



BRIDGEND & NEATH
PORT TALBOT
PEN-Y-BONT AR OGWR A
CHASTELL-NEDD PORT TALBOT



An independent review of Groundwork's Youth Provision



Youth Works
brighter futures for young people

Empowering young people

I am extremely impressed with Groundwork, and the YouthWorks Programme in particular, for the difference made on the Wildmill Estate, Bridgend.

I remember where we were over 10 years ago; when it was clear we had to work closely with young people if we were going to deliver sustainable regeneration on estates such as Wildmill.

From day one this has been the approach of the YouthWorks team, and they should be congratulated on playing such a positive role in significantly reducing crime and anti-social behaviour, and supporting the wider regeneration of the area.

They have of course not achieved such successes in isolation. There has been an impressive co-ordinated response from all agencies, which includes resident groups, the

police, the youth offending team, youth services, V2C Housing, the local authority and numerous other key stakeholders.

Most significantly YouthWorks has been able to empower the young people, and wider community members, to help themselves. Many are now community volunteers, with the skills, experience and qualifications to continue to serve their local communities.

It has been a pleasure to have been a part of the regeneration of the Wildmill estate, and I look forward to witnessing other communities benefit from such an inspiring and worthwhile approach to community regeneration.



Photograph courtesy of Natasha Hirst

Carwyn Jones AM, Bridgend

Introduction

Groundwork has an impressive record of delivering high quality skills-based youth provision, with the resources and expertise to target and support the most 'at risk' young people into **training, further education, work placements and work opportunities**.

Based on a **Skills Academy** model, resources include specialist community based teams, with the skills and experience to support the needs of a wide range of young people, no matter what their background, skills, experience, qualifications or employment records.



“YouthWorks has helped me feel better when things have been bad.”

Groundwork's specialist youth provision

Environmental links and cost savings

Groundwork has an extensive understanding of the role that initiatives aimed at supporting the environment, play in supporting the development of young people.

Subsequently, they are constantly developing and delivering **innovative vocational environmental projects** with objectives that include raising the skills, education and qualifications of young people.

With a proven track record of working with schools, businesses and community groups, Groundwork are also providing young people important and significant opportunities to make **sustainable differences to local carbon footprints**, and help to **reduce energy costs** in times of austerity and reductions in community budgets.



YouthWorks

Groundwork's impressive record of delivering high quality skills based youth provision has been proved by the delivery of the **YouthWorks Programme**.

With aims and objectives that include tackling youth crime and anti-social behaviour, the YouthWorks Programme was launched over 10 years ago on the **Wildmill** estate, Bridgend, and has been successfully rolled out in similarly deprived estates, situated in **Marlas, Pencoed and Caerau**.

Aimed at the most 'at risk' young people between the ages of eight and 25 years, the YouthWorks programmes deliver **targeted support, community based activities and vocational courses** from estate based Youth Drop-In Centres, which are, on the whole, designed and decorated by the young people themselves.

Building on the successes of the YouthWorks model, the YouthWorks team have developed innovative vocational projects and initiatives, which include the **Skills For Living programme**, the **ERIC project**, the **Engagement Gateway programme**, **Choices Substance Misuse project**, **Forest Families**, the neighbourhood based 'Play' project and **Youth Social Enterprise initiatives** that include young people managed:

- ▲ nail bars
- ▲ community gym
- ▲ grocery deliveries to pensioners in partnership with a local food co-operative

Employment support

Central to Groundwork's **Skills Academy model**, is the expertise provided by Groundwork's **Employability Team**, who fully utilise their skills experience and employer contacts to enable young people to take full advantage of those skills, experiences and qualifications gained whilst being supported by Groundwork's specialist teams.

A structured and joined-up approach linked to meeting the needs of individuals, **approaches** include:

- ▲ working in partnership with a wide variety of support agencies
- ▲ gaining an in-depth understanding of clients' backgrounds, skills, experiences, life challenges, needs and aspirations
- ▲ agreeing realistic action plans
- ▲ supporting young people and their families to meet challenges and opportunities

Strategies include:

- ▲ estate based community action
- ▲ environmental projects and initiatives
- ▲ one to one support and guidance
- ▲ mentoring
- ▲ vocational training and qualifications
- ▲ skills based work placements
- ▲ team working/peer support
- ▲ family support
- ▲ school/education based learning
- ▲ volunteering opportunities
- ▲ multi-agency partnership working
- ▲ tracking, monitoring and evaluation

Comments

Local Authority Youth Workers

"The YouthWorks Programme is designed to work within local communities, and as such really meets the needs of young people and their families."

"Staff at the projects are well placed and trained to work with those young people who have the most complex needs."

"Groundwork and the YouthWorks team are a good partner, and through the time we have worked together they have displayed integrity and genuine partnership, which has assisted in the generation of funding opportunities to increase the development and delivery of youth provision."

Substance Misuse Team

"For us, YouthWorks has led the way, and demonstrated what youth work is all about. They have a structured and professional approach, which is demonstrated by all front-line staff and volunteers."

Police

"There can be no doubt that the YouthWorks Programme provided the catalyst for the regeneration of the Wildmill estate, and the other estates it has been rolled out on."

"In addition to playing a leading role in significantly reducing crime and anti-social behaviour, the Programme has provided structure to many young peoples' lives."

"It is almost impossible to estimate the long-term positive effects Groundwork's YouthWorks Programme will have on those young people, their families and wider community members it has been supporting for over 10 years."

Community Volunteer

"Groundwork has changed my life and those of other people living on our estate. Before I became a volunteer I rarely left my home because of the crime and anti-social behaviour. Being involved empowered me and made me realise I had a role in life and could achieve something."

"We have worked together to turn things around now and things are lots better. The young people have something to do and we have done simple things like litter picks, planted bulbs and encouraged play."

"I now have qualifications and the confidence to make a real and positive impact in my local community."

"It's been good to have someone to listen and be there to help when I have most needed support and guidance."

Statistics and facts

“Groundwork has given me the chance to get a job and make something of myself.”

YouthWorks Programme

- ▲ more than **3,650** ‘at risk’ young people have been engaged and directly supported by the programme
- ▲ nearly **600** young people have achieved vocational qualifications
- ▲ more than **100** local people have trained to become Community Volunteers
- ▲ more than **60 per cent** of Community Volunteers have achieved vocational qualifications
- ▲ **£25,000** ‘in-kind’ contributions per year delivered by a team of volunteer mothers

Future Jobs Fund (over a 3 year period)

- ▲ **334** unemployed young people engaged
- ▲ **364** vocational qualifications gained
- ▲ nearly **40 per cent** gained full-time employment
- ▲ over **£440,000** savings in benefit claims

Intermediate Labour Market Project (over a 2 year period)

- ▲ **30** unemployed young people have received support, guidance and work experience opportunities
- ▲ **60** vocational qualifications gained
- ▲ over **£3,600** savings in benefit claims



Rural Development Team Project

- ▲ more than **1,000** young people engaged on the project
- ▲ more than **450** local people trained to become Community Volunteers

Community Gateways Programme

- ▲ more than **1,600** young people participating in the development and implementation of community based environmental improvements projects

Schools energy

- ▲ more than **12,000** young people attended assemblies and workshops
- ▲ **80** environmental management systems established in local schools
- ▲ overall **10 per cent** increase in recycling activities
- ▲ **10 per cent** reduction in school utility costs

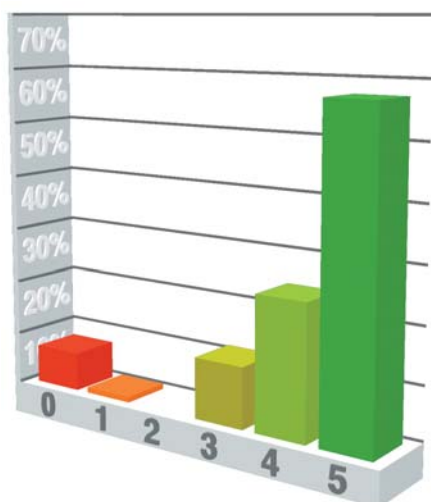


What young people have to say

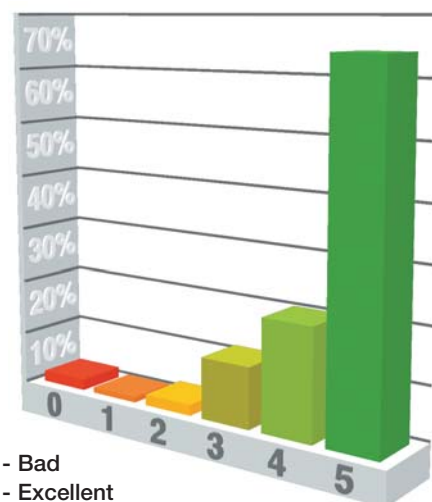
“They have helped me build my confidence.”

We surveyed 84 local young people (51 per cent male/49 per cent female).

How successful has YouthWorks been in keeping you out of trouble?



How well has Groundwork assisted you in gaining qualifications?



1 - Bad
5 - Excellent
0 - No views

Further responses

- ▲ **98 per cent** enjoyed being involved in Groundwork's YouthWorks Programme.
- ▲ **98 per cent** agree staff are helpful and fun to be around.
- ▲ **98 per cent** agree they feel safe when they are involved in activities and projects.
- ▲ **93 per cent** agree Groundwork projects and initiatives will help them to become better people.
- ▲ **88 per cent** agree the projects and initiatives will assist them into employment
- ▲ **95 per cent** would recommend Groundwork/YouthWorks to others.
- ▲ **95 per cent** will miss YouthWorks if it were to go.
- ▲ **87 per cent** agree that Groundwork has helped improve the local area.

CASE STUDY 1: Bryan

Married with two children, Bryan is working full-time and lives with his family on the Wildmill estate. He was one of the first young people to benefit from the YouthWorks Programme. He said: "We had nothing prior to YouthWorks. All we had to do was cause trouble and give local people and the police hell."

"We were just bored and felt no one cared. We had been left to look after ourselves. Crime, anti-social behaviour and drug abuse on this estate was rife, and I have no doubts I would not be where I am now, but for YouthWorks."

Interventions

- ▲ committed Youth Workers
- ▲ Youth Drop-In Centre
- ▲ year-round youth activity projects and initiatives
- ▲ team working
- ▲ accredited training and qualifications
- ▲ mentoring support
- ▲ direct involvement in the physical regeneration of the estate
- ▲ placement on a voluntary European character building project
- ▲ employment support and advice
- ▲ work experience

Potential outcomes

(similar case study without interventions)

- ▲ low level crime/anti-social behaviour
- ▲ drug user
- ▲ unemployed
- ▲ family disputes/domestic violence
- ▲ wife – unemployed, single parent, suffering from depression
- ▲ children – persistent truants, low educational attainment
- ▲ family evicted from home

Estimated potential annual cost to society

Benefits	£17,082
Police	£132,704
Community Drugs Action Team	£1,000
Criminal Justice System	£26,163
Connecting Families	£4,425
Education	£8,638
Social Services	£14,112
TOTAL	£204,124

Source: Based on an actual 2012 case study carried out by Bridgend Families Team.

BEFORE



Crime and anti-social behaviour on the Wildmill Estate

Over a sustained 10 year period, crime and anti-social behaviour on the Wildmill Estate has reduced by an impressive **45 per cent**.

Source: Bridgend Police.

Housing

In comparison with 2002, there has been a **51 per cent** reduction of void social housing, which represents an approximate potential annual saving of over **£54,000**.

Source: Valleys to Coast Housing/Department of Communities & Local Government.

Initiatives paying dividends

"The YouthWorks Programme played a key role in our programme of regenerating the Wildmill and other deprived estates. Their expert and committed staff and innovative approaches connected with the young people, enabling them to become directly involved in what has been a significant multi-agency initiative, which is now paying dividends to the young people and wider community members."

Nigel Draper, Head of Neighbourhoods, Valleys to Coast Housing

AFTER



V2C
VALLEYS TO COAST
CYMOEDD I'R ARFORDIR

CASE STUDY 2: Jane

Jane is a wife, mother of three children and has been associated with Groundwork and the YouthWorks Programme for around seven years. She said: "I first came along as a volunteer, as one of my children was involved in the Programme. I had been a single mother, and at the time I was unemployed, on benefits and had no qualifications. I had very little confidence or employment prospects.

"After a while I became a volunteer, and with the encouragement of the staff, enrolled on vocational courses. I am now qualified to Level 2 in youth work, and am being paid by Groundwork to work part-time on our local YouthWorks Programme. I love it and really feel valued and appreciated. I have another part-time job, and as a result I am proud to say I do not claim any benefits."

NOTE: It has been estimated that Jane's involvement in the YouthWorks Programme as a volunteer and employee over the last seven years has saved the Government around £36,400 in benefit payments alone. She is also paying full rent, Community Charges, National Insurance contributions and Income Tax.

Interventions

- ▲ children participating in YouthWorks Programme
- ▲ volunteering opportunities
- ▲ team working
- ▲ accredited training and qualifications
- ▲ mentoring
- ▲ confidence building
- ▲ employment advice and support
- ▲ work experience
- ▲ employment referral/reference
- ▲ employment /income

Potential outcomes (similar case study without interventions)

- ▲ unemployed/benefit claimant
- ▲ in debt
- ▲ isolated/depressed
- ▲ domestic violence
- ▲ single parent
- ▲ children – persistent truants, low educational attainment
- ▲ potential for children to become single parents

Estimated potential annual cost to society

Benefits	£17,082
Police	£5,865
Health	£1,189
Connecting Families	£7,425
Parenting Programme	£12,126
Social Services	£14,112

TOTAL £57,799

Source: Based on an actual 2012 case study carried out by Bridgend Families Team.

CASE STUDY 3: Simon

Simon had not been to school for around two years prior to a school referral to the Groundwork Skills for Living Programme run by the YouthWorks team. He said: "That's when my life started to get back on track. I got on great with my Tutor. In addition to teaching me about carpentry, he explained how important it was to have a good work ethic.

"I also went back to school, and attended the YouthWorks Programme in the evenings to prevent boredom setting in. I am working full-time now, earning a good wage, and am keeping out of trouble."

Interventions

- ▲ place on the Skills for Living Programme
- ▲ accredited training/qualifications:
 - OCN Level 1
 - GCSE Maths/English
- ▲ team working
- ▲ access to youth facilities/ Youth Workers evenings and weekends
- ▲ mentoring support
- ▲ employment advice and support
- ▲ work experience
- ▲ employment referral/reference

Potential outcomes (similar case study without interventions)

- ▲ potential drug dealing/use
- ▲ regular arrests/charged with criminal offences
- ▲ imprisonment
- ▲ long-term unemployed
- ▲ risk of being temporary homeless/'sofa surfing'/ no fixed abode
- ▲ benefit claimant
- ▲ young parent

Estimated potential annual cost to society (drug misuse/dealing)

Services and Offending ¹	£26,988
Imprisonment ²	£41,292

TOTAL £71,290

Sources:

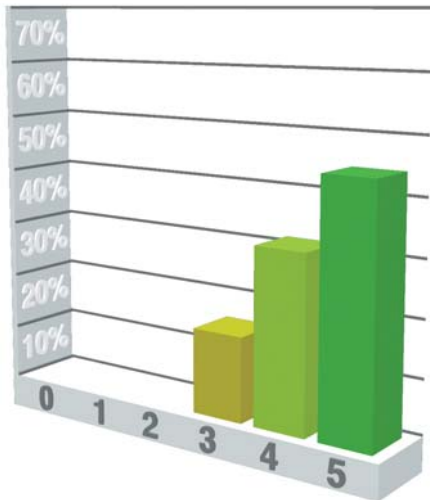
1. Drug Treatment Outcomes Research Study: Cost Effectiveness Analysis, 2009

2. Bridgend Connecting Families Team

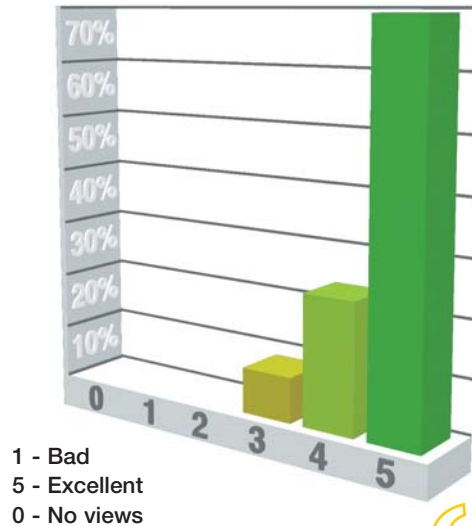
Partner agency response

A total of 18 organisations consulted, including the local authority, town council, YOT, police, youth service, Valleys to Coast Housing, schools, Children's Centre, Christian Outreach, public health, social services, and drug support teams.

How would you rate Groundwork's YouthWorks role in meeting the needs of young people?



How well placed are Groundwork/YouthWorks to continue to deliver youth work?



1 - Bad
5 - Excellent
0 - No views

Further responses

- ▲ **100 per cent** have developed strong and meaningful partnership links.
- ▲ **100 per cent** agree that Groundwork/YouthWorks has played a role in their organisations aims and objectives.
- ▲ **100 per cent** agree the projects and programmes are professionally managed and staff are good at what they do.
- ▲ **100 per cent** plan to work with Groundwork/YouthWorks in the future.
- ▲ **92 per cent** agree YouthWorks is good at supporting 'hard to reach' young people.
- ▲ **92 per cent** agree community based youth work is important when supporting young people.

My mum says YouthWorks has helped me become a man, instead of a silly boy.

Summary of findings

There can be no doubt that Groundwork has a wealth of experience, supporting the most 'at risk' young people turn their lives around and take advantage of opportunities available to them.

As a quality, skills-based youth provider, Groundwork utilises teams of high qualified and experienced staff and teams to gain in-depth understandings of the individual needs and aspirations of a wide range of young people.

These include young people who:

- ▲ are at risk of dropping out of education
- ▲ lack qualifications
- ▲ are having problems finding employment
- ▲ are long-term unemployed
- ▲ risk being involved in criminal and anti-social behaviour
- ▲ have criminal records

Building on over **10 years experience**, Groundwork's experienced staff and teams are:

- ▲ connecting with the most hard to reach young people and their families
- ▲ well placed to carry out early interventions
- ▲ meeting individual needs and aspirations
- ▲ delivering 'value for money', with:
 - annual client-based savings of over **£204,000**
 - **£440,000** reduction in benefit claims

▲ making significant social and economic impacts, which include:

- supporting over **3,600** 'at risk' young people living in the most deprived communities
- involving over **12,000** young people in energy conservation projects
- recruiting and training **100s** of local volunteers
- delivering sustainable neighbourhood-based environmental projects and initiatives
- **45 per cent** reduction in neighbourhood based crime and anti-social behaviour
- **51 per cent** reduction in void housing (£54,000 annual cost saving)

The Future

Groundwork has demonstrated a clear and proven ability to deliver the aims and objectives of funders, partners and key stakeholders, which is achieved by:

- ▲ partnership working
- ▲ delivering an 'academy model', with skilled, experienced, qualified and coordinated individuals and teams, with the skills to deliver an 'end to end', client centred approach to youth work
- ▲ a flexible approach, with an ability to support the many and varied needs and demands of clients, their families and wider community members
- ▲ rigorous monitoring and evaluation systems and procedures

The views of key stakeholders

"Groundwork is well placed to continue to support and steer young people away from crime and into education, training and employment."

Communities First

"There is a clear need to continue to develop a sense of community and responsibility."

South Wales Police

"Youngsters who value their environments are far less likely to vandalise it, and those who contribute to the community will become valuable citizens of the future."

Headteacher

"We need to work together to continue forming relationships between provisions and young people to understand their specific needs and form effective approaches."

Youth Worker

"We need to continue to work on the strengths of Groundwork and develop environment provision and projects that can improve our communities and provide ownership for young people."

Youth Work Group Manager



It has been an immense pleasure to have delivered Groundwork's YouthWorks Programme in Wales over the last 10 years. I believe we are now the longest established YouthWorks Programme in the United Kingdom.

Whilst policies and strategies change, the needs and demands of vulnerable 'at risk' young people don't. The YouthWorks programme is special, in that it focuses on what individuals need as they progress from being a young people into adulthood. We also support their families and peers, and are able to adapt our approaches as circumstances dictate.

We have moved on from delivering a solely estate based model, to a range of projects and initiatives, which are delivered in close partnership with key stakeholders.

Reg Denley
Senior YouthWorks Manager



Groundwork is an established youth provider, with a track record of delivering challenging outcomes on behalf of our partners and stakeholders.

We have developed an Academy Model of delivery, which is supported by highly trained and experienced teams and individuals, who like the YouthWorks team, are committed to supporting our most 'at risk' young people into education, training and employment.

I believe we offer incredible value for money, and a high level of service, which is highlighted in this report. We are grateful to Wider Impact Consultancy for producing such a factual and informative report, and are looking forward to continuing to support our most vulnerable young people long into the future.

Mark Evans
Executive Director,
Groundwork Bridgend & Neath Port Talbot



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