



**ALEXANDER'S**

Training / Development / Community

**Annual Report 2020 - 2021**

Alexander Community Development (ACD) has forged a strong and dependable reputation in Dundee throughout the last year. **Successfully delivering** on all **3** of our **services**, during a worldwide **pandemic** has been challenging but incredibly worthwhile.

In this report, we wish to share with you an insight into our journey, our funders who have helped to make our plans come to light, our partners and our main income-generating activities. We believe we have successfully demonstrated that shaking things up and delivering something a little different from the norm, can be truly life-changing.

In our first year, we overcame many challenges by looking at things with a slightly different attitude. An attitude that is driven by the constant thought of – **what if?** What if it is possible? What if we can make it work?



# Welcome



**John Alexander,**  
Chief Executive Officer

"Alexander's Community Development has been at the front of mind for nearly 5 years now. It developed from my experience running my construction company for the last 20 years and seeing first hand the need to invest and nurture young people. I am passionate about getting young people into the building trade and helping them build their own future"

Since late 2018, John has focused his efforts solely on ACD: "For the last three years I have been committed to bringing ACD to life. The organisation has created opportunities for people within the team and I am proud to see my passion within the team, who in turn help create further opportunities for the people we work with."



**David Souter,**  
Chairman

"I spent the last 20 years of my teaching career as a Principal Teacher of Guidance at Braeview Academy in Dundee. I had led the school for much of that time in careers education."

David was brought onto the team through John Alexander: "who told me of his long-held vision, which is ACD. John asked me to become a non executive director and trustee of ACD which I was honoured to do."

We asked David what his most memorable moment to date while at ACD was: "When I sat down with both Kara and a blank sheet of paper and within a couple of hours we had the bare bones of our Transition to Trade."



**Kara Swankie,**  
Director

"ACD has moved at breakneck speed, even throughout a world-wide pandemic. We have achieved a lot over the last year and I truly believe, we are only getting started."

"Building a team of individuals, who share the passion for our city has been instrumental to the success and this is showcased through our delivery of programmes that are fully booked until next year."

"As we move into year 2, I am focussed on bringing more females into our team and showcasing how rewarding a career within construction and training can be. I understand how important investing in young people is, and thrive on creating opportunities for people, regardless of their background."

The **'Transition to Trade'** is a unique training programme, delivered to schools and employability providers, where people will gain accredited qualifications whilst gaining experience of work within a trade environment. We are an SQA approved centre, allowing us to deliver training and develop our offering.

The **'Food Distribution'** was established during the Covid-19 lockdown, partnership with DCC and Faith in Community. In the current model, ACD takes delivery up to £10K of food per week, purchased by DCC, and distributes this to the 27 food groups. This will rebrand to Community Support in year 2.

**'Trades for All'** is a multi-trade building and construction service for the public, private, and 3rd sectors. It operates in the public and private sectors, gaining a reputation for quality work. This will become the main pathway to employment for candidates who finish Transition to Trade and are seeking an apprenticeship.

"The Transition to Trade programme seems like an excellent solution to improving opportunities for the city of Dundee by engaging, upskilling and supporting its citizens. Not only supporting its young people but providing opportunities to engage retired tradesmen to promote positive mental health and pass on their industry knowledge."

**JAMIE HEPBURN**  
Minister for Fair Work and Skills



# Journey

**£103,251**

WORTH OF FUNDING  
SECURED

**523**

QUALIFACTIONS ACHIEVED

**95**

YOUNG PEOPLE THROUGH  
TRANSITION TO TRADE

**40**

KICKSTART PLACEMENTS  
OFFERED ACROSS 4 ORGS

**25**

VOLUNTEER  
OPPORTUNTIES

**50**

ORGANISATIONS COMMITTED  
TO APPRENTICESHIPS

**£1.2MILLION**

WORTH OF FOOD DISTRIBUTED

**30**

JOBS SUPPORTED TO BE  
CREATED

**103**

PARTNERSHIPS  
CREATED

**27**

FOOD PROJECTS  
SUPPORTED EACH  
WEEK

**7**

APPRENTICESHIPS  
CREATED

**14**

SALTIRE AWARDS

“ACD have been key to our response to emergency food needs across the city. They have listen and responded to the identified gap as partners developed their work together to bring something unique to this situation”

JACKY CLOSE  
Director, Faith in  
Community Dundee

“He absolutely loved the course, he couldn't stop talking about it, he was really gutted when the course came to an end, He was starting to lose interest in school but once the course had finished his focus had massively improved and he knew he wanted to focus on joinery” ”

Parent of Transition to Trade Candidate

# The Team



**John Alexander**  
Chief Executive Officer



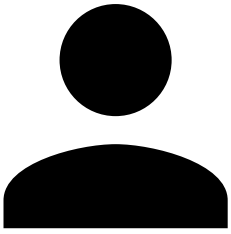
**Kara Batchelor**  
Operations Director



**Aled Bartley-Jones**  
Head of Transition to Trade



**John Alexander SNR**  
Food Coordinator



**Bob Doig**  
Head of Trades for All



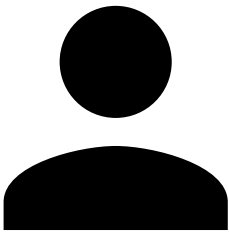
**John Nicol**  
Lead Trainer



**Tommy-Lee Finlay**  
Warehouse Assistant



**Dylan Chalmers**  
Trainee Trainer



**Jeff Robertson**  
Lead Joiner



**Jack Urqhart**  
Operations Assistant



**Kerr Snee**  
Apprentice Joiner

# Volunteers

ACD is lucky to be supported by a great body of volunteers. Some of our volunteers donate their time for a short period, others have become part of the woodwork... either way, we couldn't have achieved any of this without them!

Kyle Mitchell - Carina Mitchell - Lori Swankie  
Roahan Duncan - David Simpson - Shelley Reid  
Johanna Swankie - Lewis Alexander



# Non-Exec Board



**David Souter - Chair**



**Tina McGuff**



**John McGuff**



**Chris Thewlis**



**Murray Duncan**



**John Martin**



We work closely with Empowered by Cloud, who act as our virtual finance department and virtual finance directors.

**Over the last year, ACD has drawn on the expertise of the board to help drive the organisation forward during a period of uncertainty. The first 3 years of any organisation are often challenging and we are grateful to be able to draw on the industry experience of our board to ensure we meet our objectives and deliver a quality service for Dundee.**



# Kyle

Over the past year, we have been extremely fortunate to welcome Kyle as one of our volunteers. Kyle and his incredible mum Carina have become an integral part of our food distribution service. We caught up with Carina, to hear firsthand about the impact ACD has had on Kyle.

“Kyle is a 33 year old man. He was born with agenesis of the Corpus Callosum (ACC), a congenital lifelong rare brain abnormality which means that the two sides of his brain do not communicate with each other. This has resulted in Kyle having a complex intellectual impairment, epilepsy, and associated autistic traits. Kyle is a young man who loves to have fun and is fun to be with. He is tall, strong, and is very enthusiastic about doing physical work and being outside. Kyle can be very good company and has a great sense of humour; he likes to know what is happening, has a great memory, and is very helpful. Kyle is an intelligent person who is interested in people he evaluates others quickly picks up on negative emotions and is very sensitive to the atmosphere. Kyle is caring and does not like to see people upset. Kyle has lots of energy, likes to be kept busy, and enjoys having a lot of variety in the activities that he participates in.”

“Kyle has built up a great relationship with everyone at ACD but also the staff at the businesses who are based there. He knows everyone by name as well as those who service the building. The impact on Kyle’s wellbeing, growth and development truly is priceless.”



Carina (Kyle’s mum and full time carer), tell us about the noticeable changes in Kyle since he started ACD

“The aim of any activity is to maintain Kyle at a stable arousal level. The most noticeable change in Kyle that I have seen by participating in physical activities, teamwork, and the which then benefits his concentration skills, learning potential, attention levels and interaction ability.”

Carina, would you encourage more people with barriers to volunteer?

“Our time at ACD has certainly helped build both our confidences and self-esteem (being a carer can be a very lonely role, as I had to give up my employment which knocked my confidence). Just like Kyle, I enjoy the blether with everyone at ACD.”

# Dylan



I first heard about Alexander's Community Development through my older brother who had been on the Transition to Trade programme. My brother told me it was unlike any other course he had been on and couldn't believe how many qualifications and how much experience he got in such a short space of time - which led to him getting a job with John Robertson Joinery.

This led to me asking my work coach how to get onto the Transition to Trade programme. Within a short period of time, my application was successful, and I was offered a space. The course matched up to my expectations and more! I got on so well with the staff at ACD, I didn't expect it to be such a relaxed environment, I really liked how quickly my group gelled together because of this.

At the beginning the course we completed goal maps of what we wanted to achieve within in the next year. I wrote that I wanted to be a plumber or a sparky, pass my CSCS test and earn enough money to buy a car.

I am now well underway to achieving my goals, I passed the CSCS test, I have my driving test booked and can now afford to buy my first car. The only change being my career path.

At the end of the first week, John took me aside - and shared that there was an opportunity to be had as a trainee trainer. I was initially going to turn the offer down, because I thought that I lacked confidence. So then John said to me you have two weeks left of the course, have a think about it, then get back to me - and that is what I did.

I sought advice from family and friends and took the two weeks to think about the opportunity. Everyone I spoke to encouraged me to take the opportunity. The next step that I had to take was to tell myself that I could do it. I then decided to take up the offer and within two and a half weeks of the course ending, I had passed the interview and had started a Kickstart placement at Alexander's Community Development as a Trainee Trainer.

This opportunity has been life changing in way, I have noticed a massive increase in confidence and self-belief. I have gained a wealth of skills and knowledge since I started.

Other than speaking to my wee brothers and sisters, I have no prior experience working with young people and never saw myself going down this path.

I find working with young people both easy and challenging, I find it so rewarding to see the development in the young people that have similar backgrounds to myself, by this I mean people who have been on the Transition to Trade programme and have received little support or guidance in their lives. To then be in the position where I can offer the support and guidance, they have been lacking is both a weird and wonderful experience - as growing up I was that person who fell through the cracks and had no support.

My kickstart placement has come to an end, the Rank Foundation have funded my traineeship and I am looking forward to seeing myself this time next year as if you had told me a year ago this is where I would be today. I wouldn't believe a word.

# Food Distribution

Working in partnership with Dundee City Council and Faith in Community, we have delivered **£10,000** worth of food and basic essentials **each week**, since **April 2021**.

ACD is the main food distribution centre for all **27 food projects** within the Food Insecurity Network. During 2020, ACD also supported **Fareshare** with their own operations, at the height of the pandemic.

Working with each project through the partnership, we support the projects with logistics and health and safety.

We have also delivered food donated from other organisations, taking the total amount of food provisions delivered to over **£1.2 million**.

This equates to an average of **2500** people each week, with this number increasing to **4500** at the peak of the pandemic.

Moving into year 2, we will rebrand this as **Community Support**



## **Working with the Food Insecurity Network**

**Danny Ogiereman, Community Development Work at Faith In Community**

**“The partnership between ACD and the Food Insecurity Network, led by Faith in Community Dundee has been absolutely crucial to meeting the needs of people struggling with food across Dundee. ACD has played a central role in ensuring over £10,000 worth of stock has been delivered to 25+ food projects city-wide every week, with those projects then supporting over 2500 people every week. The coordinated and tragic approach we’ve taken could not have happened without the support of ACD and the wonderful team, all of whom have worked tirelessly over this last year to make sure not only food was distributed and recycling was collected, but also other essential items such as PPE and healthcare products were also delivered. This past year highlighted just how significant partnership working is to meeting the needs of people within Dundee, as well as meeting the needs of the projects; ensuring staff and volunteers have all felt supported while they too work tirelessly during a year which was challenging for everyone. We’re excited to continue to build on these partnerships as we move forward, and look forward to continuing to work with ACD in the future.”**

## **Shona Robison, MSP, Motion in Scottish Parliament**

**“That the Parliament congratulates Alexander Community Development in Dundee on enabling six of its volunteers to each successfully gain a Saltire Award in recognition of their dedication to volunteering; understands that Alexander Community Development is a community-driven organisation that provides hands-on training for both young people and adults of all abilities and trades, with a view to upskilling them for work opportunities while supporting local communities; notes that the Saltire Awards are a way for the Scottish Government to celebrate, recognise and reward the commitment, contribution and achievements of young volunteers in Scotland who are aged between 12 and 25; commends the six volunteers for their ongoing contribution to distributing food to local food banks and contributing to the kitchen refit at the local Maxwell Centre; applauds Alexander Community Development for its food distribution efforts throughout Dundee in direct response to the COVID-19 pandemic, supporting many food projects as a central storage and distribution hub in the city, and wishes Alexander Community Development and all of its volunteers continued success.”**

# Transition to Trade



Since Transition to Trade first launched in September 2021, Alexander's Community Development have delivered:

- Transition to Trade to **95** participants between the ages of **13** and **47**.
- **523** industry-recognised qualifications have been achieved.
- **1438** course hours have been delivered over **12** Transition to Trade cohorts.
- A further **199** one-to-one support sessions have been provided.
- **8** Multi-trade Design and Build projects.
  - North End Social Club
  - Signpost International
  - West End Flooring Specialists
  - Mid-Lin Day Care
  - Street Soccer (Former Lynch Centre)
  - The Dundee Allotments
  - Wellbeing Works
  - ACD's under 16's Break Area

# Transition to Trade encompasses five key areas

## Industry Recognised and Accredited Qualifications

**Growth Mindset**

**Practical Experience**

**Employability Support**

**Personal Development**

### **Industry Recognised and Accredited Qualifications**

All candidates that participate in Transition to Trade leave with a wealth construction-related qualifications that set them up for moving onto a positive destination within the industry.

These qualifications include:

- **IOSH SHE for Construction**
  - **IOSH Working Safely**
- **Construction Skills Certification Scheme (CSCS)**
  - **Asbestos Awareness**
  - **COSHH Awareness**
  - **Scaffolding Awareness**
    - **Manual Handling**
      - **First Aid**
  - **PASMA Towers for Users**
    - **Site Supervisor**
- **SQA Work Placement (SCQF Level 4)**

## **Growth Mindset**

**Jamie McBrearty from Y Mindset and Stevie Baxter from Sporting Pursuit co-deliver sessions on growth mindset, leadership development, character development and presentation skills. These sessions are an integral part of the schools' Transition to Trade programme.**

**'The Transition to Trade programme is allowing young people to not only develop skills within the construction trade but to also develop themselves as individuals. The building of self-confidence, self-worth and self-belief along with developing both their morale and performance character has had a huge impact. This new sense of belief and confidence is providing lifelong leadership skills and the ability to connect and communicate effectively with teammates, potential customers and fellow contractors on-site.'**

**Stevie Baxter – Sporting Pursuit**

## **Practical Experience**

**Transition to Trade offers the opportunity for candidates to participate in a practical site-based experience, helping them to develop their skills in a variety of trades, whilst giving them an insight into what it is like to work within the construction industry.**

**During their design and build multi-trade experience, the candidates will both refresh and grow their team working, communication and practical skills, whilst revamping a building within their local community. Which always leads to both an increased feeling of pride within their community as well as a sense of achievement.**

**The progress of this project will be captured in a portfolio of evidence, which will include the candidates' CV, which they will have either created or expanded upon during one to one employability sessions that take place during the course – as well as the before and after pictures of their project.**

## **Employability Skills**

**Throughout Transition to Trade, we offer participants both group and 1-1 employability support, that continues after the course is complete.**

**Within the programme, we deliver sessions on mock interviews and CV building to ensure that those who participate in the Transition to Trade programme leave with a strong CV which clearly showcases their achievements to improve their chances of not only getting an interview but performing well within it.**

**We have established good relationships with local employers and organisations to help create positive pathways into the construction industry.**

## **Personal Development**

**Transition to Trade is delivered to improve Leadership, Confidence, Teamworking, Ambition, Communication, Time Keeping, Construction Skills and a personal goal for the candidate to work towards.**

**Within the first week, candidates participate in teambuilding sessions with Alexander's staff as well as sessions with Jamie McBrearty from Y Mindset and Stevie Baxter from Sporting Pursuit. Throughout the programme Jamie and Stevie deliver sessions in Public Speaking, Growth Mindset, Leadership and Character Development.**

**Over the course of the 6 weeks, candidates develop a portfolio of evidence, which documents their achievements, within this portfolio are goal maps of what they would like to achieve in the future from our goal mapping sessions, pictures of them participating in their community serving design and build project, an up to date copy of their CV, photocopies of all the qualifications they gain on the course, a map of their skills as well as a tailored individual report written by our course trainers.**

**As Alexander's is a food distribution hub for the city, we are able to provide the opportunity to young people to volunteer every Friday when the food arrives and is being prepared to be delivered to 27 foodbanks, larders and community café's across Dundee. The young people have the choice of volunteering with the food distribution where they work towards a Saltire Award or having a fun/team-building day.**



**Leadership** - 'My leadership improved because I listened, learned and then shared my learning, for example showing Charlie how to cut wood' *Aiden Taylor*

**Confidence** - 'My confidence improved as I got to know the group and when I spoke on STV news.' *Zoe Mellville*

**Teamwork** - 'I feel my teamwork has improved because I would normally just judge people, but I found out that everyone has their own strengths and they come together in a team.'  
*Lenon French*

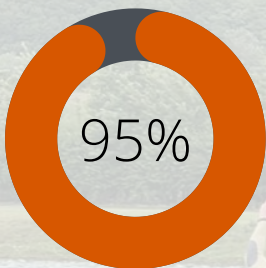
**Ambition** - 'I am going for what I want to do. Nobody will stop me from becoming a joiner.'  
*Charlie-Jack Harkins*

**Communication** - 'Planning as a group how to build the reception desk at the front of Wellbeing Works helped to improve my communication' *Bobby Shirkey*

**Time Keeping** - 'I actually try to come in at Alexander's as quick as I can, whereas at school I'm not like that' *Riley Coutts*

**Construction Skills** - 'My construction skills have improved by being on the design and build and learning new skills and how to use power tools, also a lot of joinery skills.'  
*Paul McWilliams*

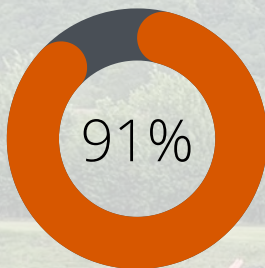
**Personal Goal** - 'I achieved my goal of speaking in front of the class'  
*Caleb Starrs*



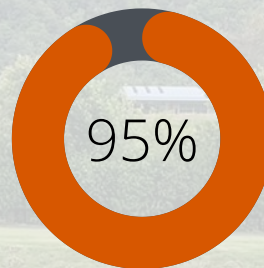
LEADERSHIP



CONFIDENCE



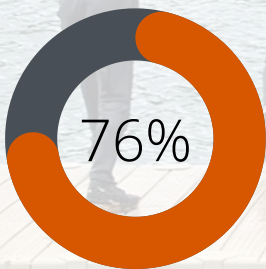
TEAMWORK



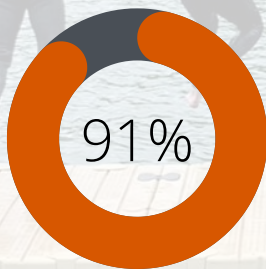
AMBITION



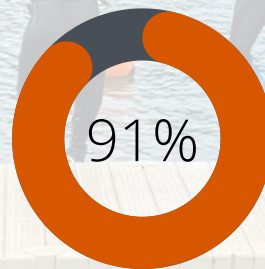
COMMUNICATION



TIME KEEPING



CONSTRUCTION SKILLS



PERSONAL GOAL

**The percentage of candidates on the 'Transition to Trade schools programme' who had marked an improvement on their skills maps.**

Transition to Trade was the best opportunity of my life, if you want to get into the trade industry this is the course you want to go for.

I got my social skills back after not seeing anyone during Covid, I expanded the knowledge that I needed to get into the trade industry. The course helped my communication skills a lot and my ability to work as a part of a team has improved from working with others on the course. Alexander's helped me with everything they could.

I've now got loads of qualifications and passed my CSCS test. Aled helped me one to one with my CV which I am so happy with, as lists all my new qualifications and is very clear. I've previously done CV sessions in other places, but they've just thrown a template at me and told me to get on with it, rather than showing me what to do and talking me through it step by step.

Now that the course is over, I will be putting in an application for the Kickstart opportunity you have with Trades for All.

Hopefully, this will put me in a good position for getting a joinery apprenticeship.'

I can't express how much I appreciate what you all have done for me, this course has been the best decision I've ever made thanks again.'

Conor Nelson 20

'Before starting the course I was a delivery driver. This was full-time, but I was paid off in January. They made all the newest members of staff redundant.

I had been applying for lots of jobs before the course started, basic warehouse, retail and driving jobs but was having no luck.

I did a training course for CSCS years ago. The programme at Alexander's was a bit different, first of all, I got lots of other qualifications but more importantly, they stuck with me. I am dyslexic and they were patient, John explained everything clearly and gave me lots of opportunities to do mock tests before sitting the real test.

I did fail my first attempt at the CSCS and lost a bit of motivation. I got the opportunity to re-sit the CSCS and passed the second time. These guys are spot on, they stuck by me, even after not passing the first time.

Straight after the course finished, I got a job at a cash and carry, after I smashed the interview, they commented that not many people present this level of qualifications. I had explained I had recently been on a training course and was keen to learn new skills.

I could not imagine being where I am without you guys, I'd probably be sitting in the house doing nothing. Thank you all so much for everything.'

James Gordon Mclaughlin 31

**"Kyle thoroughly enjoyed his time on transition to trade, coming home each day excited to tell us what he had experienced. Seeing the difference in my grandson has been amazing, getting up earlier to prepare for his day and generally taking more pride in himself. Kyle now aims to become a joiner after school and can't wait to take his next steps"**

**GRAN OF TRANSITION TO TRADE  
CANDIDATE**



Reflections  
Transition to  
Trade  
Schools



Reflections  
Transition to  
Trade  
Job Centre

# Trades for All

Moving into our second year, ACD is developing our trading company, Trades for All. Trades for All is building a trusted reputation for being a high-quality construction service, specialising in property maintenance, capital works and repairs. We deliver this service with our growing team which is committed to recruiting young people and creating opportunities for growth.

Trades for All works closely with a wide team of contractors allowing us to deliver a fully managed service, which leaves the customer with confidence in the works. As we move into the next year, Trades for All plans to diversify and grow across the sector, becoming a leading employer which is committed to supporting ACD's charitable objectives.

By leading the way with the recruitment of young people, ACD and Trades for All are partnering with stakeholders to create opportunities for work placements, apprenticeships and full-time employment, helping to bridge the unemployment gap and the major skills shortage within the industry.

Our commitment to investing in young people has been showcased through our first apprentice joiner – Kerr.

Kerr joined the team in early 2021, after spending over 6 months volunteering with our food distribution service. He will be the first apprentice to complete his training through our sister organisation Advanced Training Solutions (Scotland) and will gain a Level 2 (SCQF 5) award in Carpentry and Joinery. Kerr will be the first of 30 apprenticeships created within ACD over the next 5 years, helps to create opportunities for the young people of Dundee.



# Trades for All

Apprentices are the future of the workforce but the training needs to be right for the business. Losing them to a college for 26 weeks a year will never suit us, so we are interested in what ACD propose to do and work with their partners

*ALEXANDER DECORATORS*

I am committed to working with ACD and their apprenticeship delivery partner, as I grow my own workforce in the next year

*JOHN ROBERTSON JOINERY LTD*

The current apprenticeship model has never worked for my business, so we are looking forward to building a relationship with ACD

*MITCHELL & SONS PLUMBING & HEATING*

# Partnerships

**Electro Guard  
GSC**

**Market Street Motors  
Jigsaw**

**P&H Autos  
Pitkerro**

**Dundee Autobreakers  
Kay McIntyre**

**GAVans**

**LCM Vans**

**Gary Roberston**

**Care Electrical**

**McClean Roofings**

**Greenhill Vista**

**Grizzly Bear Hot Tubs**

**Javlin Saw**

**Luigis Pizza**

**Diamond Dec**

**Strathcars**

**Castle Developments**

**A Decorators**

**Kevin McGurkin**

**The Katz Pyjamas**

**Scotmitch**

**Laura Conway**

**QAPM**

**APH BW**

**Bliss**

**Violence Reduction Unit**

**McLaughlin & Harvey**

**Metro Metros**

**Caledonia Contracts**

**Painters Pantry**

**Advanced Training Solutions**

**Living Wage Scotland  
Poverty Alliance**

**Dundee and Angus  
Chamber of Commerce**

**Empowered by Cloud  
Alzemiers Scotland**

**Brain Mayne**

**Prime Signs**

**Nexus Signs**

**Jigsaw Media**

**Abertay University**

**Marsh Commercial**

**Lionra Consultants**

**CJK Electrics**

**SQA**

**Easylets**

**Ward Builders**

**Carrick Management**

**Icon Signs**

**DLR Media**

**Big Recovery**

**IAS LTD**

**Gordon Mitchell**

**Care Electrical**

**Gary Roberston**

**JF Kegs**

**Robbo**

**Angus Scaffolding**

**Metro Metros**

**TayGas**

**Icon Signs**

**JF Kegs**

**Froggys Chop Shop**

**MTS**

**Health Environment and  
Risk Training**

**Food Insecurity Network  
Dundee City Council**

**YMindset**

**The Sporting Pursuit**

**Angus Council**

**Arbroath High School**

**Carnoustie High School**

**Braeview Academy**

**Harris Academy**

**Grove Academy**

**Rank Foundation**

**Faith in Community**

**Signpost Centre**

**Hot Chocolate Trust**

**Wellbeing Works**

**Street Soccer - Lynch Centre**

**The Haven**

**Job Centre DUndee**

**Fairfield Community**

**Sports Hub**

**North End Social Club**

**Future Skills SCIO**

**Amazon**

**PADS**

**Last Chance Kennels**

**Maxwell Centre**

**Lochee Larder**

**Lochee Community Group**

**DVVA**

**'Bill'**

**Intona**

**Jimmy Mar**

# Funders

**NHS Innovation Fund  
TNL Community Fund  
The RANK Foundation  
Dundee Youth Fund  
Dundee City Council  
Common Good Fund  
GAVans  
LCM Vans  
Gary Roberston  
Care Electrical  
Mclean Roofings  
Greenhill Vista  
Grizzly Bear Hot Tubs  
Javlin Saw  
Luigis Pizza  
Diamond Dec  
Strathcars  
Castle Developments  
A Decorators  
Kevin McGurkin  
The Katz Pyjamas  
Scotmitch  
Laura Conway**

**Easylets  
Ward Builders  
Carrick Management  
Icon Signs  
Big Recovery  
IAS LTD  
G Mitchell Tiling  
Care Electrical  
Gary Roberston  
JF Kegs  
Robbo  
Angus Scaffolding  
Metro Metros  
TayGas  
Icon Signs  
JF Kegs  
Froggys Chop Shop  
MTS  
Electro Guard  
GSC  
Market Street Motors  
Jigsaw Media  
QAPM**

**Marsh Commercial  
Corra Foundation  
Faith in Community  
Greenhill HR  
Foundation Scotland  
North End Social Club  
Arnold Clark  
Moncur Trust  
UNLTD  
FirstPort  
CITB  
Persimmon Homes  
Scotmid  
Tesco Grants  
P&H Autos  
Pitkerro  
Dundee Autobreakers  
Kay McIntyre  
APH Plumbing  
Bliss  
Violence Reduction Unit  
McLaughlin & Harvey**

**We couldn't have achieved everything we have  
over the last year without you!**



**Thank YOU**

# Year End Accounts

## Income and expenditure account for the period ended 31 March 2021

	Period ended 31 March 2021 £
<b>Income</b>	<b>99,183</b>
Cost of sales	(76,550)
<b>Gross surplus</b>	<b>22,633</b>
Administrative expenses	(101,508)
Other operating income	125,469
<b>Operating surplus</b>	<b>46,594</b>
Interest payable and similar expenses	(1,070)
<b>Surplus before taxation</b>	<b>45,524</b>
Tax on surplus	-
<b>Surplus for the financial period</b>	<b>45,524</b>

## Balance sheet as at 31 March 2021

	Notes	2021 £	£
<b>Fixed assets</b>			
Tangible assets	3		4,282
<b>Current assets</b>			
Debtors	4	11,260	
Cash at bank and in hand		109,973	
<b>Creditors: amounts falling due within one year</b>	5	121,233 (38,324)	
<b>Net current assets</b>			82,909
<b>Total assets less current liabilities</b>			87,191
<b>Creditors: amounts falling due after more than one year</b>	6		(41,667)
<b>Provisions for liabilities</b>			-
<b>Net assets</b>			45,524
<b>Reserves</b>			
Income and expenditure account			45,524
<b>Members' funds</b>			45,524



# Next Steps

Over the next 12 months, ACD plans to solidify our message and brand, as we begin to grow from construction only into a community education model.

Building on the successes we have had over the last year, we are listening to feedback and look to develop this further. Our growth will be driven by the creation of a new training centre which will house ACD and multiple other organisations, a cafe, a number of training classrooms, a large multi-functional training space, meeting space, 45 permanent jobs, working partnerships with other vocational industries.

The training centre will be a Centre of Excellence, pioneering the development of training in Scotland.

