



Impact Report

Own Your
Future



A demonstration of DAY1's impact through measurable social, economic and environmental outcomes, showing real improvements in young people's lives.



Welcome to DAY1's Impact report.

Since 2005, DAY1 has been focused on delivering positive outcomes for vulnerable young people across the Highlands.

DAY1 is a youth-focused charity in the Scottish Highlands, supporting young people in a way that allows them to reach their full potential. Since our inception, we have supported over 1500 young people through practical skills development, trusted mentoring relationships, training, and real-world work experiences designed to prepare them for life and work.

Applying relevant Qualification Scotland/Skills Development Scotland designed frameworks accompanied by practical skills coaching as the mechanism for change, it is also our special focus on developing life-skills that result in the emotional reset that leads to such strong outcomes for the young people participating in our programmes.

The theory of change for our services, relies on three factors. Our independence from statutory services, the profile of our services and organisation, and the ability of our staff and volunteers to connect at an emotional and meaningful level with the young people.

In this document, using programme results, stakeholder feedback and Social Return on Investment (SROI) analysis, we provide a picture of the social, environmental and economic impact created through our programmes, partnerships and activities.

In mid-2026, DAY1 completed a full social return on investment (SROI) analysis * and an executive summary and full impact map can be found in the appendix.

The social return on investment ratio for the years 2023-2025 is that for every £1 invested DAY1 secures a social return of £11.

* Cabinet Office. (2009) A Guide to Social Return on Investment. London: Office of the Third Sector, Cabinet Office

Who is DAY1?

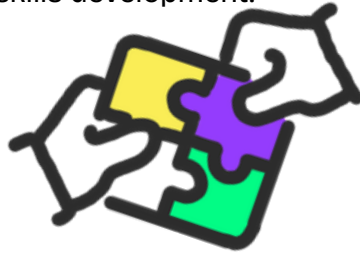
Our Purpose:

To inspire and motivate young people to achieve their potential.



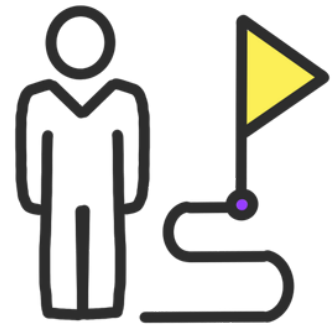
Our Mission:

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 group 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.



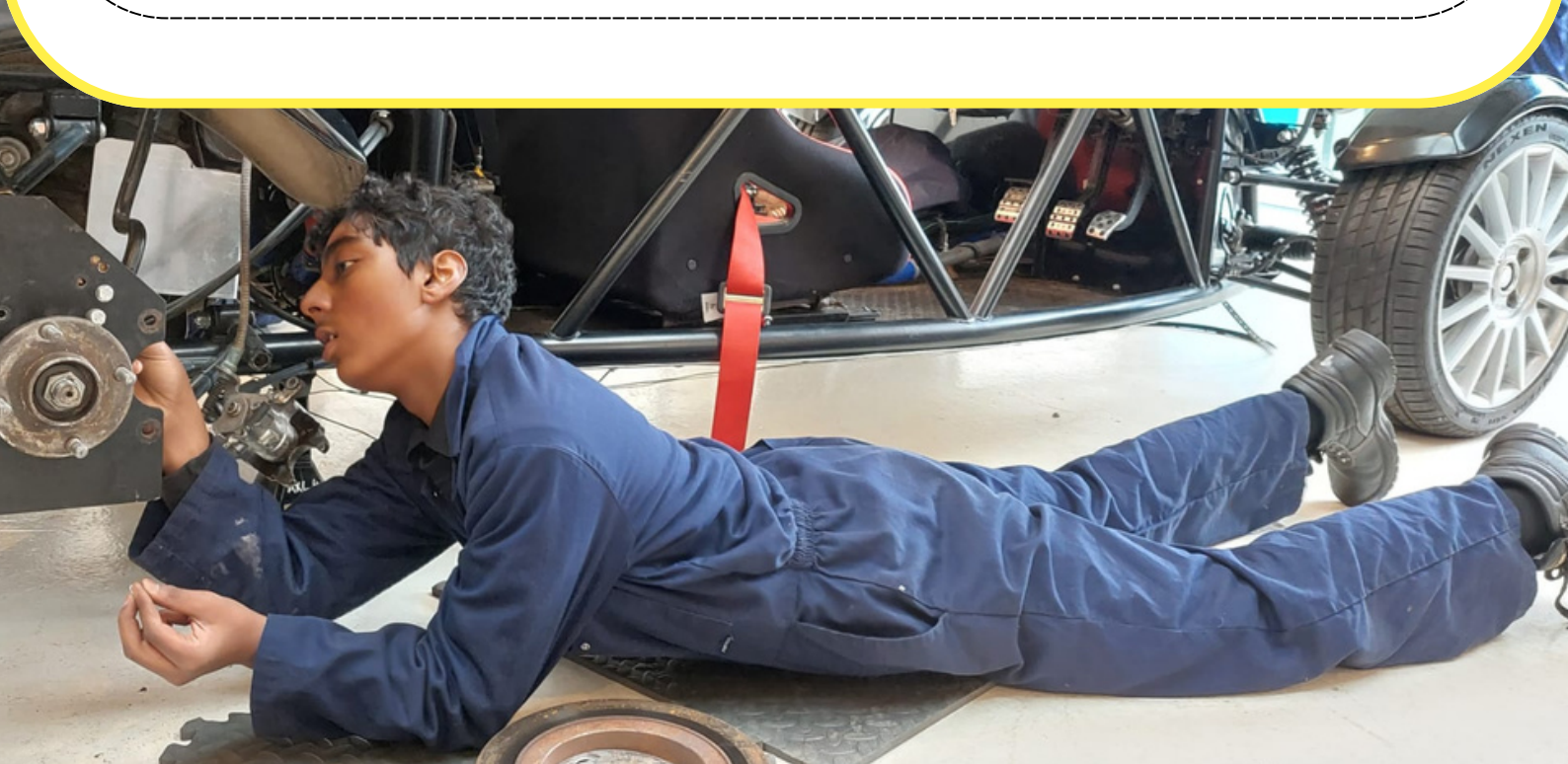
Our Values

We Open Minds



We Champion Ambition

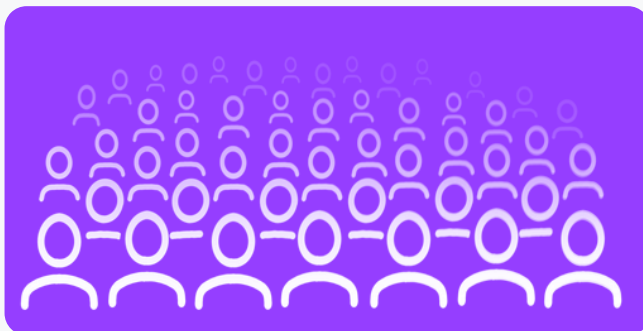
We Nurture Growth



Volume of Young People Reached

Over the past three years DAY1 has supported;

472 young people across its programmes, including;



young people through mentoring

90



work experience placements

24

300

Automotive Foundation Apprenticeship students



36

P7 transition programme pupils

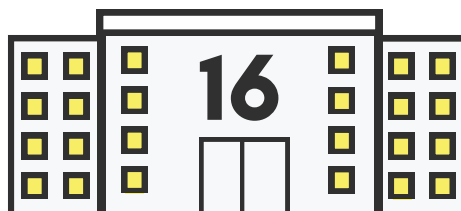


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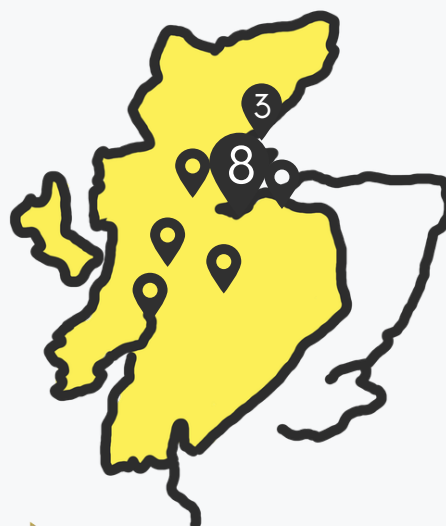
young people in life skills and personal development sessions



DAY1 works in partnership with **16 local schools** across the Highlands, including rural and hard-to-reach communities.



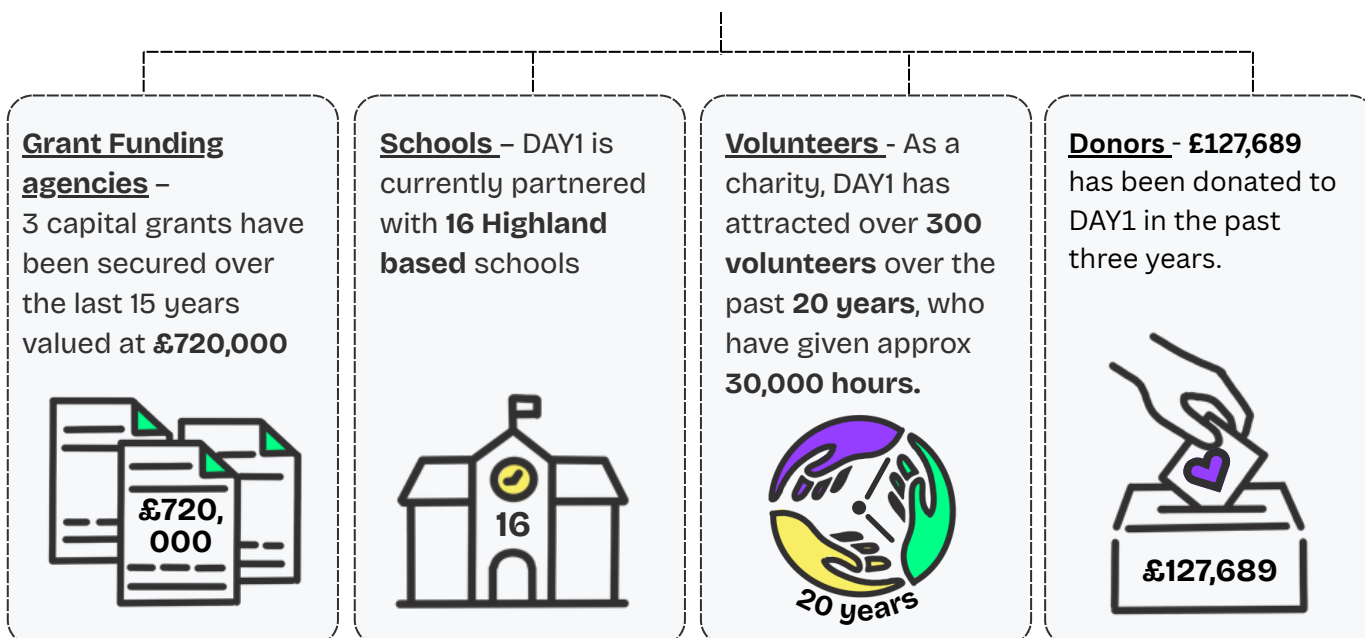
To support delivery, DAY1 has developed dedicated facilities at Inverness Kart Raceway, including two purpose-built workshops and a flexible hub space used for classroom-based and group learning activity.



Stakeholders

DAY's primary stakeholders are the young people who are referred to its programmes.

Additional key stakeholders are:



NEET (Not in Education, Employment or Training) Impact

DAY1 has over 20 years' experience supporting vulnerable young people to become work-ready and progress into positive destinations. This work is more important than ever, with **12.7% of 16–24-year-olds in the UK currently not in education, employment or training (NEET)***



This research also shows that young people who are NEET at 18–19 are around **20% more likely to be unemployed 10 years later** thus highlighting the importance of early intervention and sustained support. Young people who are NEET face significantly poorer long-term outcomes, including lower lifetime earnings, reduced wellbeing, increased demand on public services and, at their worst, an increased likelihood of criminality, drug abuse, homelessness and long term unemployment. In rural areas such as the Highlands, these risks can be increased by limited transport, fewer training opportunities and reduced access to industry experience.

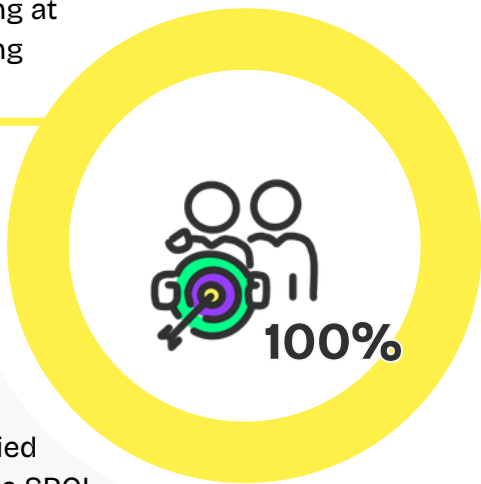
* Reference: Impetus (2025). NEET surge post-pandemic cost £20bn in UK GDP, Impetus analysis reveals. Available at: <https://www.impetus.org.uk/news-and-views/neet-stats-nov-2025>

Social Return On Investment

DAY1 used the Careers & Enterprise Company (CEC, 2025) estimate for the economic value of preventing a young person from becoming NEET. The number of young people considered at risk was identified by Guidance Departments in partner schools, based on their professional judgement. See Appendix for further information.

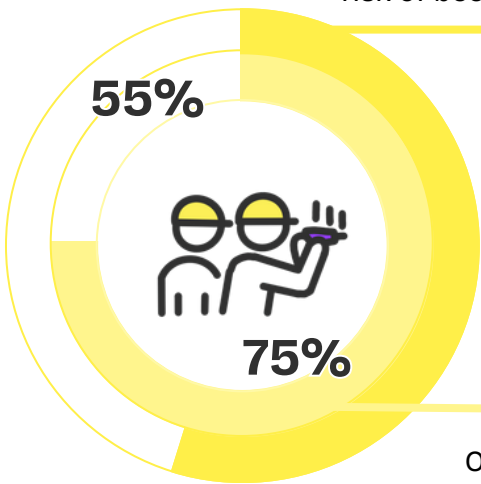
Inputs

100% of young people supported through DAY1's Personal Development and Mentoring programmes were identified by schools as being at risk of becoming NEET.



As per our audit trail carried out through the SROI project, Primary 7 participants, work experience placements and young people employed through IKR have been excluded from the calculation to ensure the estimate remains evidence-based and conservative.

55% of Automotive Foundation Apprenticeship students were identified by schools as being at risk of becoming NEET.



One guidance department also reported through interview that **75%** of Foundation Apprenticeship students experience at least one social, emotional or academic barrier, demonstrating the wider challenges faced by many participants.

*The calculation is based on the annual programme volumes reported within this report: 100 Foundation Apprenticeship students and 19 young people per annum.

Key Findings

£11 social return for every £1 invested in DAY1

£3,996,000 estimated annual economic value generated

74 young people identified annually as at risk of becoming NEET

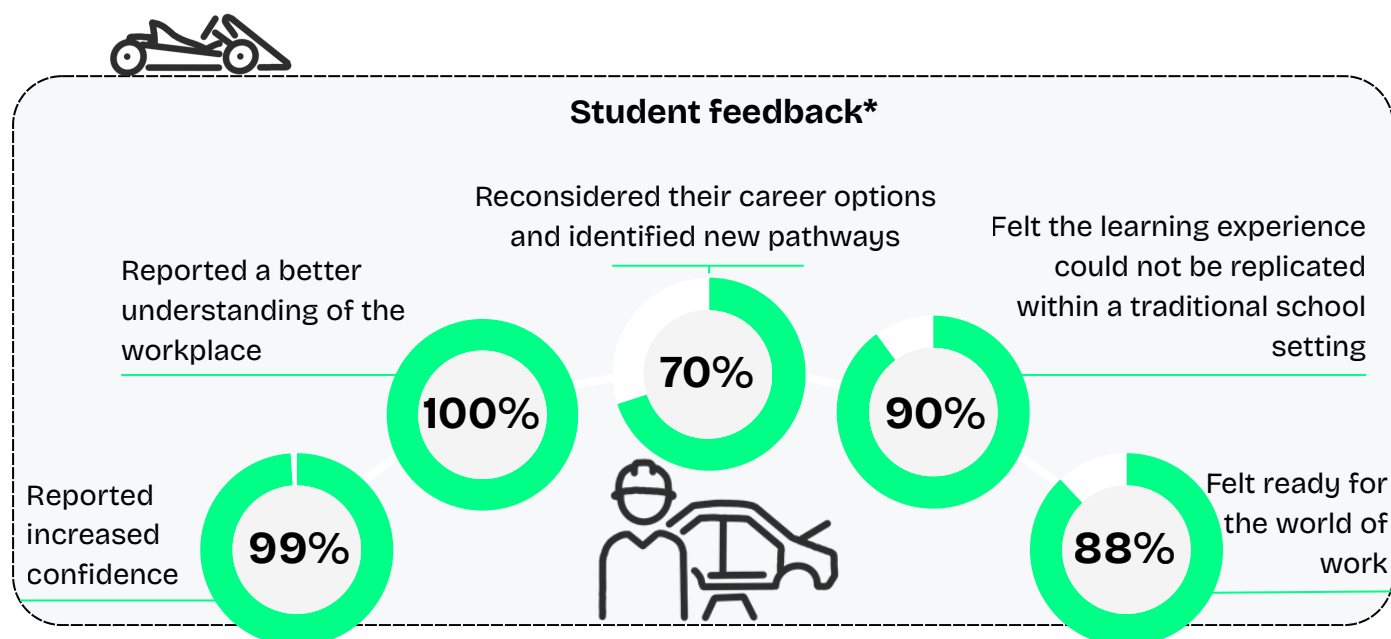
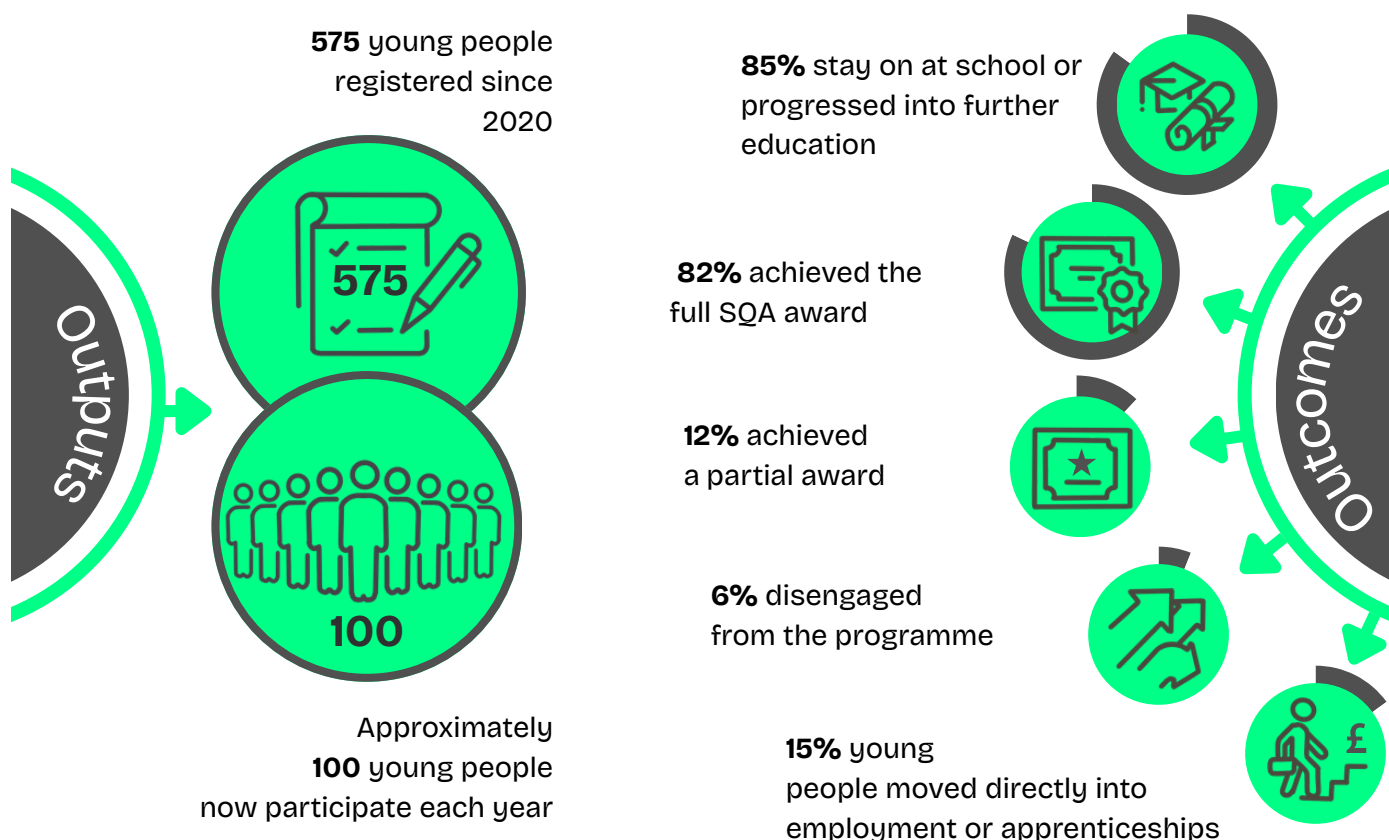
See Appendix for methodology and calculations.

*Partner school guidance department survey, DAY1 programme records and The Careers & Enterprise Company (2025).

*The Careers & Enterprise Company (2025). Government saves £300m each year through improved careers education to avert young people becoming NEET. Available at: <https://www.careersandenterprise.co.uk/news/government-saves-300m-each-year-through-improved-careers-education-to-avert-young-people-becoming-neet>

Social Impact - Automotive skills for work

Since 2020, DAY1 has delivered the Qualification Scotland accredited Automotive Foundation Apprenticeship SVQF level 4 from its social enterprise Inverness Kart Raceway. While the programme develops practical automotive skills, its primary aim is to equip young people with the **confidence, behaviours** and **transferable** skills needed to succeed in employment, apprenticeships and further education.

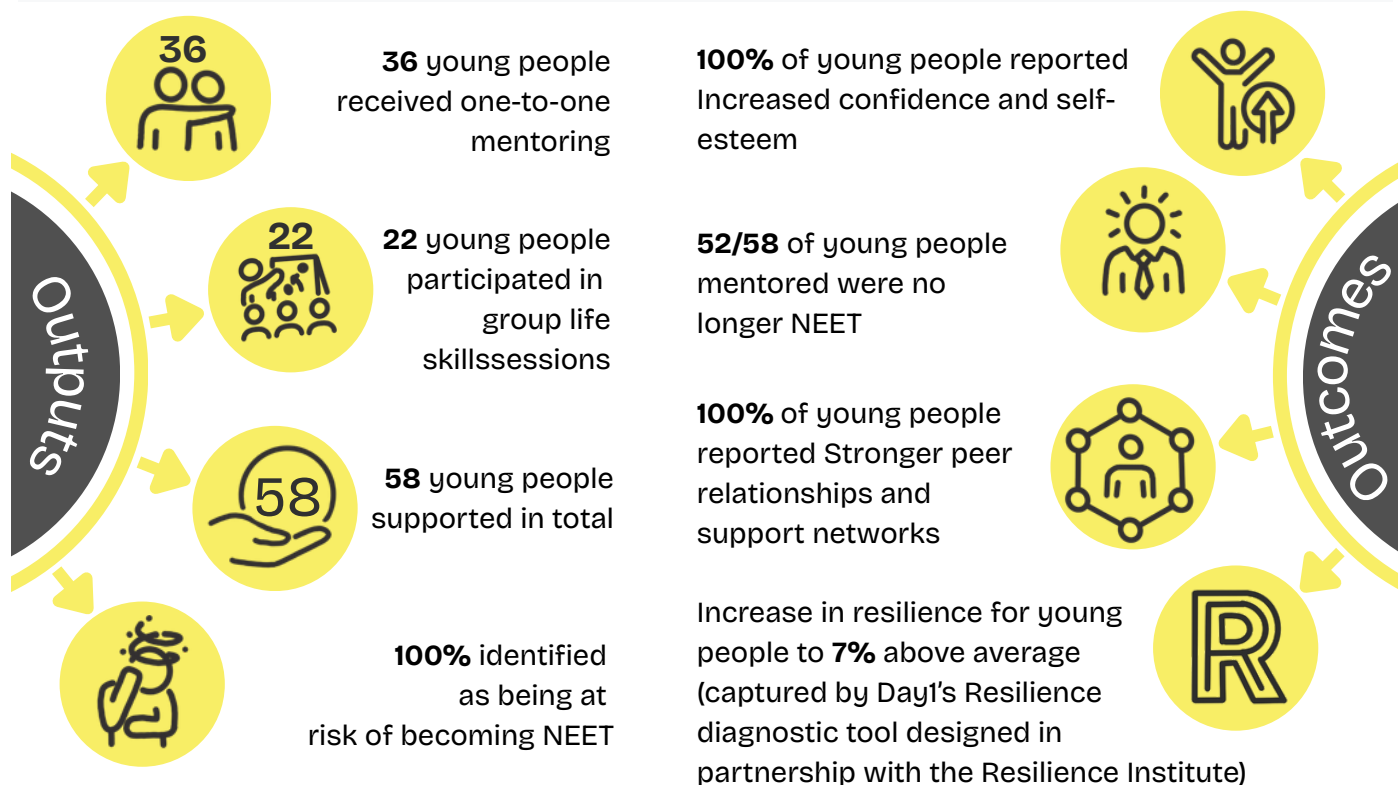


*Student exit interviews conducted by DAY1, alongside qualification attainment and destination data provided by SQA and Skills Development Scotland (SDS).

Mentoring and life skills

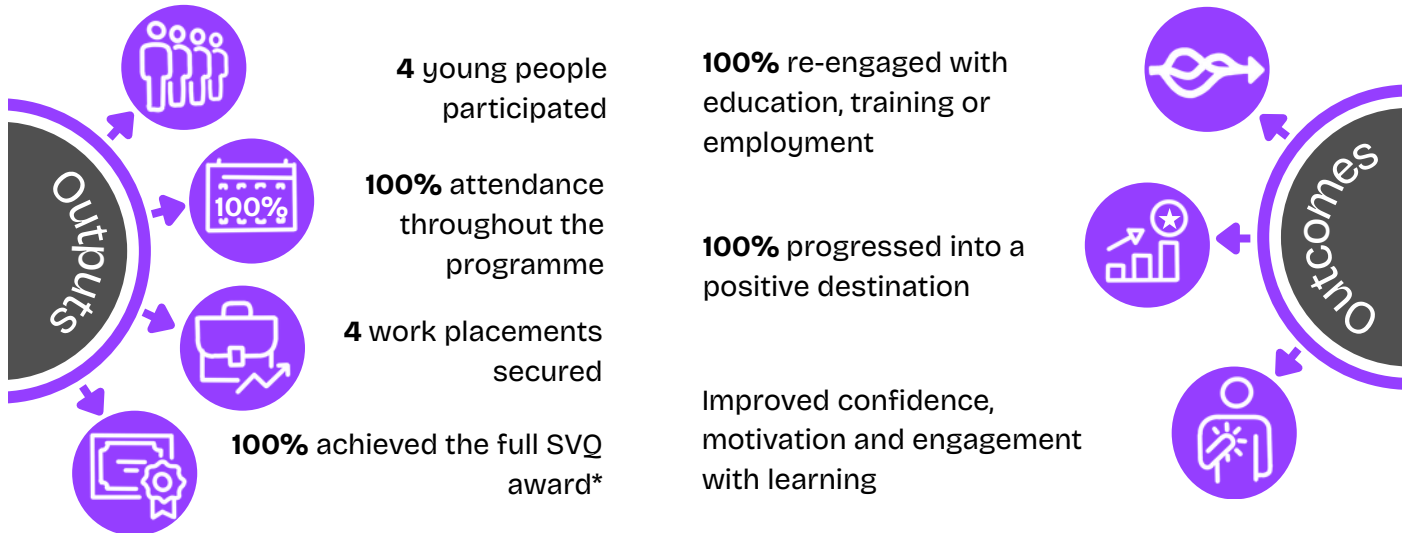
DAY1's Mentoring & Life Skills programme supports young people identified as being at risk of becoming NEET. Through a combination of one-to-one mentoring and group-based life skills sessions, young people are supported to build confidence, resilience, communication skills and positive relationships.

DAY1 has increasingly adopted group-based delivery where appropriate, recognising that many young people engage more effectively in a peer environment, benefiting from shared experiences, social interaction and mutual support.



Personal development and wellbeing SQA

The Personal Development & Wellbeing SVQ was piloted by DAY1 in 2025/26 to support young people at risk of becoming NEET. Prior to joining the programme, all participants had experienced significant disengagement from education. By the end of the course, 100% had re-engaged with education, training or employment and progressed into a positive destination.

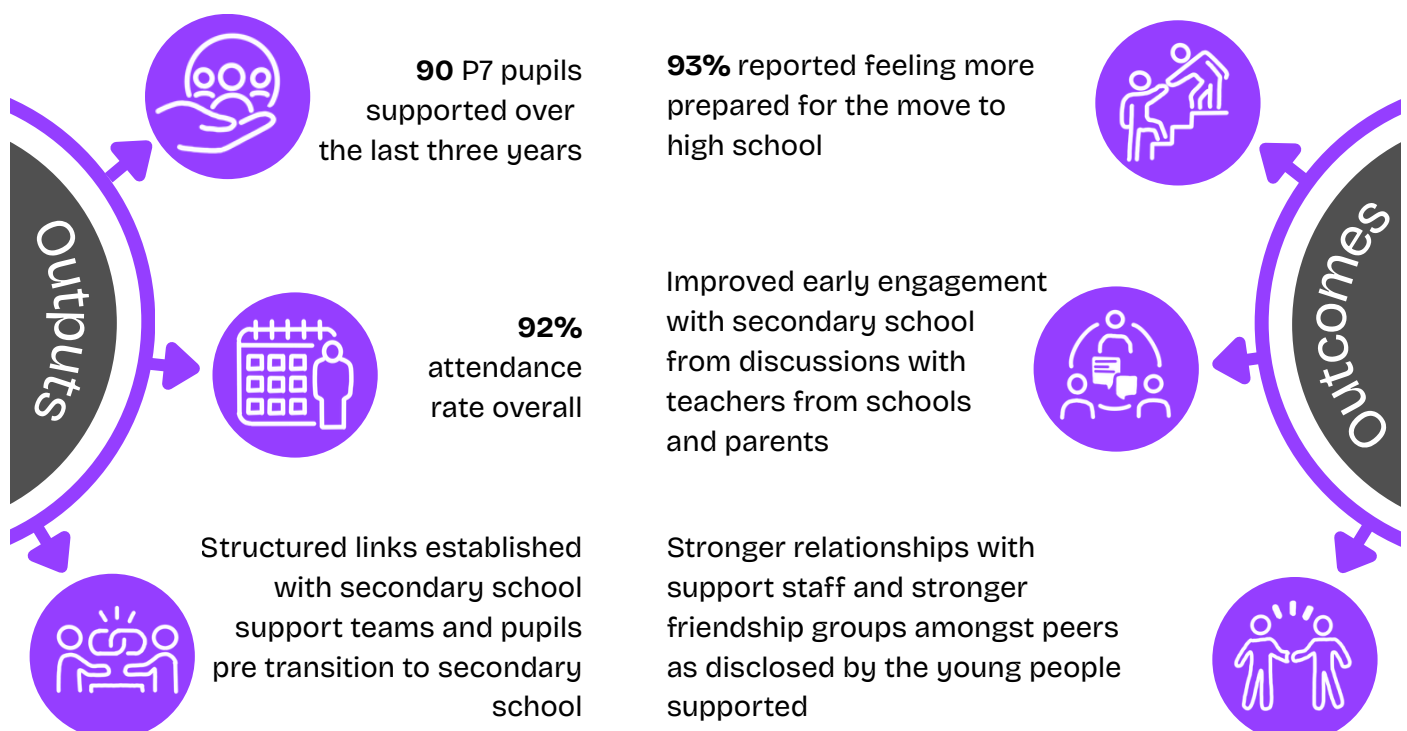


*DAY1 programme records and participant feedback.

*DAY1 programme data, participant feedback and Qualification Scotland attainment records.

Primary 7 personal development

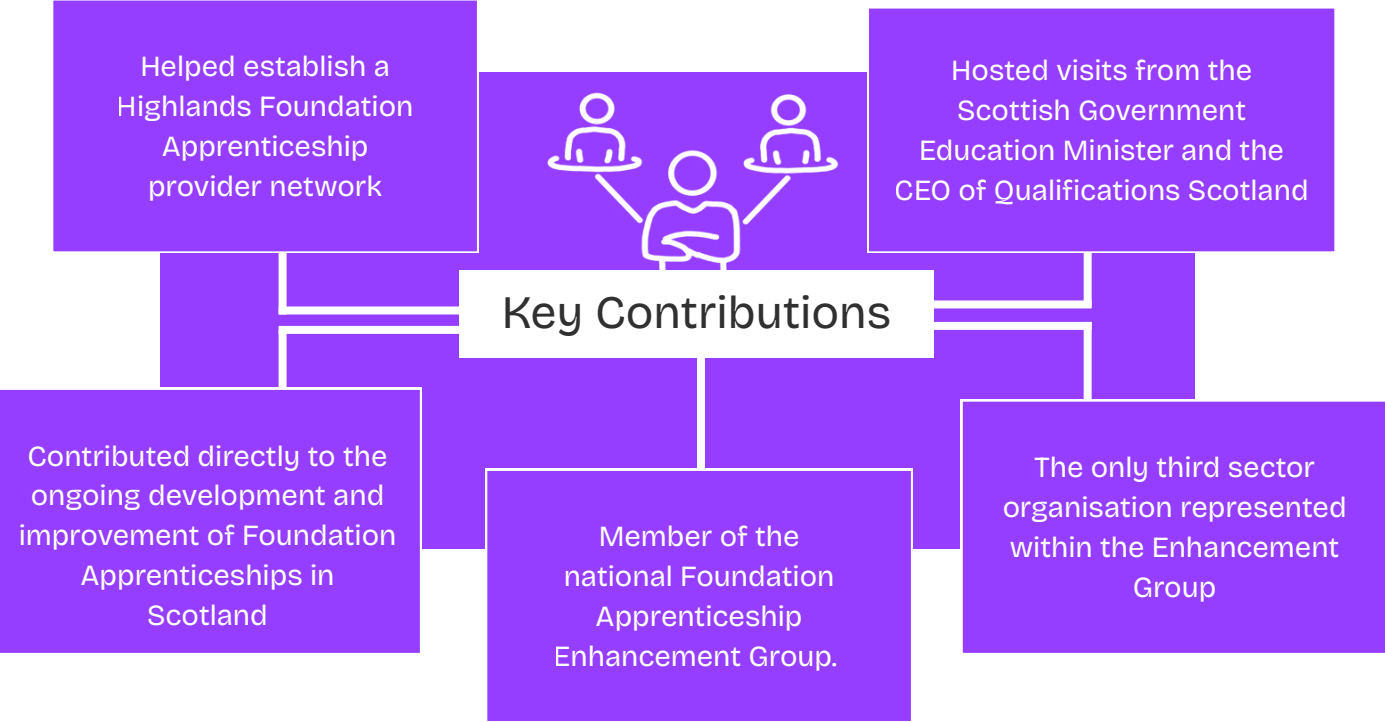
DAY1's P7 Transition Programme supports young people as they move from primary to secondary school. The aim is to improve early engagement and attendance in high school, while reducing longer-term risk of disengagement and potential NEET outcomes.





Impact on the third sector

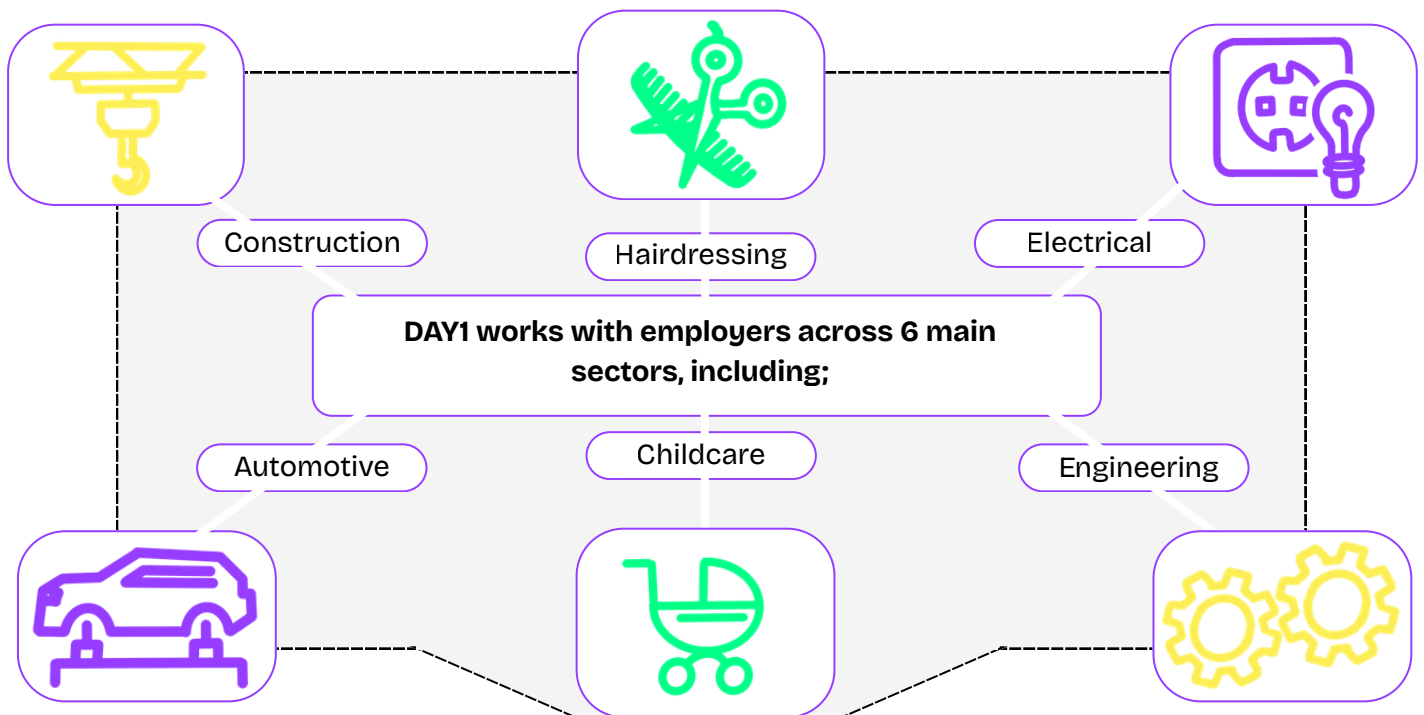
For more than **20 years**, DAY1 has shared learning and best practice to support the development of youth employability provision across Scotland.



**DAY1 programme records plus teacher, parent and participant feedback*

Impact through partnerships

Strong partnerships are central to DAY1's ability to create positive outcomes for young people.



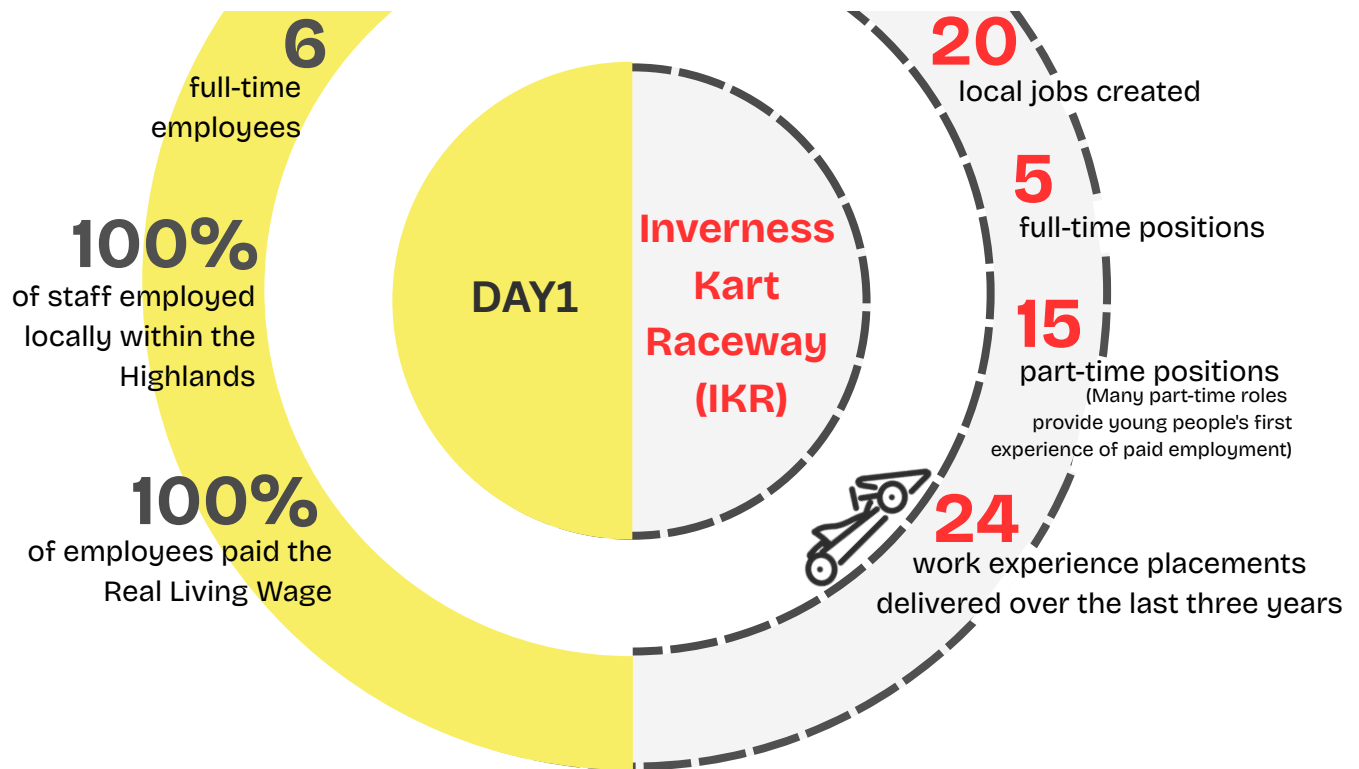
These partnerships provide work placements, apprenticeships and employment opportunities, helping young people make successful transitions from education into the workplace.



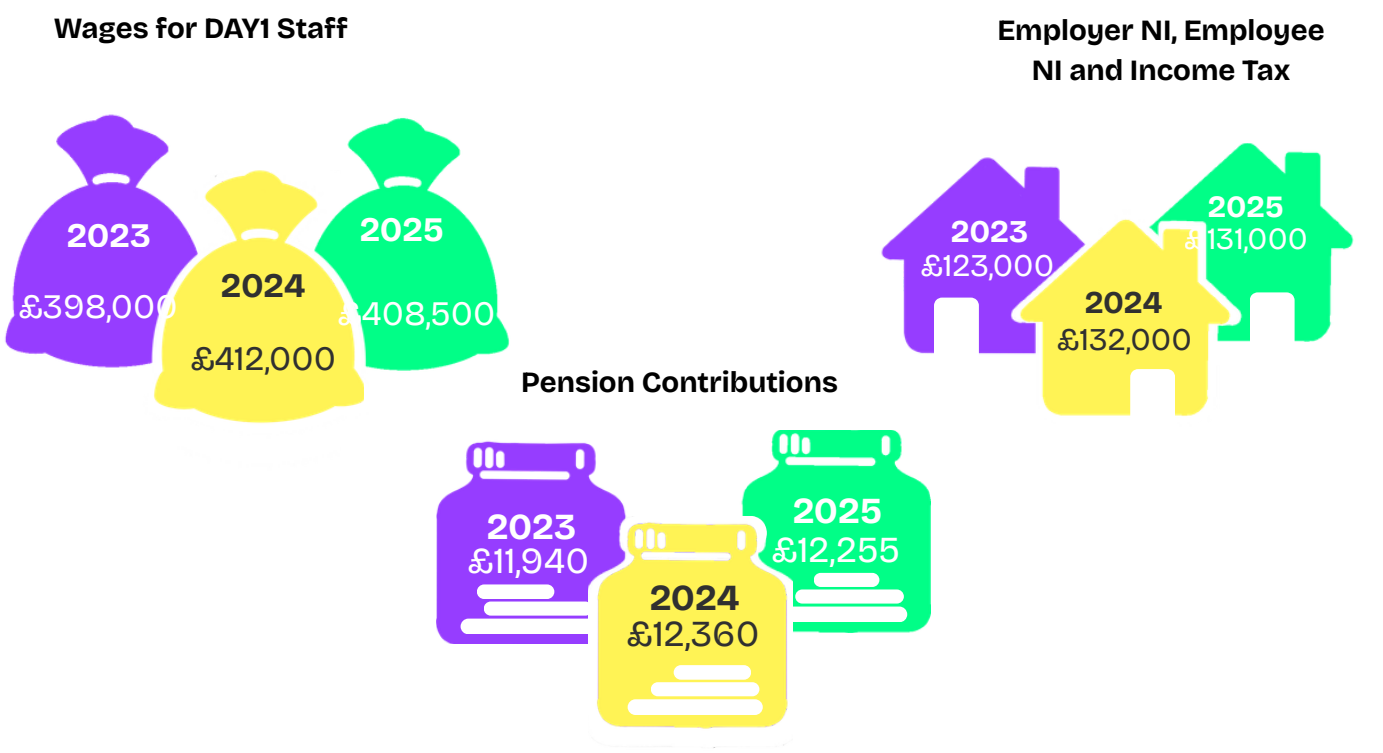
Economic impact

Employment Impact

DAY1 creates local employment while providing opportunities for young people to gain valuable workplace experience through its social enterprise, Inverness Kart Raceway (IKR).

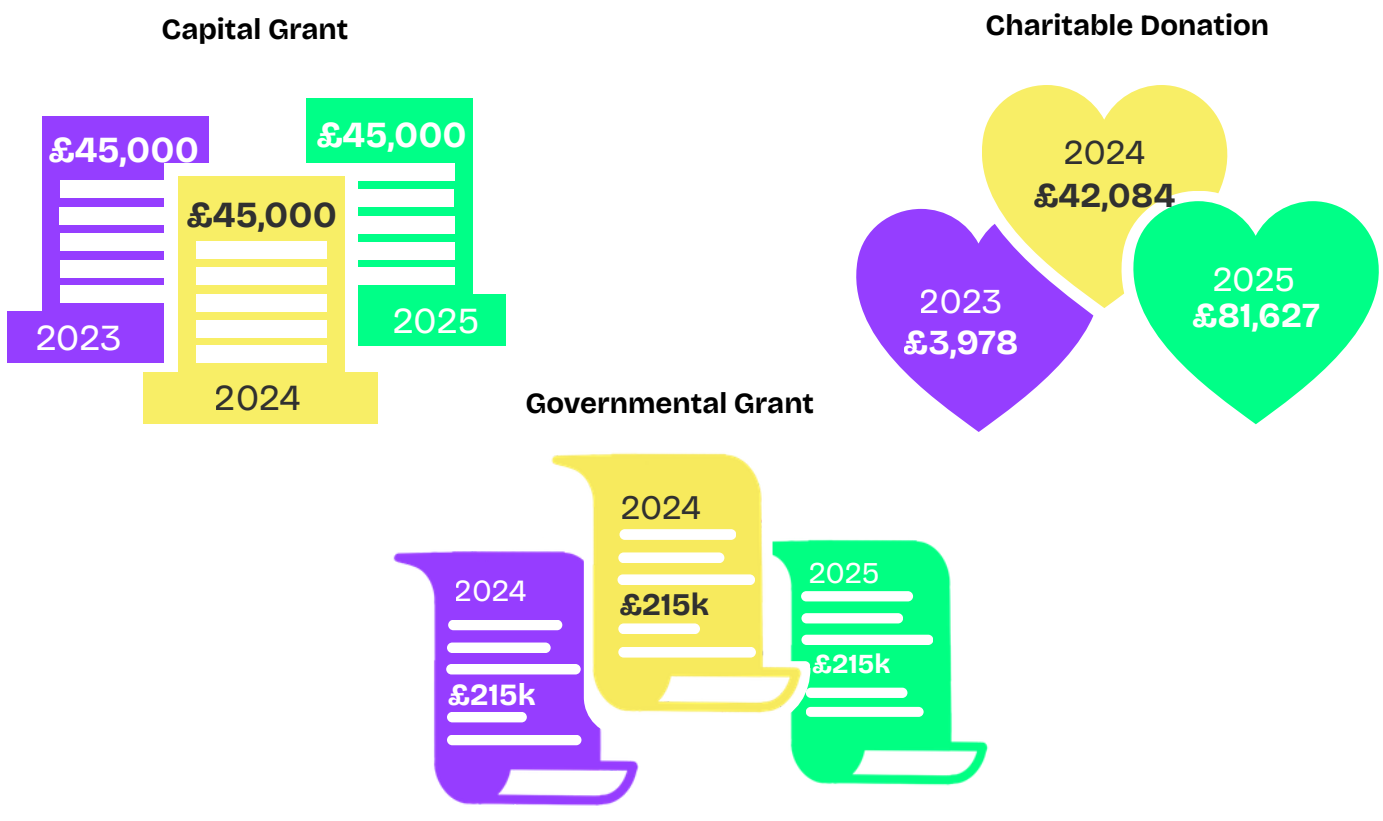


Employment Statistics (DAY1 Wages)



Investment Secured

DAY1 has secured significant capital and revenue funding to support the delivery and growth of its programmes across the Highlands. Capital grants are amortised



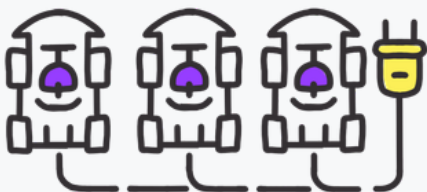
Environmental impact



During the reporting period, DAY1 and IKR generated a combined total of approx. **28.77tCO₂e** (tonnes of carbon dioxide equivalent) per annum, in greenhouse gas emissions across all activities. This carbon footprint was calculated using ClimateHero's Business Carbon Accounting methodology.

Electric Karts

In 2023, DAY1 supported Inverness Kart Raceway (IKR) to convert its fleet of petrol-powered karts to electric through a partnership with Highlands and Islands Enterprise (HIE) and Scottish and Southern Energy (SSE).



Investment

£275,000

capital funding
secured

Future-proofed
the business
against changing
environmental standards

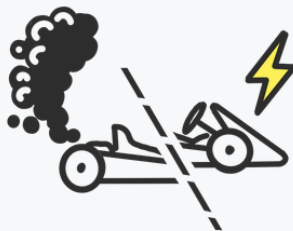
Fleet
converted
from petrol to
electric



Environmental Outcomes and outputs

69.9 tonnes

of CO₂ emissions
eliminated over a three-
year period based on
historic petrol usage by
IKR, using the
conversion rate of 1
Litre petrol producing
2.31 kg CO₂.



Cleaner, quieter
environment for staff,
young people and
customers



Solar Energy

In 2022, IKR invested £32,000 to install a 50kW solar PV system as part of its commitment to reducing its negative environmental impact and creating a more socially responsibly business to invest in. The system generates renewable electricity to help power the kart track, reducing reliance on grid electricity and supporting the transition to cleaner operations.

Investment

£32,000

invested in
renewable energy
infrastructure



50kW

solar PV system
installed

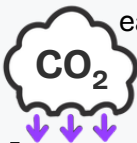
Environmental Outcomes and outputs

35,136 kWh

of renewable electricity
generated each year

26.4 tonnes

of CO₂ emissions avoided
each year



105,408 kWh

generated over the last
three years

Increased commitment to
environmentally
responsible outputs for
future generations

Appendix. Social Return on Investment (SROI) Impact Map Summary for main DAY1 stakeholder*
Full impact report can be found at <https://day1.uk.com/our-impact/>

Service Provision – 2023 to 2025: 12-month group and 1-to-1 mentoring for young people who are highly likely to become NEET. 12-month Foundation Apprenticeship employability training. Open to all senior phase pupils: Candidates profile: high degree of likelihood of becoming NEET without DAY1 intervention. 120 -140 young people per year.

Funding: Capital grants £45,000 pa, Government contract £215,000 pa, remainder self-funding from social enterprise.

Other stakeholders and investment value – Grant agencies inc Government contract £780,00. Parents - £zero. Local Authority £6,750. Volunteers value £42,000. Public donations £127,689. Total value of investment 2023 to 2025 = **£956,439**

Stage 1 Stakeholders – Young People (14-17) likely to become NEET (not in employment education or training)

Intended/unintended changes - Positive destination in employment, education, training, improved self-esteem/confidence, increased employability, part-time employment, achieve potential, increased respect, new direction, improved attitude.

Stage 2 Inputs - Investment and value. Stakeholder Input = Time, Cost = zero. **Outputs, summary of activities** – Weekly mentor contact 3 hrs per session per young person. Weekly mentor training, 3hrs per session per young person. Qualification Scotland level 4 awards in personal development + life skills.

Stage 2 targeted outcomes - Young person increased engagement in positive decision making about their own future. Increased confidence in choosing first job. Increased ownership of securing college placement. Renewed commitment/attendance with secondary school education.

Stage 3 Actual Outcomes – Indicators, how we measure outcomes. Active selection of positive destination. Feedback from young people from interviews. Self-placement in employment. Employers and other agencies (DYW, SDS, Council), who monitor statistics and interview young people. College placements secured confirmed by colleges. Attendance increase - increased appreciation of need for education to achieve positive destination. Interviews with senior staff in schools.

Stage 3 Source of information - Young people, employers, employment agencies, colleges, schools.

Stage 3. Quantity, How much change was there – 357 Young people impacted. **Impact Duration**, 85% lifetime impact, 10% five-years impact, 5% zero impact/candidate drop out. **Financial Proxy**, - Average lifetime cost of being NEET £54,000. **Source of proxy** – UK Gov, 2024/25 The Career Enterprise Company.

Stage 4 and 5 – Impact value after adjustment and Social Return calculation -

Deadweight 38%, Attribution 0%, Drop off 0%, Impact **£11,952,360**

Outcome Preset Value – adjusting for 3.5% accepted best practice discount. **=£11,548,174**

Historic Value Inputs **=£956,439**

Net Present value: Present value of Outcomes less inputs **=£10,591,735**

Social Return **£11.07**. Social Return £ for £ on investment: ratio **=£11: £1**



DAY1's Impact report

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