

Impact and Insights 2022-2024

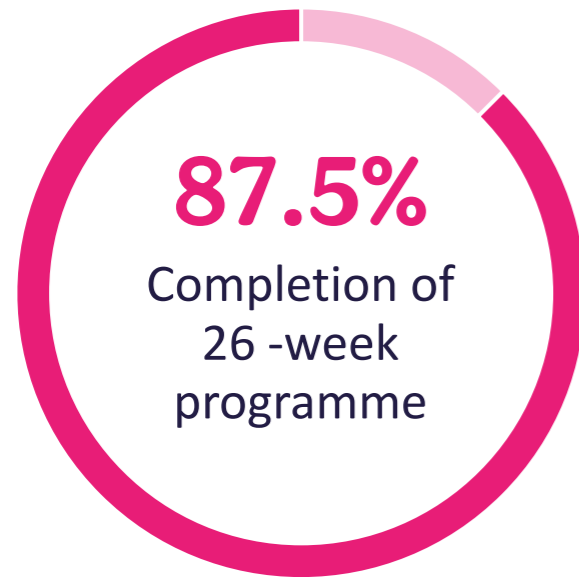
Not everything that counts can be counted, and not everything that can be counted counts.

It is the hundred and one little things that make the biggest difference...

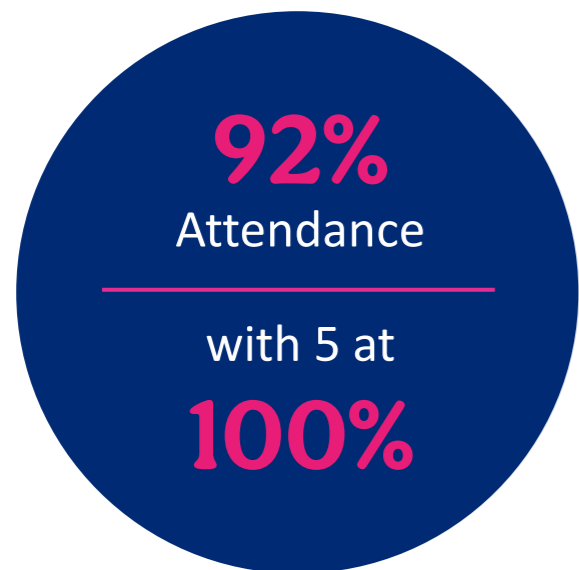




PROGRESSION OF 40 PARTICIPANTS



HIGHLIGHTS



The big little differences...



7 Gappies

encouraging a team member to do the 'Leap of Faith' for the first time.

No of employer partners across 3 regions: **38**

No of coaches delivering 1-2-1 session: **15**

No of residentials across 4 programmes: **12**

150

plus games of UNO between Gappies and their team.

8 Gappies

supported in restoring their relationships with parents, grandparents other supporters.

1500

hours of Buddy time provided by WeBelong members who support WeGrow with lived experience.

1 Gappie saw the sea and stood on the beach for the first time

1 Gappie had the courage to come out to their cohort and talk about their journey at Graduation. saying "you are my family".

1 Gappie unable to stay overnight during the first residential through anxiety. Attended the London trip and shared a room - completely beyond her in first week.

1 Gappie shouting "this has been absolutely life changing" in the middle of the meal out in London.

4 x 1000 piece

jigsaws completed over the course of Magic Mondays as a team.

30 Gappies

attended the theatre for the first time.

1000

additional hours spent supporting a homeless Gappie in emergency accommodation with no transport links for work, laundry, or cooking facilities. Seeing her smile on hearing she had a place she could call her own for her and her baby.



WeDiscover: between Sep22 and Aug24 we delivered six cycles of our 12 week virtual programme, a total of 84 weeks of support, plus a further 10 week pilot project in Chester



9 Gappies

who attended the Chester Pilot virtual programme asked for and attended two in person days where they enjoyed developing their friendships in person. At the start of WeDiscover any in-person activity was considered too hard by the Gappies and this shift in outlook was a testament to their improved confidence and social skills.

1 Gappie

was introduced by the team to Big Ideas Wales to help realise his ambition to set up his own business. And he was successful in being awarded a start-up award of £2000 – without WeDiscover he would not have had this opportunity.

The team provided a safe space for a Gappie to talk about their transition journey, helping them to frame the conversations she wanted to have with her family and friends.

“ This has been the most I’ve engaged with people who haven’t been close family/friends. Meeting all of you has been a great experience.”

“ I can genuinely say that I've learnt stuff about myself that I wouldn't have known without being around you guys and seen myself in perspective I don't always see.”

196

Participants

67

Qualifications gained

77

Progression to education, employment or training



Our differentiator, this is our alumni of over 500 members – Gappies who have participated in any programme since 2014. Designed to mind the bumps in the road, help with progression, and celebrate together WeBelong has 4 key themes



Education

Health & Wellbeing

Employment

Volunteering

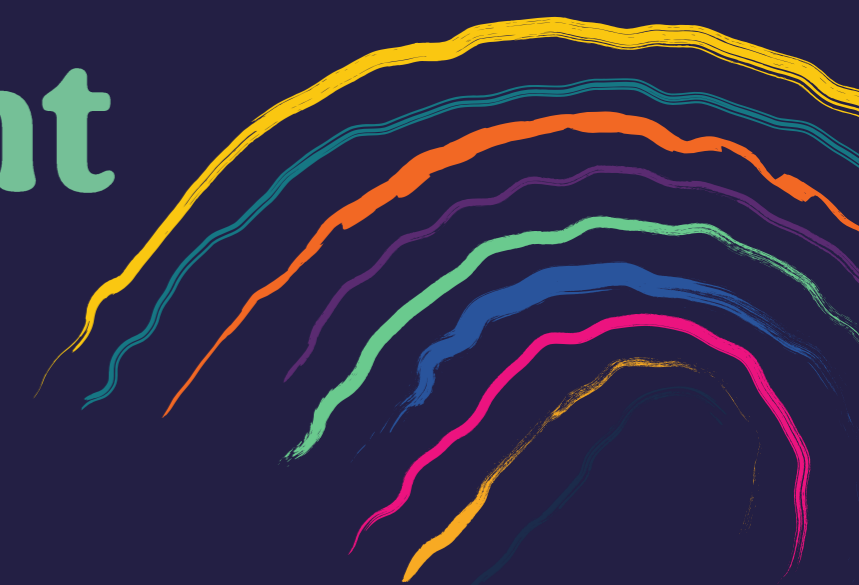


29
Big Events

3
Progression
Events

4
Transition events
from WeGrow
and WeDiscover

154
Gappies actively
engaged during
the period for
support



RESEARCH, FEASIBILITY STUDIES & PILOTS



THE BIG CONVERSATION

Our aim was to find and listen to young people aged 18 to 21 living in Wrexham to understand their wants and needs in a post covid world. Only then could we check and reframe our programmes to meet their needs. And we wanted to hear from employers in Wrexham on the challenges in recruiting and retaining young people.

We heard employers tell us they needed support to recruit and retain and realise the potential of young people who were demonstrating social anxiety, lack of resilience and lack of confidence. And Young people told us they needed help to navigate the world of work, and wanted to understand alternative progression pathways, not just college or university.

They told us transport was an issue, they didn't trust 'the system' and that they wanted to learn entrepreneurial skills. And heartbreakingly, 49% of the young people we listened to said they didn't belong anywhere..



419

Voices of young people

105

Employers

Launched to

60

Leaders

The Big Conversation was funded as part of the UK SPF Wexham award

<https://wemindthegap.org.uk/bigconversation/>

FEASIBILITY STUDIES



WeDiscover Learning Management system

We wanted to co-create with young people the next iteration of our bespoke Learning Management System called WeDiscover Village.

Designed in 2021 we knew its potential but wanted our Gappies and other young people to help us realise our ambition. We carried out two feasibility studies with AdaptiVLE who designed and host the online Village for us.

Gappies and Young Influences interacted with the design team in a number of facilitated sessions to get ideas, insights and challenges to the use of the site to allow us to grow the platform and widen its use to all WeMindTheGap participants.

Gappie Management System

To support the growth and scale of WeMindTheGap, we wanted to introduce an internal management system across all our programmes to safely capture, track and store Gappies' data. Working with the SmartSuite platform our 'GMS' went live in May 2024. We now have a safe cloud-based approach which allows us to measure participation, progression and trends.

It has created the opportunity to engage via online links the people and organisations who are key to the delivery of programmes as part of our evaluation process. It has provided our team the opportunity to record in a timely manner all the 'Little Wins' they see every day which underpin the progression of each Gappie.

These feasibility studies were funded as part of the UK SPF Wexham award.

Welsh Language

Funding from TNCLF Wales allowed us to translate all key materials for WeDiscover as the team expanded its delivery across all counties in North Wales, launching a Welsh language version of our website in 2024.

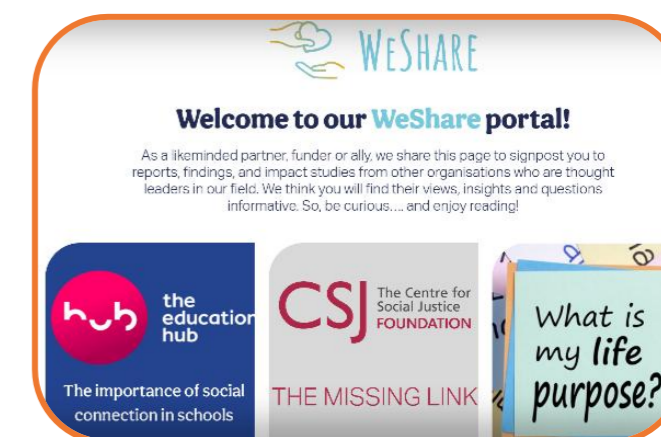
Achieving our ambition to have a dual language website and materials has allowed us to expand our offering across North Wales respecting young peoples' needs and wishes to communicate and participate with us in Welsh.



WeShare Portal

Harnessing the findings of the Big Conversation and our role as a trusted referrer and partner in our communities, we have launched our WeShare portal on our website.

Now we not only share all of our findings, but signpost likeminded visitors to the site to reports, impact studies and stories from other thought leaders in our field.



AND TWO NEW PILOT PROGRAMMES...



WE BRIDGE TO EMPLOYMENT

As a direct result of the findings of the Big Conversation we have worked with early adopters in our community to create the Bridge to Employment offer in Wrexham.

Listening to the challenges from our employers and young people we recognised that there are too many young people wanting to work but needed help to do so...getting into jobs but crucially retaining employment.

Wrexham CBC who are partnering with us have identified 1754 economically inactive young people in our community.



WE INSPIRE

As a direct result of sharing the findings of the Big Conversation with the wider team at Wrexham CBC, the education policy makers recognised an opportunity to create an immersive in school support programme for those pupils not attending regularly or wishing to attend but with too many barriers to take the first step.

In April 2024 we began a small pilot project in Ysgol Bryn Alyn delivering sessions that focus on exploring pupils' interests, emotions and motivations. The aim was to support them with care to manage their challenges effectively and develop their resilience so they can attend school. The group co-created on a passion project, delivering a TEDtalk at Wrexham University in June 2024. The pilot group also named the programme WeInspire!

The pilot demonstrated that outcomes should not merely be about measuring attendance but creating confidence, resilience and aspiration in pupils so when they do return to school, they can maintain attendance. For WeMindTheGap the pilot project has allowed us :

- To demonstrate we can deliver the in-person support to the persistent non-attenders AND have a digital offer to the non-engagers;
- To demonstrate that the space we deliver in is crucially important for a trauma informed approach;
- That we must work with parents from the outset to reframe the fractured relationship that is existing between too many of our pupils, their parents and our schools, understand the real and perceived barriers and improve communication between all parties.
- Create a sense of belonging to their friendship group and to school so they are more able to progress and be ready to learn.

WeConnect : It Starts With A Village

