

UKSA
30
YEARS OF
EXCELLENCE



Impact Report 2016/17

A Note from UKSA's Chief Executive



Over the last 30 years, we have welcomed 150,000 people to UKSA; starting careers and transforming young people's ideas of what they are capable of achieving. Last year we worked with 9,192 people and 76% of these were under 25. Our careers and professional course numbers also grew to 1,299 students from 1,130 students in 2015/16.

In 2016/17, UKSA continued to deliver positive outcomes across two key areas of work:

Sea. Change - Providing life-changing opportunities to schools and groups, disadvantaged and disaffected young people who are not in education, employment or training (NEETs) and young offenders. A common theme for many of these individuals is the low expectation they have of themselves, so we challenge them to transform and to create opportunities for themselves.

Sea. Careers - We are the world's largest provider of maritime training, ranging from watersports instructors through to training officers working on vessels up to 3,000 gross tonnes. This work supports the delivery of our 'Sea. Change' activities. We are proud of the large number of students who leave us to start their first jobs in the maritime industry and go on to a lifetime of opportunity.

This report highlights some of our key achievements throughout the year. I continue to be extremely proud of the difference we are making to young people across the UK, and I am delighted to be sharing a few of their stories.

Ben Willows, CEO



Our Impact

UKSA provides life changing opportunities, from developing confidence and life skills to training for careers in the maritime industry.

UKSA (UK Sailing Academy) is a youth education and maritime training charity based in Cowes, Isle of Wight. The charity was formed in 1987 by Noel and Sylvia Lister who wanted to educate and enrich the lives of young people, using their experience of the sea, including the infinite challenges and gifts it offers and the power it holds to make change. Thirty years on, this remarkable ethos remains at the heart of UKSA.

Youth Development

UKSA has continued to provide funded Youth Development programmes which aim to develop both life and work skills for 16-24 year olds. By collaborating with partners in the youth and training sectors, we are able to support young people access employment or further training.

We have continued to measure the impact of our Youth Development programmes using our Skills for Life evaluation, focusing on six key soft skills: Communication, Decision Making, Participation, Self-Belief, Determination and Coping. In 2016/17 the young people completing our Youth Development programmes recorded an average 31% increase in these soft skills at the end of the programme.

The following are extracts from the young people's responses.

- "I've done things I didn't think I would be able to do before this course"
- "I've found myself becoming more determined to get the job done"
- "I've been able to cope with more new things"
- "Even if a task seems impossible, it can often still be done"

We continued to expand our delivery of the National Citizenship Service (NCS) in partnership with the English Football

League Trust as the only provider of NCS on the Isle of Wight. Last year 140 young people aged 16-17 completed the programme, a 54% increase on the previous year.

2016 saw the launch of the Go Sail project, which UKSA are delivering in partnership with the 1851 Trust and supported by Land Rover BAR. The programme has been designed to offer young people living in the Solent area the chance to try sailing, broaden their horizons and develop character skills.

Working in partnership with Youth Offending Services we also continued to deliver our YOT to Yacht programme, designed for young offenders and those at risk of offending. Through challenges and activities such as windsurfing and yachting, the young people are taught to take on clear roles and responsibilities, focusing on coping strategies, resilience, teamwork, communication, independence and self-belief.

2016/17 also saw the first group of graduates complete our Watersports Instructor Traineeship, and the start of an Instructor Development Programme - our first fully funded Further Education programme - designed to advance and build on the skills of 16-18 year old Watersports Instructors.



Total number of youth development beneficiaries who completed courses in this financial year.



Increase in Soft Skills, of which Self-Belief recorded the greatest increase at 41%.



Young people aged 16-17 from the Isle of Wight completed the NCS programme with UKSA.



Young people completed Further Education courses and 100% of these went into further education, training or employment.



Sam Shorten

"I would advise anyone starting training at UKSA to take every opportunity that's given to you."



Sam first came to UKSA back in 2013 with the Princes Trust on one of their "Get Into Watersports" programmes. At this time he was unemployed and sofa surfing, doing any job

he could get. Following the Princes Trust programme Sam completed a month of Work Experience at UKSA, and with the help of the **Milo Hanlon Bursary**, went on to complete our Watersports Instructor Training programme. During this training, Sam qualified as a dinghy, windsurf and SUP instructor, and went on to work at UKSA initially as a Watersports Instructor before moving into our fleet maintenance team.

"My favourite experience at UKSA was meeting different people and learning new things which were completely alien to me, and after some time I was able to then pass that experience down to others. It made me feel like an important link in a chain!" In 2016 Sam went to Greece as the Regional Sail Maker for Neilson Holidays, where he was responsible for fixing most of their dinghy and yacht sails. This season, Sam is currently working back in the UK making boat covers and biminis, and saving up to qualify as a Yachtmaster.

"YOT to Yacht exposes young people to experiences outside of their everyday environment and provides a practical and exciting way for them to realise that they have potential. It offers them a positive experience; a taster of an alternative life and proof that they can achieve things they never would have imagined."

Alex Welch, Advanced Practitioner, Southwark Youth Offending Service

Dan Hallam



Dan joined UKSA's Watersports Instructor Training programme in September 2000 straight after finishing full-time education. He first discovered UKSA after

a 1 week residential visit with his school, taking part in on the water activities such as dinghy sailing and raft building. After realising he had an interest in the industry he later joined us for some work experience before starting his training. After qualifying at just 17, he worked as a Sailing and Windsurf Instructor in Poole Harbour.

"I had only just turned 17, so wasn't allowed to go and work abroad, but that was definitely the aim."

Suffice to say he has definitely met this ambition, working internationally for companies such as Neilson and even fitting in a transatlantic crossing on a sailing yacht, following up opportunities and getting a good reputation in the industry. As Dan gained experience over the years, he returned to UKSA, progressing to Watersports Chief Instructor.

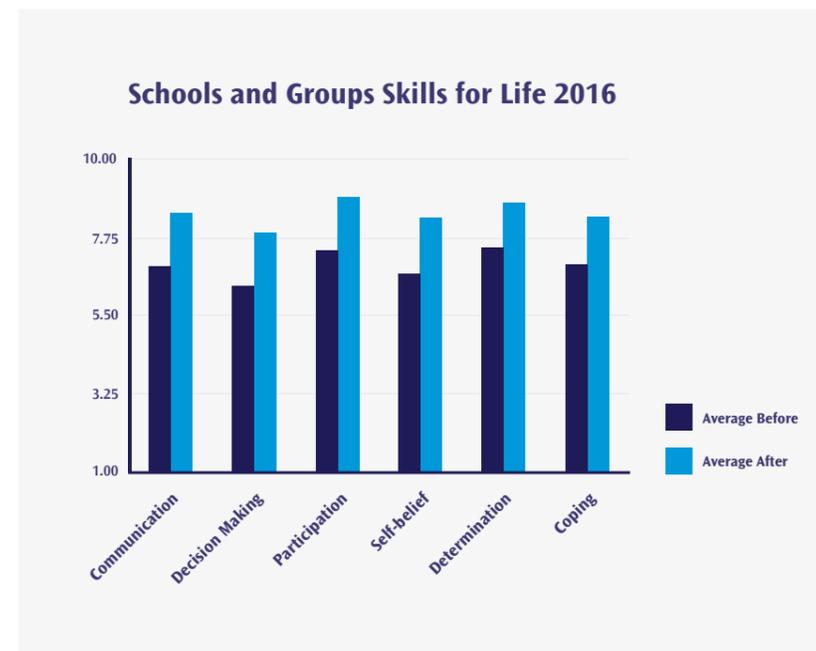
"I've met some great people at UKSA, and having seen it from a school kid through to a young Instructor working there and as a Chief Instructor, I can safely say the people are what make it a great place."

After progressing within the industry and gaining more responsibility, Dan is currently working at the Andrew Simpson Sailing Centre as the Assistant Manager.



Schools & Groups

UKSA offers inclusive courses to schools and groups, using alternative learning methods that allow participants to achieve their personal best. Our instructors also support students with our 'Skills for Life' programme. As you can see from the results table below, students improve right across the board as a result of taking part in on-the-water activities at UKSA.



The following are extracts taken from students' feedback on the changes they've experienced within the measured skill areas:

- "I now believe in everything I do and trust myself."
- "I am determined to do anything now."
- "Achieved things I didn't think I could."
- "I have learnt that it is better in a team than alone."
- "I've realised you have to believe in yourself to succeed."

"Our Academy is situated in one of the most socially deprived boroughs in the UK. A big issue for many of our students is low confidence and low esteem, which often manifests itself in poor behaviour, often attention seeking to make up for the lack of attention they receive at home. Without doubt, UKSA has enhanced their personal development in so many ways. In a classroom environment, they are more likely to put their hands up to answer a question and are more active and focused in group work activities."

Allan Bird – Ormiston Bolingbroke



(40) of all schools and groups were funded.



(43) of all schools and groups were from a "deprived" background (statistically speaking this means they are one of the 40% most deprived areas in the country).

According to 2016 government data.



(46) of schools had a greater proportion of Special Educational Needs students compared to the national average (1.4%).

According to 15/16 Department for Education data.



(62) of schools had a greater proportion of students on Free School Meals compared to the national average (26.4%).

According to 15/16 Department for Education data.

Professional Training

"We at Wilsonhalligan have a great and trusted relationship with UKSA. We have witnessed crew from UKSA develop well in their yachting careers, due to the ethics and professionalism instilled into them whilst gaining their professional qualifications. The staff are dedicated professionals who nurture students for a long term relationship."

Liam Dobbin & Nicola Morgan
Managing Director and Director – Wilsonhalligan Yacht Recruitment

UKSA has continued to see growth in this sector, training 1,299 individuals throughout the year for careers in the yachting (deck and hospitality) and watersports industries. Our professional Maritime Coastguard Agency (MCA) training courses saw a 17% increase in the number of individuals training with us. UKSA prides itself on offering more than qualifications alone. All of our professional training students receive mentoring, industry guidance and industry knowledge sessions, and access to our recruitment database that provides students with a career destination and support for life.

In 2016/17 we advertised 517 roles within the yachting and watersports industry to our graduates; we also expanded our network of opportunities, with 88 new employers contacting us to advertise their vacancies. It is our global relationships with captains, crew agents and leading employers in yachting and watersports that makes our Industry Guidance offering so successful. UKSA graduates have access to this support throughout their careers and this offering is unique to UKSA.

"I just wanted to say thank you for all of your help this year, we are delighted with all of our UKSA recruits, both the skippers and hosts have integrated really well within the team and are working super hard."

Siobhan Wallace
Recruitment Coordinator - Navigate Travel



Individuals started one of our career training courses.



Professional training students received funding support, valued at over £350,000.



Of our graduates have gone into the superyacht industry.



Of our graduates have gone into the watersports industry.



Of graduates have gone into their first professional career.



Hugo Aspden



Hugo first trained with UKSA in February 2011 when he joined a Watersports Instructor Training programme. Prior to starting his career on the water he had worked

as an Operations Manger for a marquee company and in construction but after being made redundant he came to a UKSA open day. After a great performance throughout training he was offered a position as a Watersports Instructor here at UKSA, progressing to become a Lead Instructor for the summer 2012 season. During this time, Hugo realised he wanted to start a career at sea and applied for the UKSA Cadetship, he was successful in his application not only to join the programme but also to gain a bursary from Seafarers UK.

"Receiving the Seafarers funding for me was a real life saver. Not only did it help with the initial costs of the course but it helped with kit costs as well which meant I could start the course with the right equipment"

Hugo's first job on-board a superyacht is a great example of networking with previous graduates. He met one of our older cadets in the bar, made a great first impression and secured his first position to start a couple of days after his graduation. Since then he has returned for his Phase 3 and Phase 5 training and is now working towards taking his converted Officer of the Watch exam at the end of the summer.

"I think one of the biggest lessons I've learnt since starting my career at UKSA has to be the life experience you gain from being there. Not only is it living away from home but also how to look after yourself and to self-motivate."



Activities & Achievements



February

Ben Willows becomes UKSA's youngest ever CEO.



March

Noel Lister bursary launched for those that aspire to have a career in the maritime sector but do not have the financial means to do so.



May

Go Sail! Project launched at Land Rover BAR headquarters by 1851 Trust Patron, HRH the Duchess of Cambridge.



June

100% of our Further Education students completed their courses and progressed into employment or further education and training.



July

HRH The Princess Royal visits UKSA in celebration of the success of the Test the Water programme.



August

UKSA raised £76,497 in our 3rd year as the official Aberdeen Asset Management Cowes Week Charity.



October

The start of our busiest winter for careers and professional training.



November

Our 3rd year as the training partner of Neilson Holidays with funded training and guaranteed jobs for graduates.

Thanks to our Supporters

We have an active network of supporters whose work does not go unnoticed. We salute all of those friends who organised sponsored events, ran marathons to support our bursaries, have put on fundraising events in their homes, or made personal donations to make sure young people can come to UKSA.

Many loyal supporters have funded UKSA over a number of years. Last year we secured grants from Trinity House, Seafarers UK, The Lister Charitable Trust, The Whirlwind Charitable Trust, Red Funnel, NatWest, The Daisy Rich Trust, The WightAid Foundation, Aberdeen Asset Management and the Minton Trust. All of these grants have been instrumental in enabling us to achieve our charitable goals. Young people are also supported by the Royal Yacht Squadron Foundation and the Royal Merchant Navy Education Fund.

In 2016/17 64 individuals have accessed our professional training thanks to our bursary schemes. This includes those set up in memory of Milo Hanlon and Stephen Thomas. In its first year, the Noel Lister Memorial Fund has made a significant difference to the lives of 19 young people that aspired to careers in the maritime sector but did not have the financial means to access training.

Lewis Griffiths

#SeaChangeStories



Lewis grew up sailing, racing Lasers for the Welsh and GBR squads in his late teens; he was also an active RNLI volunteer crew member. At the age of 25, he decided that his career as a Sales Executive for a global drinks distribution company wasn't for him, and embarked upon UKSA's Professional

Yachtmaster Offshore training as one of the first recipients of the Noel Lister Memorial Fund in March 2016.

Prior to training with us, Lewis had only done short sailing trips, so one of his highlights was crossing the channel for the first time.

Lewis' first job after passing his Yachtmaster was as Skipper of a 55ft yacht, based in Greece for a family from Israel, where he worked taking care of all aspects of the yacht. At the end of the Mediterranean season, Lewis secured a position on a 90m+ classic superyacht built in the 1930's. He spent the winter onboard in the Caribbean, before crossing back to Europe for a brief yard period.

"All I can say is that I fully encourage anyone considering a career at sea to get in touch with UKSA! Not only for the courses they provide but the support and advice they give you after completion is second to none. Their careers department are responsible for every job I have had so far, I am very very grateful for everything UKSA has done for me. My life has gone from office work with a 9-5 motorway commute to travelling the world on a superyacht - pretty life changing stuff."

"The most important thing I learnt from my time on the Isle of Wight was, when the going gets tough, don't give in. I had to tell myself that a few times whilst trying to complete my Yachtmaster in the middle of winter."

The Future

Celebrating 30 Years of Excellence

Celebrating our thirtieth anniversary for UKSA is as much about looking toward the future and what we can do for the next generation of young people. To support them in developing life-skills and careers in the maritime industry, we will be launching several new initiatives.

Pathways into Employment

We want to ensure that young people from all backgrounds are able to harness the power of the sea. So we have developed the Pathways Programme to increase access to employment and diversity in the maritime sector. We will do this by creating a new framework that encompasses all UKSA funded programmes. We will ensure that all young people from disadvantaged backgrounds who visit UKSA have a clear pathway between their first session with us, and a career in the marine industry. This could ultimately offer funded career training programmes to disadvantaged young people who have been introduced to UKSA through a school visit, or partnership with a youth offending team.

Graduate Programme

To date, 150,000 people have been trained at UKSA. Many have gone on to enjoy successful careers in the yachting world, as well as other industries. Graduates are often proud of their UKSA experience and many desire to give something back. Be that through advice to current students, career development or fundraising. Former students are currently an untapped resource of support, and in our anniversary year we will launch a new initiative to harness that energy.

Partnerships

We will work closely with youth development agencies, organisations and schools across the UK to ensure young people are prepared for a visit to UKSA, and are able to fully embrace the opportunities when they are here. Through these delivery partners we will be able to widen the range of young people benefiting from improved life skills and career opportunities.

Capital Investment Programme

The way that UKSA's site is currently configured means that there is a ceiling on the number of young people who can benefit from our programmes. Over the coming three years our large dormitory blocks will be replaced by modern, modular accommodation. This multi-million pound project will give us the flexibility to host more groups simultaneously, improving life-skills and offering career pathways to thousands more young people.

Fundraising

UKSA is proud to be supported by a wide range of families, partners and institutions as we deliver on our charitable mission. Over the course of our anniversary year, we will focus on raising funds for priority areas including our Capital Investment Programme, as well as our new Pathways Programme.

Work with us

This Impact Report highlights the unique and significant work that UKSA continues to do for our beneficiaries with the help of our incredible supporters.

To discuss making a donation or partnering with UKSA, please contact us on 01983 294941. We look forward to working together to enrich our pathways.



Arctic Road, Cowes,
Isle of Wight
PO31 7PQ

+44 (0)1983 294941

uksa.org



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