

BNP PARIBAS NEXTGEN REPORT



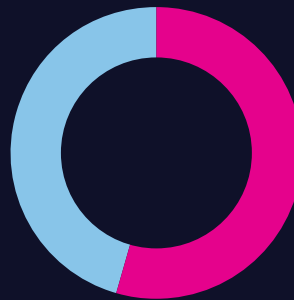
HEADLINE FIGURES



22

Participants engaged

45%
Female



55%
Male

14 to 15 **23%**

16 to 19 **23%**

20 to 25 **50%**

Over 25 **4%**

ORGANISATIONS

Ansar Youth Project
Burgess Sports
London Legends FC / LSBU
Pro Touch SA
TETH
Youth Engagement Solutions



OUTCOMES



Development of essential employability skills.



Improved health and wellbeing



Raised aspirations

"The project has allowed me to branch across, build networks and grow socially and mentally."

"I used to shy away from leading group activities, now I'm happy to."

"I feel the NextGen mentoring has really helped with my confidence"

"I've made a difference through working at events and helping people"

INTRODUCTION

NextGen is an initiative designed to upskill and empower young people to become the next generation of young leaders and role models within their local communities. Through this process, young people have been creating their own volunteering journeys, opening career pathways and inspiring others to do the same.

NextGen projects generally include the following elements:

- **Recruitment:** Locally Trusted Organisations (LTOs) within the StreetGames network recruit young people from the local area to take part in the programme.
- **Induction:** The young people are introduced to StreetGames, the 'NextGen' concept and informally discuss training needs.
- **Training:** The young people access courses via the StreetGames Training Academy to help them develop as young leaders and volunteers, diversifying their delivery options and challenging them as individuals to support their peers and community. These courses are chosen by the young people, based on the informal training needs analysis.
- **Local Delivery:** The young people volunteer regularly at LTO sessions, putting into practice the leadership skills and knowledge gained in real life situations. They are encouraged to share these experiences with each other and reflect on any challenges they may have come across.
- **Social Action & Youth Voice:** Young people plan and deliver a social action project in their area which may involve planning a mini project that offers new activity or tackles a social issue.
- **Celebration Event:** An event for the young people and their families, where they receive certificates for their contributions to their community.

In South London, StreetGames delivered a 6-month NextGen Leadership Programme, from February till October 2022. £10k funding was utilised from BNP Paribas to deliver the programme, which aimed to support young people from Locally Trusted Organisations (LTOs) in London.

During the project, StreetGames worked with 22 core young people from six LTOs, who developed their skillsets through:

- Attending training workshops delivered by the StreetGames Training Academy
- Working with LTOs rooted in their community
- The opportunity to volunteer at major / high profile events.

The 22 young volunteers were already known to the LTOs, and many had engaged with them for a number of years as participants and volunteers.

YOUTH CONSULTATION

StreetGames staff co-designed the project with the young volunteers, to ensure that it was relevant to their individual and group needs. To do this they conducted an initial consultation with the young volunteers, to develop an appropriate project structure and model, with content that met the needs and interests of participants.

ABOUT THE YOUNG VOLUNTEERS



60 volunteers involved in consultation



Most volunteers were involved in leading activities, supporting coaches, running workshops and talking to young people



80% Currently volunteered for an organisation



Motivations to volunteer included having a positive impact on others, enjoying working with young people, giving back to community, and building experience

WHAT THE YOUNG VOLUNTEERS WANTED TO ACHIEVE



In 5 years' time the young volunteers saw themselves owning a business, in education, going to university, working with young people or coaching



To achieve their goals the young volunteers felt it was important to work hard, attend courses, gain qualifications and gain work experience



The barriers to achieving their goals included a lack of confidence, wasting time or being lazy, distractions from studies and not pushing themselves

WHAT THEY WANTED FROM A NEXTGEN PROGRAMME

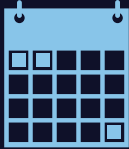


The skills and knowledge they wanted to develop included: Resilience, Confidence, Knowledge on Event Management, Understanding Challenging Behaviour, CV writing and job interview skills



The opportunities that were attractive to them included: work experience, networking, events outside of London.

WHAT THEY WANTED FROM A NEXTGEN PROGRAMME



The young volunteers feedback highlighted that for the programme to feel worthwhile, they would like it to cover 6 months, with a weekly volunteering commitment being the preferred engagement.

TRAINING

Training was developed based on the feedback received from the youth consultation. Throughout the project the young volunteers also engaged in mentoring, in which they were asked to outline their priority areas for personal development, goals and actions. This activity allowed the StreetGames staff to ensure the training offer was meeting the needs of the young people involved. Based on this the following courses were delivered over the 6 months:

COURSE	LEARNERS
Level 1 Developing community activities for Youth at Risk	28
RSPH Level 2 Youth Health Champions	16
Activator Essentials	7
Developing Resiliently Active Young People	11
Developing Youth Volunteers	12
Empowering Coaches	28
Managing Challenging Behaviour	31
Multi Skill Activator	49

Some of these courses were made available to a wider cohort of young people who engaged with the LTOs, but who were not enrolled in the NextGen programme.

The young volunteers were complimentary of the delivery of the training workshops and commented on how they enjoyed the interactive style:

"Such a great group, really great instructors and lots of interaction"

They felt that they were taught specific skills and gained knowledge that they could implement into their community coaching sessions, such as, the fundamentals of planning a sports session, how to engage with a diverse group of young people and how to manage different situations.

"I'll use what I've learnt as a framework for all of my sessions"

"I've learnt how to manage situations, for example if I was working with children who find it hard to focus"

"Has taught me to understand the fundamentals of developing a sport session"

MENTORING IN A COMMUNITY SETTING

As well as attending StreetGames training courses the young volunteers also engaged in mentoring with staff from their LTOs.

To support this StreetGames and Developing Youth Practice delivered 3 workshops on mentoring young people in a community setting.

In total, 22 learners attended the workshops. The objectives of these sessions are set out below:

- Relationship building to engage young people in mentoring
- Understanding what drives all behaviours and motivations in young people
- Developing practical techniques to build mentoring frameworks in community settings

100%

of learners stated that: They either 'fully' enjoyed the course, or it exceeded expectations.

94%

of learners scored: the usefulness of the training as good or excellent.

WHAT WAS LEARNT ON PROGRAMME:

"Opened my eyes up to the approach of mentoring young people"

"All aspects very informative + engaging. Each element added value to the skills I already have, as well as providing new ways of thinking, working and acting"

"I learnt how all elements of choice theory link and influence each other"

HOW LEARNERS WILL APPLY WHAT THEY LEARNT:

"Implementing the activities that have been delivered through the course, and slightly changing the way I react to different situations"

"Go back to my team and share tips"

"I will be able to work with my young people more creatively"

"I will apply this when speaking to young people and ask them why they feel this way, and try to work out what basic needs aren't being met"

OUTCOMES

Below provides a summary of the outcomes achieved through the project. To determine this the project was evaluated using:

- Feedback the young volunteers gave in mentoring activities.
- Results from Sport for Development Coalition Collective Survey Tool - completed at baseline and after 6 months.
- In person interviews with the young volunteers.
- Individual case studies on young volunteers provided by project staff.

DEVELOPMENT OF ESSENTIAL EMPLOYABILITY SKILLS

Initially some of the young volunteers struggled with areas such as punctuality, communication, and confidence. The NextGen programme aimed to support the young volunteers in the development of these essential employability skills.

At the start of the programme many of the young volunteers noted they felt uncomfortable speaking in large groups and that they often felt unheard. Although confidence and communication are still areas that the young volunteers are working on, there was significant improvement throughout the project and many noted how the training, mentoring and volunteering opportunities provided, had significantly improved their communication skills and increased their confidence.

The young volunteers felt the training had provided them with new knowledge and skills, which in turn has provided them with increased confidence and an ability to engage with people from a variety of different backgrounds. Feedback from young volunteers highlighted this:

"I used to shy away from leading groups activities, now I'm happy to"

"It has taught me how to engage with people from different backgrounds"

"One of the big things I've learnt is showing that you're confident, because if you show you're confident, then the young people involved in your sessions will feel more inclined to listen to you, as it shows you know what you're doing"

The training and volunteering opportunities allowed the young volunteers to mix with others beyond their LTOs and encouraged them to work together. The young volunteers felt like this had improved their ability to work within a team and feel more confident in speaking up.

Case studies also highlighted that having helpful staff and engaging activities brought the group together and motivated the young volunteers to show up and be on time. By working together, the young volunteers developed a sense of accountability within their group, which increased their punctuality.

IMPROVED HEALTH AND WELLBEING

Throughout the project the young volunteers had regular support from their mentors to help them work towards improving their mental and physical wellbeing. Content on the courses delivered by StreetGames also aimed to provide them with knowledge and skills relating to wellbeing. For example, the RSPH Level 2 health champions course encouraged the young volunteers to consider their own health, and the importance of each aspect of it:

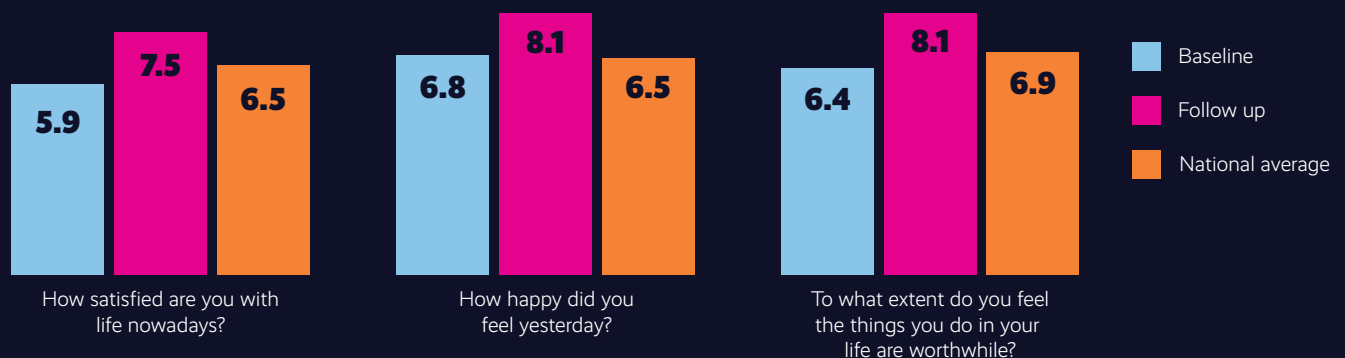
"It helped me consider all elements of health, physical, mental, social"

"Although I knew the social aspects were important, I am more aware of how it can affect my physical and mental health"

Baseline and follow-up questionnaires were used to capture feedback from young people about how they are feeling, which included questions that act as key 'markers' for aspects, including: well-being, resilience, belonging, self-esteem, and social trust.

The graphs below show results relating to subjective well-being, using the ONS well-being questions related to life satisfaction, happiness and feeling things in your life are worthwhile – showing aggregate scores at baseline, follow-up and compared to young people nationally (ONS well-being scale is 0-10).

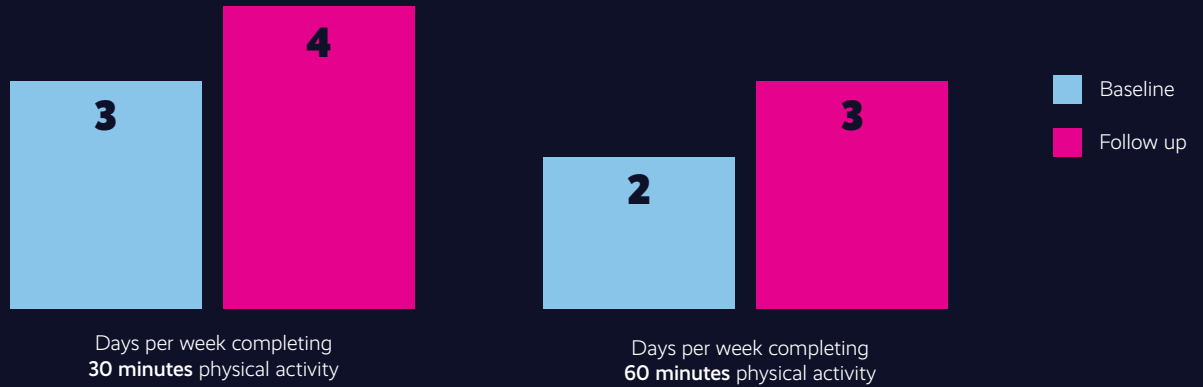
ONS Wellbeing Questions



The results show an increase in all three aspects, as well the aggregated score in life satisfaction and feeling things in your life are worthwhile, going from below the national average in baseline surveys, to above it in the follow up.

The collective tool survey also highlighted that improvements have been made regarding the amount of physical activity being undertaken by the young volunteers from baseline to follow-up.

Physical Activity Levels



The young volunteers highlighted their improved wellbeing can be in part attributed to an increased ability to make informed choices, improved confidence and gaining a sense of achievement.

"I'm taking care of myself a little bit more than I used to"

"I believe in myself most of the time and know when I'm doing well/when I can improve"

"My wellbeing is at a peak; I feel positive about outlooks and possibility"

On average, the young volunteers' perception of their health improved from "fair" in the baseline Collective Tool survey to "good" in the follow up.

RAISED ASPIRATIONS

Many of the young volunteers were motivated to get involved in the project due to the potential to gain qualifications that would be useful for university and the chance to develop a variety of skills that they could bring back to their LTOs. To ensure this, the program provided the young volunteers with opportunities such as volunteering at the StreetGames 2022 Summer Camp, which coincided with the Commonwealth Games, volunteering and participating in the StreetGames and London Youth's Summer of Sport festival at the Copper Box Arena, gaining qualifications, and engaging in mentorship.

The feedback from the young volunteers indicated that these opportunities contributed to raising their aspirations, as they were able to gain personal skills and qualifications that boosted their confidence and belief in their abilities. The project also fostered a sense of progress and motivation for the volunteers to achieve as much as possible and helped some of them clarify their interests and career goals.

"I now feel more positive about my future as I now know what I want to study for A Level"

"I want to become a coach and I've been expanding my CV"

Some of the young volunteers also felt the project had helped push themselves in their education, indicating that the project has helped them to become more focused and motivated in their studies.

"I'm doing well in my education and feel I am on the right track"

"I am on the right path with my grades and feel I can push myself a bit more"

The young volunteers' confidence in their ability to achieve goals, was measured by their response to the statement "I can achieve most of the goals I set myself," in the Collective Tool Survey. The response improved from "neither agree nor disagree" in the baseline survey to "agree" on average in the follow-up survey, highlighting increased resilience over the course of the project.

FUTURE PLANS

Going forward StreetGames will continue to work closely with the LTOs involved in this project, and the cohort of young volunteers. To ensure their continued development, the young volunteers will be provided opportunities to volunteer, undertake qualifications and attend major events.

Three of the young people involved in the project have already taken steps to gain a Level-2 Coaching Multi Skill Development in Sport qualification. This will prepare them to deliver independent multi-skills coaching sessions within the Doorstep Sport environment and provide them with the necessary qualification to undertake paid coaching work with their LTO.

