inverness kart Raceway. 2014
23. 5-year funding package European Social Fund - £500,000 completes 2013.
24. DAY1 chosen to help steer the National committee to establish the new Looked after young people national mentoring programme, Intandem. 2013
25. £600,000 funding over the years from Lottery. 2012
26. Won, one of three national places on the first Scottish national Entrepreneurial Exchange third sector growth programme. 2010.
27. Won Scottish nation youth agency charity of the year award. 2009.
28. Secured £93,000 seed funding from the Laidlaw Foundation – to allow DAY1 to make first full time appointment. 2007.
29. Register as a Highland charity to support vulnerable young people who are failing to thrive through volunteer mentoring. 8 young people enrolled on year one. 2005.







# Can We Be Your Charity Of The Year?

Since 2005, DAY1 has been providing our award-winning youth and child mentoring programme to local vulnerable children and young people who are failing to thrive. Multiple adverse childhood experiences leading to toxic stress, leave many young people feeling confused, lacking in self-esteem, distressed, abandoned and directionless. These feelings are often compounded by an inability to navigate complex social pressures. Self-harm and suicidal thoughts sometimes follow. Poor mental health, in most cases, is just one consequence.

DAY1 is a Lifeline that helps young people to cope with these pressures. Our services have been designed and proven to help disengaged children and young people to build resilience and to manage the social and emotional pressures of modern life.

You can help to support the work of DAY1 by choosing DAY1 to be your charity of the year. In 2023 and 2024 The University Of The Highlands did!

Or volunteer to be a DAY1 mentor.  
Two hundred and eighty-five local people have!

For more information, please email [corrin@DAY1.uk.com](mailto:corrin@DAY1.uk.com) or call 07908783376.

DAY1







## Annual Review 2025 and plan for 2026

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Charity Number SC036896. Company Number 291616