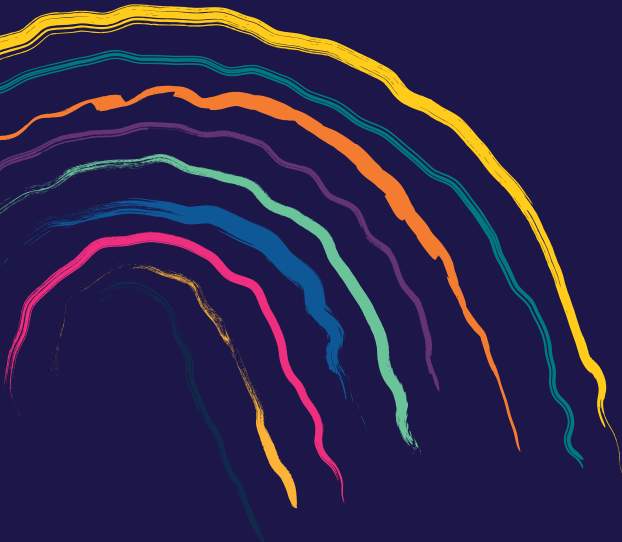




Impact and Insights April 2025 - March 2026



The WeMindTheGap Impact Team are delighted to provide our end of Year One report, highlighting our impact - "the difference we make" - the changes we are already seeing and feeling, the challenges we knew we would face, and some that are new. It is also an opportunity to celebrate with you the hundreds of Little Wins that make the difference to our 'Gappies' lives - and the ripple effect on their families, friends and our supporters in the Communities. We believe that it takes a village to raise a child, but a system to mind their gaps.

Our teams invite local employers, collaborators and change-makers to play their part in joining our 'villages' ensuring our future generations have opportunities to thrive. The term village is used to name and describe the geographical regions in which we operate. This marks the beginning of a greater emphasis on our "place based" approach, taking a data driven, intelligence-led approach to our operations.

The data contained within has been sourced from our Gappie Management System, known as GMS, having been collated by all delivery team members over the past year. The data itself paints a positive picture of Year One, as we have beaten our initial target for reach by 9.3%, helped over 50 Gappies into employment, and we have collated together hundreds of the aforementioned Little Wins. We are committed to further deepening and strengthening our impact over the next four years.



Core purpose

Before we begin evaluating, it is worthwhile to remind ourselves of WeMindTheGap's core purpose, which we can then evaluate achievement against.

- We transform lives through support, love and meaningful opportunities.
- We give new opportunities to young people who deserve better.
- We fill the gaps in young people's lives, ensuring that they have the basics in place that the rest of us take for granted, supporting them as they build independent lives and belonging.
- We give new opportunities in life through the provision of totally holistic programmes that address any gaps in maturation, aspiration, confidence, care and skills.
- We empower and create agency with young people to enable them to influence change for themselves and others.
- We foster collaboration and community engagement for sustainable and inclusive change.



Current position

Where are we at the end of Year One of the Five Year Plan?

Year One of the 5 year plan saw us begin the year with 2 villages, Wrexham and Flintshire. The aim within those villages was to deepen our community ties and impact, and to deliver operationally within these villages. We began delivering in Chester, marking the founding of our third village - Cheshire West and Chester, two years ahead of the original Five Year Plan. However, due to the end of our Albert Gubay funding, we drew back our WeDiscover programme from delivering across the North Wales to only Wrexham and Flintshire. Like so many organisations, we also faced recruitment challenges, which hampered the growth of our delivery team therefore leading to a slower implementation of the plan than anticipated.

Our approach has five strands within operational delivery, which has not altered from the Five Year Plan. Each of our five programmes - WeInspire, WeDiscover, WeGrow, WeBridge and WeBelong - fills a distinct gap in the lives and experiences of young people. The table on page 4 summarises the key facets of each programme.



Programme	Target Age	Length of programme	Online or in person?	Villages delivered in	Primary Aim	Differentiators
 WEINSPIRE	11-16	3 months	In person	Cheshire West and Chester	Improve in school attendance and engagement.	In school intervention; group work; form a sense of belonging within school.
 WEDISCOVER	16-24	3 months	Online	Wrexham & Flintshire	Reduce social isolation and anxiety.	Online programme, 4 days a week, 3 structured sessions and 1-1 mentoring; roll on/roll off.
 WEBRIDGE	16-25	3 months	In person	Wrexham & Flintshire	Employability programme for those who are motivated to work but are experiencing barriers to employment, education, training or volunteering.	Holistic approach to job searching; walking alongside those young people looking for work. Creation of community for young people engaging; roll on/roll off.
 WEGROW	18-25	6 months, with 6 months support following programme	In person	Wrexham & Flintshire	Employability programme which aims to broaden horizons, increase independence and belonging.	Paid 6 month programme; four meaningful work experiences; variety of experiences to broaden the young person's horizons.
 WEBELONG	16+	n/a	Both	Wrexham & Flintshire; Gappies also come from Manchester, the north of Wales and Liverpool	Ensure no cliff edge of support for Gappies.	Alumni Support Community that provides support, care and friendship for as long as they want or need.

We collect programme data across a myriad of areas from session attendance to mentoring notes, to Gappie development. This enables us to monitor the attendance and progression of Gappies, measuring their distance travelled and ultimately to assess the effectiveness of the programme. Each programme has its own bespoke data collection requirements, in which all programme team members have been trained to collate. The key successes and highlights for each programme in Year One is given under Evidence of Impact.

The headline figures for our key outputs and outcomes:





This is the first programme to be delivered in our newly established village of Cheshire West and Chester. The aim of WeInspire is to bridge and restore the fractured relationships of parents, pupils and schools and re-build the feeling of belonging. WeInspire aims to support students with poor attendance in secondary school to reengage with the education system, as well as to improve their overall wellbeing.

- Three cycles delivered in **3** schools: Queen's Park High School, Bishops' Blue Coat School Chester, The Catholic High School Chester.
- There were **129** participants across the three schools in Year One.
- The programme is funded by the Westminster Foundation.



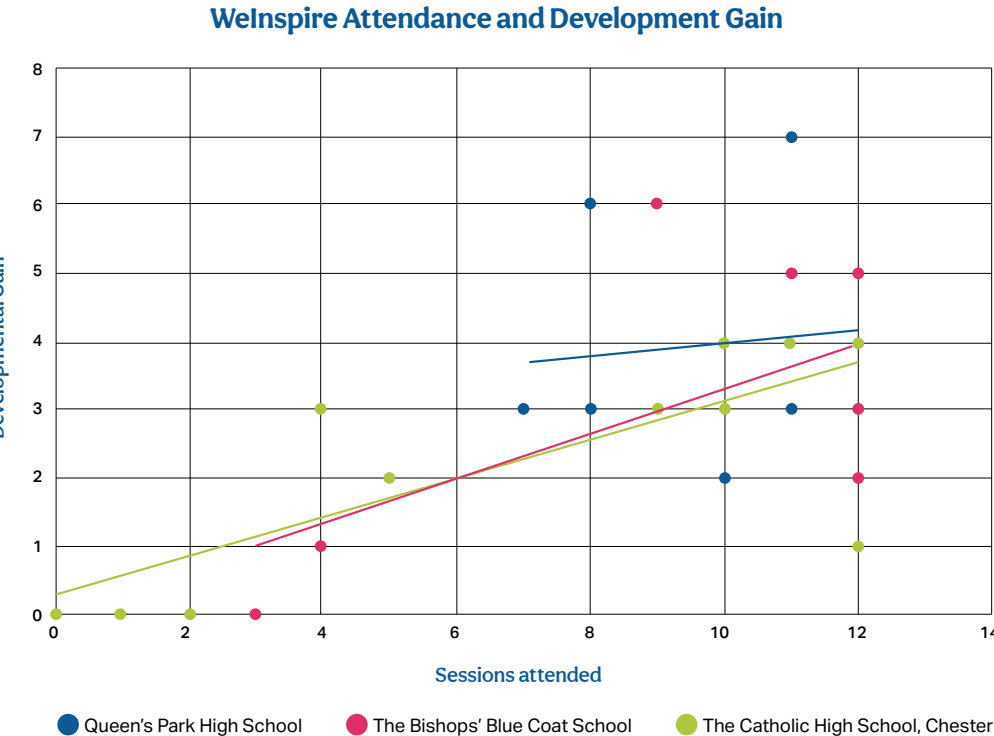
Evidence of Impact

1. A Gappie development scale, which records session behaviour, social behaviour, value of work and herd mentality demonstrates progression within the WeInspire framework. Each Gappie is benchmarked and then reassessed when a new behaviour trend - either up or down the scale - is identified.

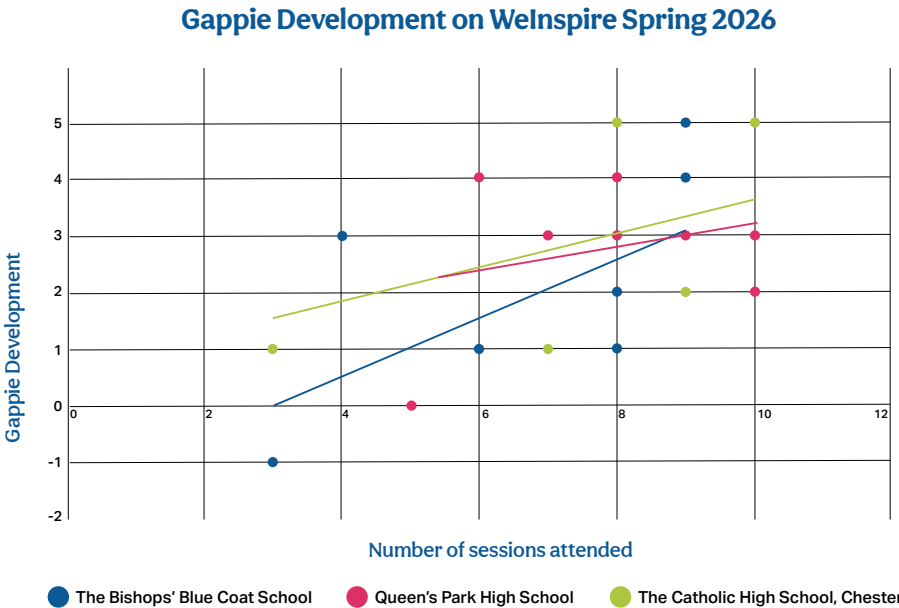
Gappie development data for **39** Gappies in the autumn term:

- Improved learning behaviour: **28/39 = 71.8%**
- Improved social behaviour: **31/39 = 79.5%**

The graph below demonstrates positive correlation between attendance at WeInspire sessions, and positive gain on the developmental scale.



For the spring term, the same trends were identified.



This provides further evidence that the greater a student participates in and engages with the programme, the greater the benefit to the student. In the spring terms, **84%** of all participants improved their session behaviour, while **78%** of all participants improved their social behaviour.



2. Schools are asked to provide school attendance data for Gappies both before and after the programme, which we have then been able to use to demonstrate the positive impact WeInspire has on improving school attendances at all three schools.
3. Little wins, which demonstrate behaviour changes, are recorded on GMS. 100 were recorded by the WeInspire team in the spring term.
4. Little wins continue to be recorded for one term post-programme, as young people access ongoing mentoring sessions. They are also inputting in cases where the team hears of successes later.
5. Gappie feedback is monitored in order for us to a perform continuous programme review, as well for the young person to recognise their own development throughtout their engagement. This also means that young people's feedback for improvement can enhance the experience that their peers receive in the future.
6. School feedback is completed by our contacts within the school, and monitored to ensure continuous improvement, as well as ensuring partner satisfaction and recognition of the value of WeInspire. Some quotes from schools are provided below:

“ Our students have gained significantly in their confidence which has been displayed not only in the sessions but now in the wider school. Although attendance wasn't poor, we noticed that although they were in school they were in the support hub and not in lessons. We have seen a dramatic change in lesson engagement-ultimately their resilience has grown.”

“ One student in particular has been very tricky with making poor behaviour choices. This programme has been the only initiative he has fully engaged with. Although at times his behaviour has been challenging he has now developed the skill of self reflection and this has had a big impact for us to now work with him.”

“ 2 students who rarely spoke in class now have gained confidence and are speaking up in class and engaging fully in lessons. We feel they have a greater sense of belonging to our school community.”

“ In some students we have seen an increased willingness to come to school.”

“ A positive attitude towards sessions.”

“ Students appear to have a better attitude towards school.”

Impact Conclusion

Overall, this evidence demonstrates just how effective Welnspire has been in the past year. Our own team has noted the development of students, with a strong positive correlation between attendance on Welnspire with increased development, both socially and emotionally. This in turn has been recognised in the Gappies themselves, as well as the schools who have noted the upturn in student attitudes towards attendance and engagement. Where we have not seen improvement in attendance or development, there have often been extenuating circumstances beyond the control of the team, such as a student changing schools mid programme, or failing to attend school altogether for the length of the programme.



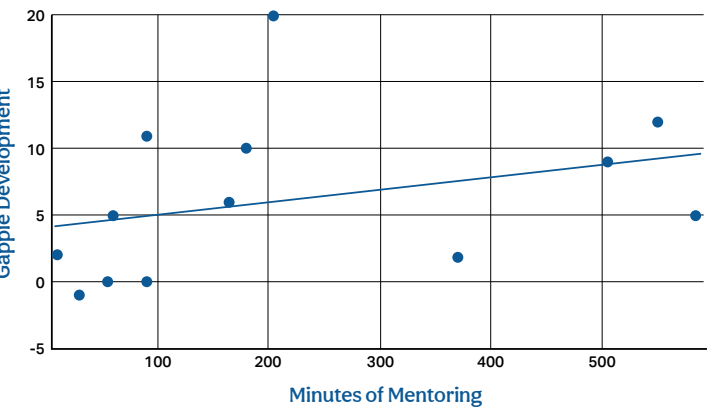
Our award winning roll on, roll off digital engagement programme for 16 - 24 year olds reaches young people where they are, often finding them in their bedroom and provides structure and routine to those without it. WeDiscover bridges the gap between the online and offline world, creating an informal and supportive learning environment where young people can build social connections learn new skills and start thinking about their next steps. Key to delivery are the connections we have in the community to provide virtual tours of work places, guest speakers with a story to tell, or a skill to share and voluntary organisations who help us provide the first face to face activity days on the programme. WeDiscover Gappies receive access to Discovery City, our learning management system which they can work through a variety of self led activities and projects at a time that suits them.

- 3 WeDiscover cycles delivered in Year One.
- 399 referrals in that time, and 200 of those engaged.
- 2 members of the WeDiscover team are welsh speakers, allowing us to offer mentoring sessions in Welsh language.

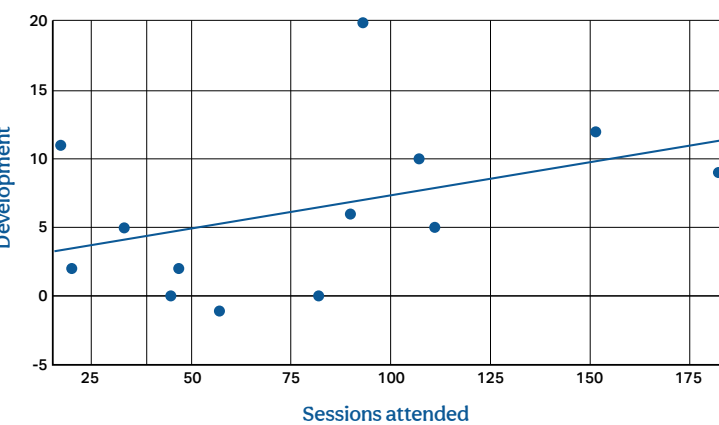
Evidence of Impact

1. A Gappie development scale, which records session engagement, observations of individuals behaviour on sessions and in mentoring, and belonging demonstrates progression within the WeDiscover framework. This is benchmarked at the beginning of the programme, and at the end. 15/25 Gappies across WeDiscover programmes 17 and 18 demonstrate improvement on this scale.

Mentoring Time v Development (WeDiscover)



Development v Sessions attended (WeDiscover)



The two graphs on page 9 demonstrate that the more a Gappie engages with WeDiscover, the greater their development. It shows that both mentoring and session attendance are important to a Gappie's development, and that both are essential programme components. There is a suggestion that attending sessions more regularly leads to a slightly higher rate of development compared to mentoring engagement; this may hint at the importance of developing both regime and constancy for WeDiscover Gappies.

- 2. Outcomes, such as employment, returning to education or training, becoming ready for next steps, and mentoring progress are monitored. 11 out of 69 engaging Gappies were considered to achieved an outcome for WeDiscover17 programme.
- 3. Gappie feedback is monitored. Over **80%** of Gappies who completed the feedback across WeDiscover programmes 16, 17 and 18 reported improved mental wellbeing, greater independence and belonging.
- 4. Although a self-reported metric, the Gappie Wheel of Life is used as a mentoring tool to discuss Gappie satisfaction with different facets of their lives.



- 5. Little wins, which demonstrate behaviour changes and soft outcomes, are recorded on GMS. 75 were recorded by the WeDiscover team in 2025-6.
 - 'M said that going to Jodrell Bank was 'literally the best day of this year'. It marked her 10th time out of the house this year. Although she felt nervous she was surprised how comfortable she was talking to the group.'
 - 'During todays mentoring session, R told me that they'd spoken to M (another Gappie) at the in person day. R told me that this is an achievement for them, as they usually get so anxious and struggle to string words together and stammer, so they usually just stay silent in social situations. How amazing is it that R felt comfortable enough to speak to another Gappie on our in person day!'
 - 'B now consistently has his camera on in group sessions and is even comfortable enough to speak on the mic in some sessions. In today's mentoring session, B said at first he was unsure about showing his face, the sessions were actually really fun and he feels like he gets more out of it by having the camera on. He also said having the camera on makes him feel more involved.'

- 6. WeDiscover programmes 16 + 17: Mentoring Time: **10819** minutes across **503** mentoring sessions; Average mentoring session: **21.5** minutes
- 7. WeDiscover 16 + 17: Keeping in touch (KIT) Time: **20435** minutes across **3209** KIT instances.

This is over **14** DAYS of support the WeDiscover team gave through KIT interactions, for an average of almost **6.4** minutes per KIT interaction.

Impact Conclusion

The key take away from the data is the holistic and nurturing nature of the WeDiscover programme, meeting young people where they are and when they are ready. The large number of KIT entries, and substantial mentoring opportunities, set the programme apart from its competitors. By offering constancy to young people, Gappies can join the programme at any stage, building confidence in communicating, have the chance to become part of a community beyond their front door, improve their mental and physical wellbeing, and finally attend in person days in a supportive environment. The improvements in the developmental scale show that this approach can be effective. However, challenges remain. The nature of this programme means that the WeDiscover team receive referrals for those often described as 'hardest to reach', experiencing isolation and high anxiety.

The challenge of converting young people from disengaged to engaged is reflected by the relatively low engagement rate of 50% from referrals to engagers, and the low success rate of 30%, whilst our values of constancy and can-do are reflected in the number of KIT entries recorded in effort to reach out to encourage engagement.

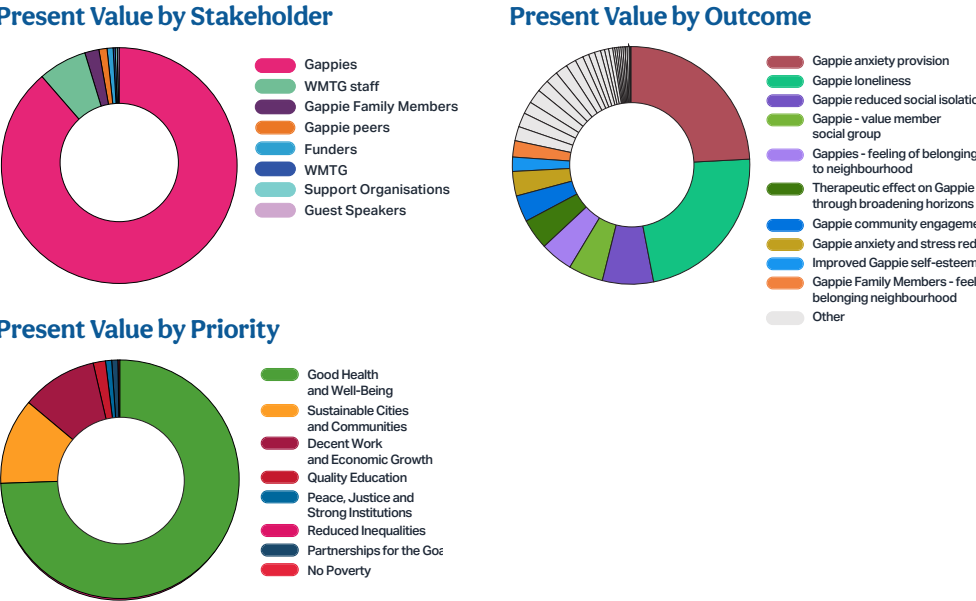


Social Return on Investment (SROI)

Social Return on Investment (SROI) is a way of measuring the wider value created by social programmes. Instead of focusing only on financial inputs, SROI evaluates how activities improve people's lives from their wellbeing, health, and relationships to independence and opportunities. At WeMindTheGap, SROI helps us understand how our work changes the lives of Gappies, their families, and the wider village community.

We calculated the SROI for WeDiscover for the period of autumn 2023 to autumn 2025, and found that for every pound of investment in our Gappies, the WeDiscover programme returned £5.65 of social return.

Below, the doughnut charts demonstrate value by stakeholder, outcome and priority. The bulk of the value went to Gappies, while the main aims of WeDiscover, to reduce anxiety, loneliness and promote a sense of belonging to a community were presented in some two thirds of the value of the outcomes. Over 75% of the value by priority went towards improved health and wellbeing of participants.





We bridge the gap to employment between young people aged 16- 25year olds and employers. Building on our 2024 pilot, we created a dynamic space at our WeConnect Hub to empower young people to enter the world of work. Delivered from our WeConnect Hub, this programme bridges the gap between young people motivated to find career opportunities but who need support to navigate the complexities of employment through facilitating relationships with employers into entry level jobs, providing a collaborative space for learning, connection, and knowledge sharing. It offers an alternative route into employment for those who may not have access to traditional routes, providing ongoing daily support and in work mentoring as needed and facilitating connections between employers and potential talent.

- **3** cycles of WeBridge were delivered in Year One.
- WeBridge had **123** referrals, with **74** engaging fully with the programme.
- **43** of those were then successful in getting into employment.
- Additionally, with the support of WeBridge, **23** Gappies gained accredited qualifications.

Evidence of Impact

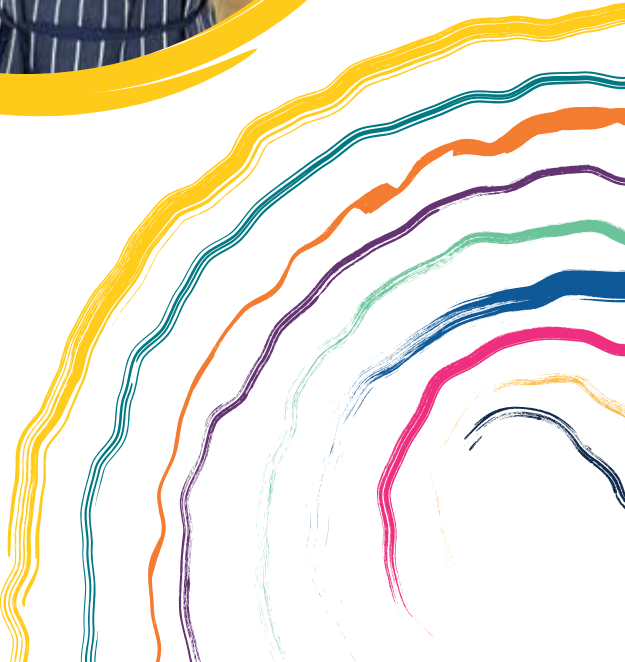
1. Outcomes are monitored, to ensure we are on track with UKSPF figures for Wrexham, and are reviewed by the team. One stand out outcome is that the Flintshire programme since the beginning of January 2026 has a record of getting over **70%** of those engaging into employment.
2. Little wins, which demonstrate behaviour changes, are recorded on GMS. 22 were recorded by the WeBridge team in Year One.
 - 'J completed his first ever mock interview today - and there was a lot of learnings to be had. He was relieved he got through it, and is looking forward to learning from this to move forward.'
 - 'H disclosed in her 1:1 today that her confidence has grown so much that she has started taking walks on her own and going to the shops, she said this is such a big thing for her that when she told her friends they thought she was lying. She said that since starting WeBridge she cannot believe how much her confidence has grown.'
 - 'I informed me that he will be on holiday for the next couple of weeks, I requested that he be sent any resources to review while he was away. This highlighted his motivation and proactive approach to ensure he is not missing any vital information.'
3. Gappie feedback is monitored. **100%** agreed they felt more independent, **100%** agreed or strongly agreed that they were now more employable, **92%** agreed or strongly agreed that they felt more positive about their future, and 85% agreed or strongly agreed that their support network had grown.
4. All 1:1 sessions are recorded on GMS to demonstrate continuous development of the Gappie.

Impact Conclusion

WeBridge, which was adopted as a full programme filling a key gap in youth employment provision, led by staff recruited at the start of the Five Year Plan, faced some operational challenges. Following the first cycle, the decision was made to put the programme on pause, while structural work rooted in COM-B was undertaken to rework and ultimately improve the WeBridge materials and enhance the roll on roll off format.

There was a relaunch in October 2025, after which greater success followed, as evidenced by the fact that more of those in work (28 v 15) came following the relaunch. This has been despite some staffing issues too, with Wrexham losing two Youth Development Officers in the course of the year, along with Flintshire struggling to recruit an Officer until September 2025. Gappie feedback has remained consistently positive about the effect of the programme. The creation of a DWP Work Coaches feedback form so Gappies have the opportunity for 360 degree feedback is underway.

There is also an ambition to create a development scale to show the efficacy of the programme even in cases without hard outcomes such as employment.





We delivered the proven 12 month employability model for 18 - 25 year olds with six months of meaningful paid work opportunities, followed by six months of continued wraparound support and skills development ready for next steps of employment, training or education. Key to delivery are the employer partners who provide meaningful work placements across a variety of sectors, teams who role model what good employment looks like and celebrate every little win. Rooted in real employment placements the 6 months' paid work seeks to give structure, purpose and belonging as well as improving life skills, qualifications, confidence, self-esteem and broadening horizons.

- Number of programmes delivered: **2** (one each in Wrexham and Flintshire)
- Number of participants reached (ie referrals received): **87**
- Number of participants offered: **20**
- Number graduating: **18**

Evidence of Impact

1. Strengths and Difficulties Questionnaires (SDQ) are taken at the start and end of the programme to assess social development, and to explain unexpected changes in the metric.
2. Hopes and Dreams exercise undertaken at the start and end of the programme to demonstrate greater choices and independence
3. Feedback collected from Gappies at the end of the programme. **100%** of Gappies on WeGrow Wrexham felt more independent, more positive about their future, made new friends, left their comfort zone and surprised themselves.



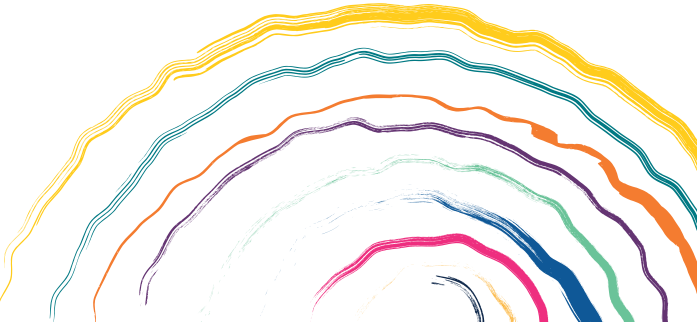
4. Employer Partner feedback collected and shared with Gappies to allow them to continue their improvement in 8 areas. The table shows the average feedback rated as excellent in eight different areas by Employer Partners following work placements.

(Rated excellent)	Attendance	Punctuality	Appearance	Communication	Enthusiasm & Attitude	Initiative	Working under supervision	Reliability
Wrexham	76%	82%	76%	53%	94%	65%	88%	76%
Flintshire	91%	91%	82%	82%	91%	82%	90%	91%

5. Full evaluation reports, 20 pages in length for both Wrexham and Flintshire, were submitted as part of UKSPF, and highlighted themes such as a lack of realism and maturity in Gappies, and the Lost Boys effect.
6. Little wins, which demonstrate behaviour changes, are recorded on GMS. 67 were recorded by WeGrow Wrexham team and 96 by the WeGrow Flintshire team in Year One.
 - ‘Yesterday’s WeGrow friends and family event was brilliant, it was a really good reminder to us of how important it is to bring in family and supporters and build relationships and trust there too. One of our Gappies, O is very quiet but slowly coming out of his shell, he has given everything a go. His dad stayed back at the end and was choked up, he said thank you so much for the support that we’ve given O in 4 weeks, he can’t believe the change in him, seeming happier in his own skin and has lots

to talk to him about when he spends his 2 weeks with his dad a month. His dad said that he’d previously been so worried about what was next and now he can see that O is a flower that has started to open, and that there is nothing that can close it - he is ready to blossom!’

7. Post-programme feedback is requested from key community partners including friends/family/supporters of Gappies, Trusted Referrers, Host, College Partner, Employer Partners and Coaches for analysis as part of the WeGrow review.



Impact Conclusion

WeGrow is our flagship programme but has faced some challenges in Year One. There was a lack of maturity in the Flintshire programme, which led to additional difficulties in succeeding in getting positive outcomes for Gappies, while in the Wrexham programme an unhealthy dependency on WeMindTheGap team members developed. This seemed to lead to some complacency in finding employment, as there was a Gappie assumption that the pathway onto WeBridge was an acceptable outcome of the programme. Despite these unprecedented challenges, the programme produced excellent feedback results both from Gappies, Employer Partners and the wider village, and 4 months on from the end of the programmes over 50% of WeGrow Gappies had found employment, and the rest had firm next steps they were pursuing such as training or education.

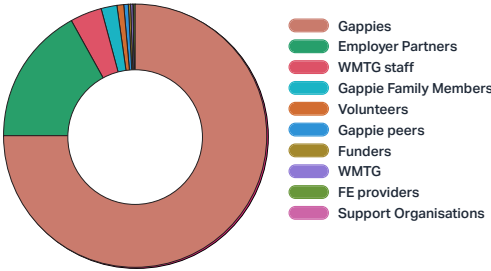


Social Return on Investment (SROI)

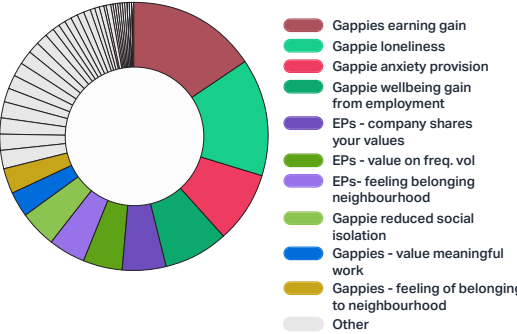
We calculated the SROI for WeGrow for the period of 2023 to 2025, and found that for every pound of investment in our Gappies, the WeGrow programme returned **£5.45** of social return.

Below, the doughnut charts demonstrate value by stakeholder, outcome and priority. The vast bulk of the value went to Gappies, while Employer Partners also made a significant gain, showing the value of being an active part of our village. The nature of the programme meant that value by outcome was substantially more diverse than other programmes. Nonetheless, Gappies were the most prominent recipient, as their wellbeing increased as a result of earnings gain, becoming a member of a community, and seeing reductions in anxiety of loneliness. This was underlined by value by priority, which is dominated by good health and wellbeing, and decent work and economic growth.

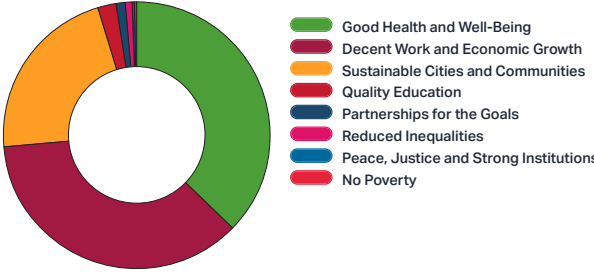
Present Value by Stakeholder



Present Value by Outcome



Present Value by Priority



We will grow our alumni community to support a sustainable lifelong community. Open to all those who complete activities on the pathway, the Alumni community and support has always been seen as a key differentiator. By providing support and opportunities which create an ongoing sense of community and belonging, this strand supports progression and provides opportunities to shape how young people can grow, find their voice, and be our ambassadors. The ambition for WeBelong is that it becomes self-led, self-managed and sustainable. Key will be growing the existing relationships we have in community to provide volunteering opportunities, and training activities and community groups.

- Number of villages delivered in: **2** (Wrexham and Flintshire - although some vestigial Gappies remain in the North West of England)
- Number of participants reached: **377**
- Number of participants engaged: **91**

Evidence of Impact

1. Mentoring Time: **1830** minutes across **51** mentoring sessions; Average mentoring session: **35.9** minutes.
2. KIT Time: **7491** minutes across **818** KIT instances; average KIT over **9** minutes.
3. Event Time: Over **10815** minutes across **50** events, for an average of almost **4** hours per event. An average of over **8** Gappies attended each WeBelong event.
4. The embryonic Gappie Ambassador programme empowers Gappies to become WMTG representatives.
5. **42** WeBelong Gappies participated in an end of year feedback review of WeBelong. The impact team created a 6 page report for WeBelong on the data. The conclusion of this was:

“The findings of the feedback form are immensely positive. The WeBelong team have done a wonderful job in growing and developing a thriving alumni community that many see the benefits of being a member of even years after graduating from their WeMindTheGap programme. In particular it is considered to have a strong impact on mental and physical health, general wellbeing, and offering support when asked for. WeBelong Gappies, as a result, are very proud to continue being members of the WeMindTheGap family. However, a note of caution should be made. The majority of respondents to this survey are those for whom WeBelong is working, and WeMindTheGap in general has been a positive experience. As difficult as it will be to achieve, further work might be required to ensure WeMindTheGap widens its offering so we work for as many young people as possible who have fallen through the gaps in life, not merely those who we currently work for now. While still a positive, weaker impact in areas such as employability skills development were noted, so there is an opportunity to strengthen these offerings in 2026. Overall there is a strong platform to develop WeBelong in areas such as Gappie Ambassadorship, new activities more aligned with Gappie interest, and a WeBelong residential.”

Impact Conclusion

WeBelong has had a transformational year, in that in terms of staff numbers, it scaled five fold from one staff member to five. This has led to more staff focused entirely on WeBelong, and the WeBelong offering. WeBelong is our differentiator, and offers ongoing support years after the end of the WeMindTheGap programme. The enduring popularity of well attended events shows its success, as does the quantity of meaningful mentoring sessions, which average over 35 minutes in length. Furthermore, 818 KITs which an average length above 9 minutes each demonstrates the ongoing care and support the WeBelong team provide. The Gappie feedback exercise was enlightening, and has given the WeBelong team pointers for improvement for Year Two, as well as being able to reflect of the successes of Year One. In Q1 of Year Two, we intend to create a development scale to show the efficacy of the programme across a time scale of one year.

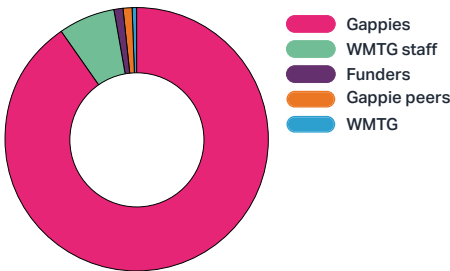


Social Return on Investment (SROI)

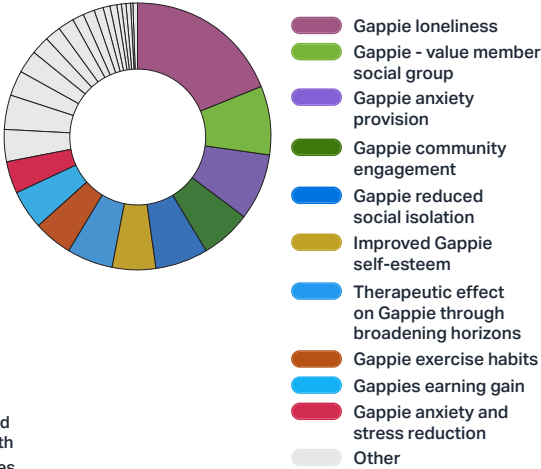
We calculated the SROI for WeBelong for the period of 2025 to 2026, and found that for every pound of investment in our Gappies, the WeBelong community returned **£6.22** of social return.

Below, the doughnut charts demonstrate value by stakeholder, outcome and priority. The vast bulk of the value went to Gappies once more. The value by outcome demonstrated the effectiveness of the community, with the largest contributions assigned to reducing loneliness, isolation and anxiety by being an active member of a community. There were also smaller outcome gains ascribed to improved mental and physical health. Almost three quarters of the value by priority was assigned to good health and wellbeing, while the employability support offered by the WeBelong team was also a notable contributor.

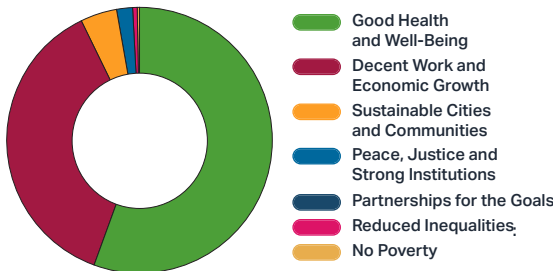
Present Value by Stakeholder



Present Value by Outcome



Present Value by Priority



Where do our Gappies live?

This map shows both Wrexham and Flintshire Gappies, as well as some spread across the North of Wales and the North West of England, superimposed upon the WIMD ranking for the relevant ward. The darker the shade of red, the higher the level of deprivation. As a social mobility charity, we would expect to have more participants from more deprived areas. It is a testament to our trusted referrer model, as well as our burgeoning reputation in the community, that we are able to successfully target and recruit the Gappies who truly need our help.

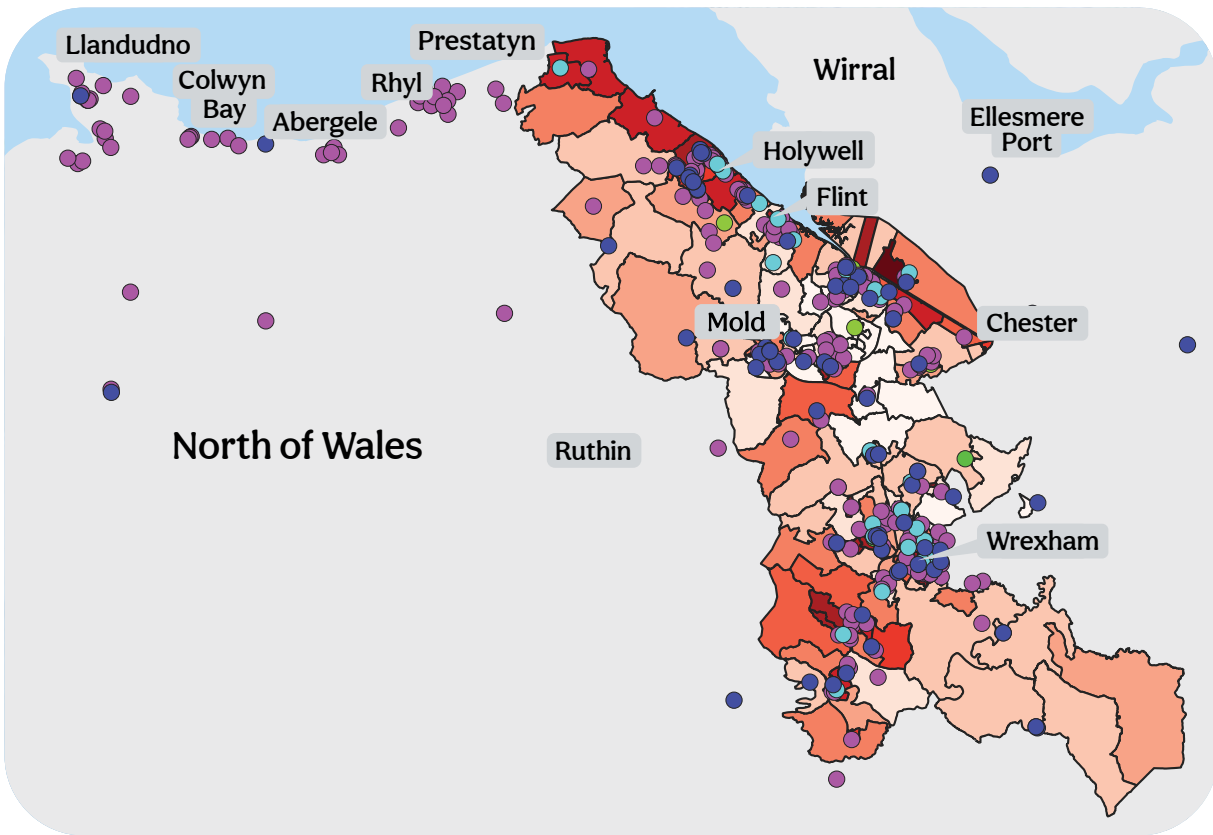
Participants

- WeBelong
- WeBridge
- WeDiscover
- WeGrow Flintshire
- WeGrow Wrexham

Wrexham and Flintshire

WIMD Score

- 7 - 197
- 197 - 387
- 387 - 576
- 576 - 766
- 766 - 956
- 956 - 1146
- 1146 - 1336
- 1336 - 1525



The map demonstrates that we have clusters of Gappies from areas which have historically scored highly on the deprivation scale, such as Queensway, Holywell, Connah's Quay, Flint, Rhos and Johnstown.

Participant reach: Year One

Programme	Year One	Year One target (TNLCF)
WeInspire	129	200
WeDiscover	399	200
WeGrow	87	20
WeBridge	123	200
WeBelong	377	400
Total participants	1115	1020

Reach measures the number of referrals a programme receives, in the case of WeDiscover, WeGrow and WeBridge. For WeBelong, it is the number of Gappies who have at some point decided to be a part of the WeBelong community in the past ten years. It acts as a safety net for all of those alumni who can reengage with WeMindTheGap at any time. WeGrow were able to triage to other programmes or other parts of the village; 9 Gappies were referred to WeDiscover and 10 to WeBridge. This triage can also occur in WeBridge and WeDiscover.

Participant engagement: Year One

Programme	Year One	Engagement %
WeInspire	129	100%
WeDiscover	200	50%
WeGrow	20	100%
WeBridge	74	60%
WeBelong	91	24%
Total participants	514	50.4%

An ongoing challenge is to convert referrals to engagement, although the scale of that challenge remains linked to the nature of the programme. We define engagement as a Gappie attending at least one session or mentoring session on a programme.

WeInspire, based as it is in schools, finds it much easier to have a high level of engagement, and any who do not engage or remain absent from school tend to be replaced. WeGrow has been given a 100% engagement level here, as it is unfair to include all referrals as only 20 of those can be offered a place on the programme due to budgeting, programme and staff constraints. WeBridge and WeDiscover have struggled with engagement for varying reasons. WeBridge often find referrals do not engage as they have found employment already, or another alternative service provider, as well as occasionally lacking interest. It should also be noted that pausing the programme part way through the year had a large impact on engagement, which has improved since the October relaunch.

WeDiscover often find themselves facing some of the greatest challenges within the charity, as they are working with the most socially anxious and disengaged young people. As a result, they often do not show any interest in the programme, or may never have shown any interest and simply allowed themselves to be referred under threat of DWP sanction, leading to a lower engagement rate than other programmes.

WeBelong, acting as a safety blanket for alumni, can be expected to always have a relatively low level of engagement. In fact in many cases, alumni have moved on in their lives from having a need for our support, and therefore while we remain there for them just in case, it is unreasonable to expect very high WeBelong engagement percentages. Indeed it may even indicate an issue, such as dependency, were that to occur. The targets created here for WeBelong were made without the benefit of our data resources now, and may in fact turn

Power of 10,000

Our ambition is to engage the minimum of 100 partners in each village, each partner becomes part of a 'network of networks' to support our young people. If each of the 100 partners is an employer who employs 100 staff, then those staff can also become partners, and therefore, each WeConnect Hub could have 10,000 partners/people who want to support our young people.

Number of partners in Wrexham village: **125**

Number of partners in Flintshire village: **202**

Number of partners in Cheshire West and Chester village: **32**

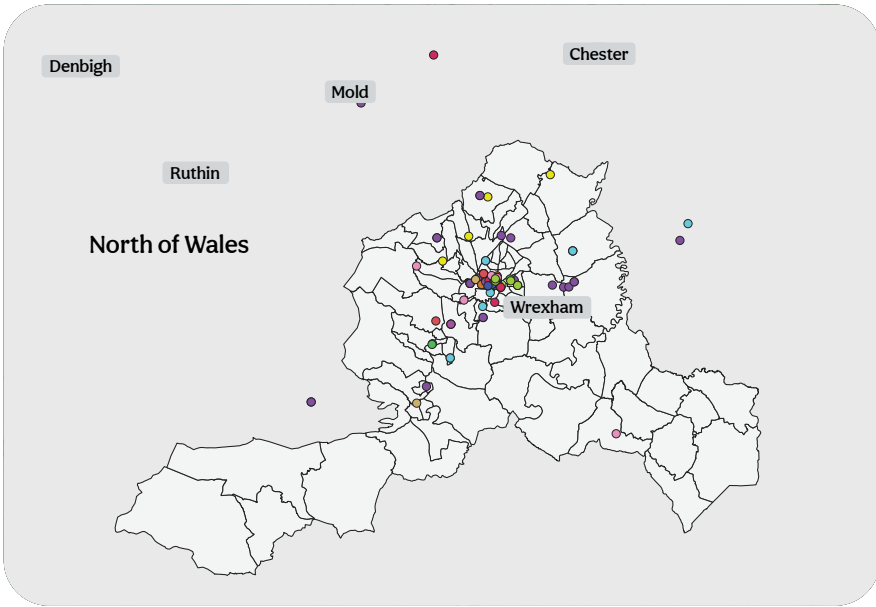
When launched: **10th Anniversary event in June 2025**



The villages are being stored on GMS, and are being formulated week on week by their respective villages. Contacts come about organically from our village work. Using GIS and our GMS village databases, our villages in Wrexham and Flintshire have been mapped and are shown below. The two maps starkly demonstrate the varying demographics and geographies of the two villages, which present differing challenges to the Community Makers and their teams. Wrexham is very centralised, with many of our partners located in the centre of the town. It also shows a cluster of our employer partners on the Wrexham Industrial Estate, which represent an ongoing challenge for Gappies in terms of transport, which we have been increasingly vocal in championing in the past year. It is also apparent that there are a number of wards in Wrexham where WeMindTheGap has little to no presence. These highlight the village building issues rural areas face. There are also green shoots of growth of villages such as Rhos and Johnstown where real efforts have been made to grow the Wrexham village by the Wrexham team. Flintshire village is, by contrast, far more homogenous.

There are clusters around Flint, Connah's Quay, Holywell and Mold. This presents a different operational challenge, as a small team could easily spread itself too thin to be able to make a real impact. It also demonstrates the weaknesses of having a single Flintshire hub in a county with poor public transport links, although there would be the major issue of cost in changing this approach in the future. Both villages have a very broad range of partners in many different sectors, which is testament to the village building approach. It is also noticeable that both villages see their reach overspill to adjacent counties and countries. This demonstrates both interconnectivity and the desire lines of young people, who do not necessarily follow statutory boundaries. It also offers a foundation on which to build new villages towards the end of the Five Year Plan.

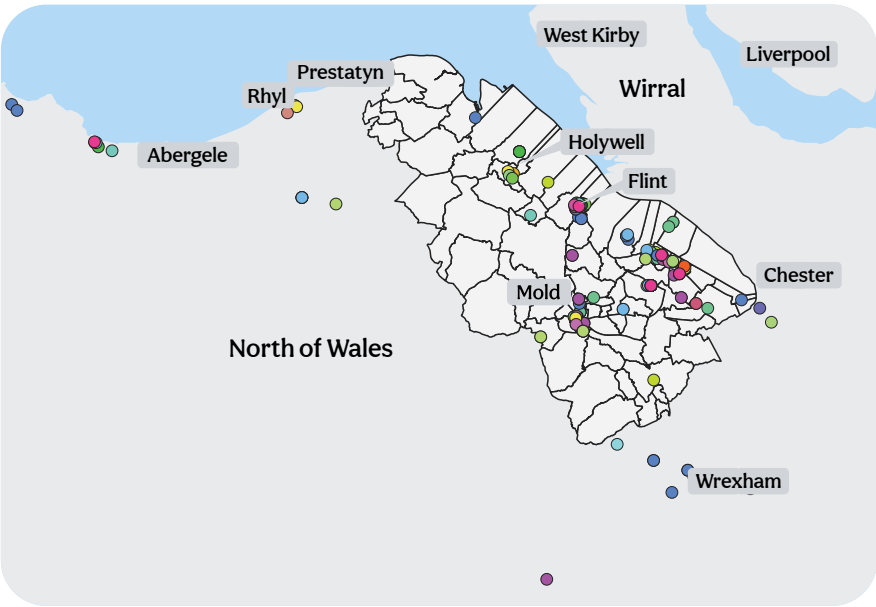
WeMindTheGap Wrexham village 2026



- Adult Support Services
- Business Support
- Church
- Community Hub
- Council
- DWP
- Education
- Employer
- Employer Partner
- Employment Support
- Homelessness Support
- Housing Association
- Leaving Care
- Local Government
- Mental Health
- Physical Health
- Recruitment Agency
- Support Services
- Support work
- Unclassified
- Volunteering
- Youth Services



WeMindTheGap Flintshire village 2026



- Adult Support Services
- Community Group
- Community Hub
- Construction
- Council
- Driving Instructor
- DWP
- Education
- Employer
- Employer Partner
- Employment Support
- Funder
- Guest Speaker
- Health and Wellbeing
- Housing Association
- Life Coach
- Local Government
- Mental Health
- Outdoor provider
- Physical Health
- Recruitment Agency
- Sports
- Support Services
- Transport
- Unclassified
- Volunteering
- Youth Justice
- Youth Services



Year One Commentary and Review

Having reviewed Year One of Power of 10,000 it is evident that this initiative is presenting us with the opportunity to amplify our work and gain new connections to support both our Gappies and our Hub.

Our initial ambition remains unchanged:

For all young people on a WeMindTheGap programme to benefit from the power of connections to employers, education partners, mentors, volunteers, and friends, all sharing the same ethos and determination to build social capital within our communities.

However, we also recognise that, as a charity, we need to benefit from the support available to us within our communities and beyond. This will help ensure such things as sustainable costs, donations and reach of our work - all assisting the delivery of our programmes.

By 2030, it is our ambition that the Power of 10,000 Connections will benefit the 5,000 young people forecast to be supported across three villages and five programmes delivered by WeMindTheGap. This support may be direct or indirect to our Gappies.

- It can unlock multiple types of support.
- It is a call to action for all the support needed to create the village.
- It is a Communication & Marketing Tool.
- It will be a Powerful voice for Gappies and WeMindTheGap.
- It is the Power of 10,000 people who have committed to support young People and should be used to call upon them in whichever support type they have offered.

Our Place-Based Approach

At WeMindTheGap, we believe that real, lasting change starts with understanding the places our Gappies call home. Our place-based approach means we do not begin delivery with a one-size-fits-all programme. Instead, we start by listening. Through our Big Conversations in Wrexham and Flintshire, we have spoken directly with young people and local employers to understand the barriers they face, the opportunities missing, and what would make things better in those areas. What we learn informs how we deliver support on the ground, working closely with councils, employers and community organisations that are already part of the fabric of that village. We build on what is already there because change rooted in a community is change that endures.

Our core "walk alongside" approach stays the same wherever we work: small steps, taken together, celebrating every little win. Yet the partnerships and pathways we build around each young person are shaped by their community. We often say, 'It takes a village to raise a child, but a system to mind their gaps.'

That system starts with who we choose to work with. Our trusted referrer model helps bring in hundreds of Gappies each year, and reflects our relationships with those in the village who meet with young people. Our employer partners, numbering over 20 in both Wrexham and Flintshire, provide invaluable access to meaningful work placements for our Gappies.

The same local system depends on listening as much as it does on partnership. What we hear shapes what we do next. Issues raised directly by young people, such as unreliable transport links, have been carried into rooms like the Wrexham Leadership Alliance and a visit from the First Minister of Wales to our WeConnect Hub in Wrexham.

This is what we mean when we say principles are set nationally, delivery is co-designed locally, and impact is felt personally: a system built, tested and adjusted in partnership with the very people and places it serves.



Impact Highlights of Year One

- CSJ Award winners for social mobility. This has opened doors for us to meet with politicians, researchers and policy makers with whom we can share Gappie lived experience and statistical data to help us to influence systemic change.
- Delivering on two UKSPF funded projects and being awarded transition monies exceeding expectation.
- Expanding to three schools for Welnspire, and continuing to work with Welsh Government to find a funding solution to deliver in Wrexham.
- Flintshire WeGrow - all 10 Gappies graduated - only the 3rd occasion this has happened.
- Clear examples of the continuum approach - from WeDiscover to WeGrow and WeBridge; likewise to refer at Discovery Days to the programme to mind the gaps of where the young person is today
- Gappie Management System (GMS) development allowed us to have clear data and insights into the demographics and locality of our Gappies clearly demonstrated we are meeting the needs of statutory funding and TNCLF in finding those hardest to reach, as referenced by the maps in this report.
- Development of Impact Team, with the recruitment of a Data and Digital Support Officer.



Thought leadership

WeMindTheGap contributed to a variety of reports published by our community partners, as well as being regular panel contributors at discussion forums.

- **The National Lottery Community Fund Wales Committee visit:** John Rose and his Committee were keen to visit our Hub in the context of the grant being the largest in Wales from UK Portfolio. The session was an opportunity to showcase our online programme WeDiscover, its Learning Management System functionality – and all demonstrations were from our Gappies. One expressed the view that although nervous at talking in public he so enjoyed it he wanted other opportunities to showcase what we do.
- **The First Minister visit:** Eluned Morgan had the opportunity to participate in a small round table meeting with graduates in WeBelong to hear their stories of barriers to employment, how we helped and what their ambitions were to be working in North Wales.
- **The Lost Boys report by the CSJ**, which was presented at the Senedd with Ali Wheeler on the panel.
- **Becky Gittins MP** successfully campaigned for improved local public transport using testimonies from our Gappies.
- We were joined by prominent local stakeholders for the **Big Conversation Breakfast in Flintshire**. Each challenged themselves to take one action within one month that would progress the conversation. And they all did. Becky Gittins set about commissioning her own report on transport barriers within the area, returning to meet Gappies to hear first hand their stories (one was late because the bus didn't turn up...). She will be reporting direct to the Transport Committee in the House of Commons. This has led to the introduction to Arriva Wales, the local transport operator, to share joint findings and challenges – for their potential employees as well as the public. Careers Wales are now working directly with the teams. Flintshire Council remain a steadfast advocate for what we do and took the action to showcase the findings and our work at their annual conference. Hannah Blythyn, Senedd Member for Delyn, referenced our findings of the Big Conversation particularly with regards to Transport at the Senedd
- **Andrew Ranger MP** for Wrexham referenced WeMindTheGap at the House of Commons select committee on the challenges faced by small charities - a debate supported by the CSJ. He spoke meaningfully about how we create opportunities for young people in schools, in their homes and as they prepare for work.

What are we curious about?

Lost Boys - Through the relationship with the CSJ, we are being seen as thought leaders whose data and insights are informing their push for change. We responded to, and are referenced, in the Lost Boys Report 2025. Our CEO was invited onto the panel discussion held at the Senedd in November 2025 giving clear insights and examples from our lived experience Gappies. We will continue to support the CSJ on this topic as focus is given to the statistics of isolated, not in work young men under 30. We can demonstrate through our programmes results and evaluation that the protective measure against loneliness and 'lost boys' is creating belonging, supporting skills that encourage independence and demonstrating they have choices.

Maturation - Many Gappies are no longer motivated by 'getting a job' - it needs to be the right job, to meet their needs. Maturation is taking longer, they are not ready for full time employment. Examples of this come from WeGrow, where a young person rejected a job offer from a local pub as it did not align with their long term ambition of becoming an F1 Marshall.

Care Leavers v 'Bank of Mum and Dad' - There is a growing suggestion that having a security blanket in the form of being able to live at home with parents rent free acts more as a regressive comfort blanket. As a result, motivation is lower and maturation stymied. Meanwhile those without this resource, such as care leavers, tend to have higher engagement and will to go above and beyond to succeed, and appreciate the opportunities WeMindTheGap programmes are offering them.

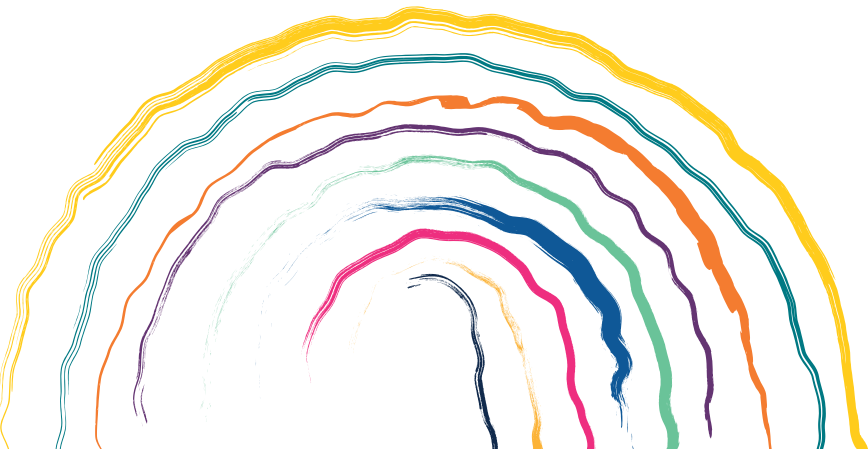
Hawarden v Holywell - coupled with the above, we are seeing more pronounced geographical differences within Gappies. Relationships between place differ, reinforced by the class differential, leading to differing outlooks and therefore outcomes.

Where are the hardest to reach? - Our trusted referrers model is as essential as ever as a Gappie recruitment model. However it remains a challenge for us to find those young people who have truly fallen through the gaps in the system.

Referral Conversion - How do we increase this, particularly for programmes like WeDiscover and WeBridge?

Delayed WeGrow outcomes - It is taking on average 10 months for WeGrow Gappies to get a job as opposed to our historical average of 70% getting one in 6 months. We need to maximise the second 6 month support with clear transition into WeBridge/WeBelong and ensure that we continue to support. Voluntary work and the work experience model in WeGrow is ever more vital - we need to expand on this.

Choices are being exerted: to go to college, to become an innovator or entrepreneur....if we advocate for choice and independence we have to accept that it might not be the choice we expected.



Just as it takes a village to raise a child, it takes a team to manage Gappies and help them to mind their gaps. Thank you to all the staff below who played their part in our successes from April 2025 to March 2026.

CEO: Ali Wheeler

Community Makers: Julie Done, Laura Columbine, Sian Hughes, Victoria Hughes

WeInspire: Helen Gerrard, Charley Clark

WeDiscover: Kim Harasym-Moss, Meg Jones, Megan Bowden, Elain Roberts, Louise Davies, Tom Crawford, Tom Chatfield

WeBridge: Jason Evans, Tom Williams, Jennifer Carnaby, Emma Walsh, Sarah Rogers-Hart

WeGrow: Jasmine Formstone, Aaron Jones, Sam Harrop, Craig McKee, Charlotte Wheeler

WeBelong: Cara Ellson-Higgins, Kyra Emery, Grace Lloyd, Katie Jones

Finance and Admin: Rachel Brockhurst

Impact: Diane Aplin, Edward Greening, Jared Kruger

WeMatter: Rebecca Walton, Bromley Sibson

Marketing: Sian Bostock, Rebecca Wainwright, Helen Mellor



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