



DEVELOPING CAPACITY | VALUING DIVERSITY | BUILDING PEACE

An abstract graphic consisting of several overlapping, flowing, wavy bands in various shades of blue and teal, creating a sense of movement and depth across the middle of the page.

Impact Report 2019/2020

SPRINGBOARD PROFILE



Springboard has been a changemaker for almost 30 years. Since 1992, at a time of structural unemployment and during the awful last 'death throes' of the Troubles, Springboard has operated in an ever-changing situation, through ceasefires, political agreements, boom times, recession, Direct Rule, devolution and now Brexit and Covid-19, reaching over 12,500 people through its programmes.

This Impact Report is a snapshot of Springboard's operation in 2019/20, a year in which Springboard ran amazing programmes, serving 492 participants but which ended in March 2020 with the first impact and lockdown of the pandemic.

The scale and breadth of Springboard's 2019/20 programmes is striking but more important than 'what' Springboard does is 'how' it does it. Springboard's work, mainly, but not exclusively with young people, has always had a holistic approach to the development of the individuals on its programmes, and the need to collectively contribute to a better society that values diversity. These values are reflected in the comments of participants about their experience across the 2019/20 programmes. They highlight the growth of self-esteem, work ethic, teamwork, community service and independence and being stretched beyond their comfort zones.

This has had remarkable impacts on individual development, employability, mutual understanding and greater cultural competence, with corresponding community benefit. These outcomes are also reflected in the remarkable statistics of the programmes presented in this Impact Report.

In the final 2 weeks of March 2020 our society faced the biggest challenge of generations with the onset of the Covid-19 pandemic and the first lockdown. Springboard immediately began to creatively adapt delivery of its programmes but ever holding to the integrity of its person-centred approach and drawing on its wealth of experience as it moves towards its' fourth decade of change-making.

Interested in what we do?

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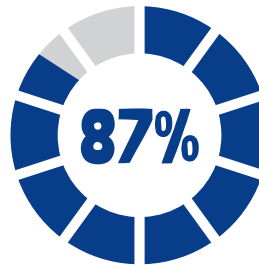
@springboardopps

SPRINGBOARD (OVERALL) - Impact Dashboard by end of 2019/2020

"It's the best thing ever, it helps you become independent and **WANT** to do things for yourself."

"Honestly love Springboard always drives me to work hard and today was no different! Did a community clean up in the Newlodge some effort was put in from the whole group – legends!"

By 31st March 2020 the organisation had reached in excess of **12500** people since its inception in 1992.



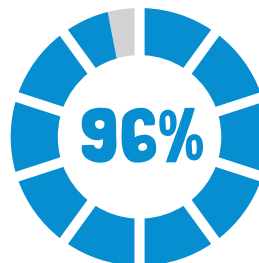
Personal Development
(Journeys, JobWorks+ & Catalyst)
87% were happy with their self-confidence



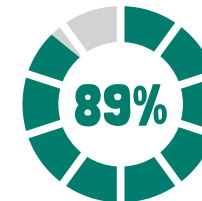
Employability
(JobWorks+)
72% felt they understood the world of work



88% felt ready to move into employment, further education or training



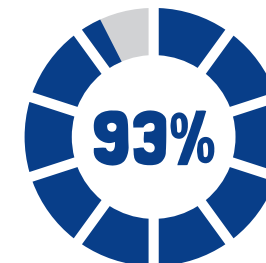
Impact
96% of participants reflected their participation had a major positive impact on their life



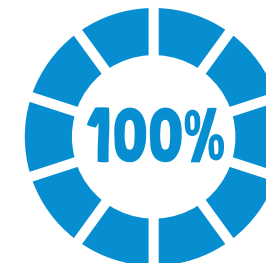
Good Relations
(Journeys & Catalyst)
89% understood young people from a different background



92% found it easy to respect young people from a different background



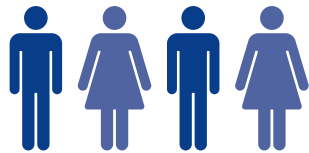
Community
(Journeys & Catalyst)
93% were happy to work as part of a team and problem solve with friends, family or others in community



Recommendation
100% of participants said they would absolutely recommend Springboard to other people

PARTICIPANT PROFILE

TOTAL PARTICIPANTS



492

GENDER DIVERSITY



283

Male



207

Female



2

Non-binary

COMMUNITY BACKGROUND

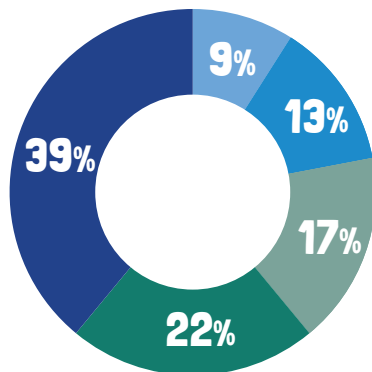
CNR
261

PUL
186

OTHER
39

NONE
6

PARTICIPANT ENGAGEMENT



- Facebook
- Springboard
- VCO/Statutory/
Public Sector
- Friends/Family/
Word of mouth
- School

PARTICIPANT CHALLENGES



PARTICIPANT PROFILE

AGE

Under 15 years



21%

16-23 years



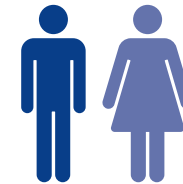
67%

24-30 years



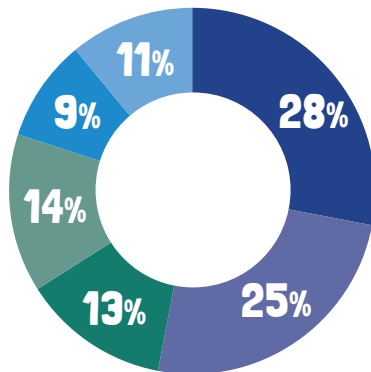
3%

31+ years



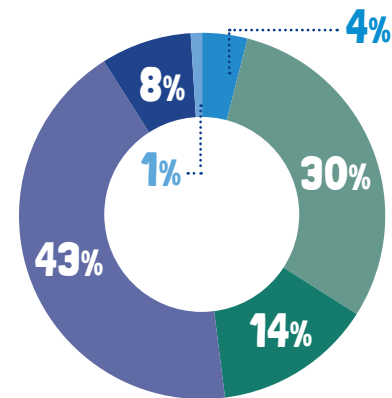
9%

LABOUR MARKET STATUS



- In education
- Unemployed less than 6 months
- Unemployed between 6-12 months
- Unemployed more than 12 months
- Economically inactive
- Employed

EDUCATIONAL PROFILE



- No formal qualifications
- Foundation / KS1 / KS2
- KS3
- KS4
- KS5
- Higher education

JOURNEYS - Impact Dashboard by end of 2019/2020



"Doing stuff that I wouldn't usually do has made me feel class about myself."

Is a partnership between Springboard, Roe Valley Residents Association, Cavan & Monaghan Education & Training Board. The programme (2017-2021) will work with 1016 young people through seven programme interventions per year.

The cross-community/cross-border initiative will support distinct groups of disadvantaged & at-risk young people to realise their potential & become active contributors in building a shared, united and more cohesive society. Together young people will build individual capacity, develop an appreciation of diversity & active citizenship. The programme is supported by the European Union's PEACE IV programme, N Ireland Executive, The Department of Children, Equality, Disability, Integration and Youth and managed by the Special EU Programmes Body (SEUPB).

Outcome Areas

Personal Development

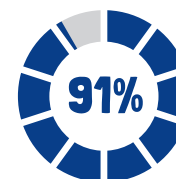
Good Relations

Community / Citizenship

Personal Development



were happy with their self-confidence



were happy with their social skills

Good Relations



understood young people from a different background



found it easy to respect young people from a different background

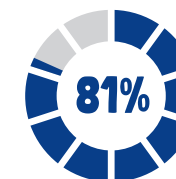
Community



were happy to work as part of a team and problem solve with friends, family or others in community



were very involved in activities or services in local community



Progression to EET



Impact

said the programme had a major positive impact

Qualification Attainment



Target +1%

Enrolment



Target +2%

Completion



Target +3%



Recommendation

said they would absolutely recommend Springboard to their friends

JOBWORKS+ - Impact Dashboard by end of 2019/2020



"I would 100% recommend this programme. I always wanted to get into social care, but I didn't think I would have the qualifications to apply for these jobs... but JobWorks taught me that I did. Thanks very much...they also still stay in contact which is amazing."

JobWorks+ aims to increase employability and social inclusion, through provision of activities over a four-year period (2018-2022), for 520 young people aged 16-24 years who are not in education, employment or training and are from disadvantaged communities in Belfast.

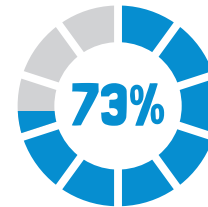
This is a rolling programme and provides participants with an opportunity to co-design their development pathway based on individual needs. The programme is part funded through the Northern Ireland European Social Fund Programme 2014-2020, Dept for the Economy, Belfast City Council, NI Executive Office Urban Villages and Keltbray.

Outcome Areas

Personal Development

Employability

Personal Development



felt able to overcome barriers



felt confident in the company of others

Progression to EET



Impact



said the programme had a major positive impact

Readiness for Employment



felt they understood the world of work



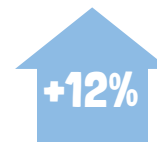
felt ready to move into employment, further education or training

Recommendation



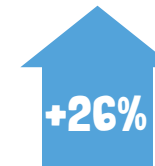
said they would absolutely recommend Springboard to their friends

Enrolment



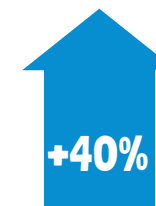
Target +12%

Qualification Attainment



Target +26%

Completion



Target +40%

FUSION - Impact Dashboard by end of 2019/2020



A cross-community, cross-border programme that worked with marginalised communities from both PUL and CNR backgrounds, many of whom felt excluded from politics and public representation, as well as community and civic life.

Whilst initially focused on bands, the participation also broadened to include youth groups, cultural groups and others. All areas were impacted not only by high levels of social and economic deprivation but also by ongoing perceived challenges to reconciliation. The programme external evaluator highlighted the significant impact of the programme, reflecting the *'group represented the most impressive cross-community relationship he had experienced in a long career. The interaction went far beyond the polite conversation and planned joint activities of many reconciliation projects. There was real togetherness, provocative banter, mocking jokes, protective concern and a tangible sense unity. The friendship was palpable.'*

Fusion was funded by the International Fund for Ireland's Peace Impact Programme and managed by the Community Foundation for N Ireland.

Impact dashboard reflects North East group.

Outcome Areas

Good Relations

Peacebuilding

Community Cohesion

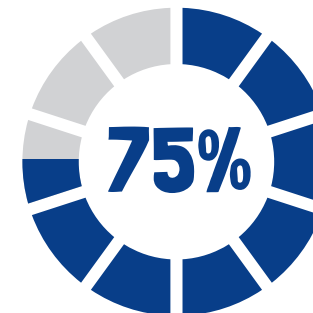
Good Relations

Meeting people from bands from a different community has changed participants' views on:

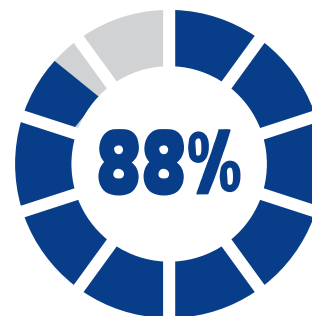
Other religions



Other cultures



Cross community programmes



Politics



Enrolment



Impact



said the programme had a major positive impact

Recommendation



said they would absolutely recommend Springboard to their friends

CATALYST - Impact Dashboard by end of 2019/2020



Catalyst was a 24-month youth-led cross-community programme. The programme focused on areas within Belfast which suffer high levels of social and economic deprivation and worked with 38 young people aged 16-25 years in themes of personal and social education, citizenship, employability and mutual understanding.

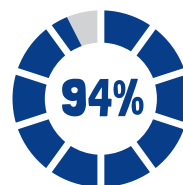
The programme objectives were to promote greater understanding and acceptance of diversity within and between communities thereby reducing sectarianism and promoting economic prosperity by increasing the skills base and future employment options of 'at risk' young people.

Programme highlights included completion of a social action project with Laurelhill House where they worked alongside families, residents and staff of the care home to develop a sensory garden, benefiting the residents who were affected by dementia. The garden was launched in 2019 and was a great success. Catalyst was funded by the International Fund for Ireland's Personal Youth Development programme and managed by Rural Action.

Outcome Areas

Personal Development	Good Relations
Employability Education	Social Development

Personal Development



were happy with their self-confidence



were happy with their social skills

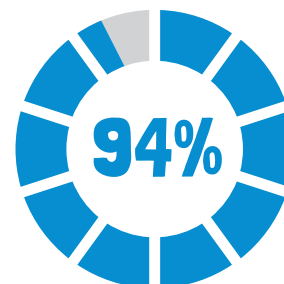
Good Relations



understood young people from a different background

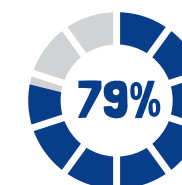


found it easy to respect young people from a different background

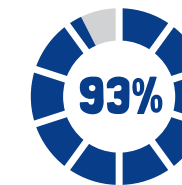


Community

were happy to work as part of a team and problem solve with friends, family or others in community



Progression to EET



Impact

said the programme had a major positive impact



Recommendation

said they would absolutely recommend Springboard to their friends

Qualification Attainment

Target -13%

-13%

Enrolment

100%

On Target 100%

Completion

100%

On Target 100%

FUSION+ (THE EXECUTIVE OFFICE) - Impact Dashboard by end of 2019/2020



Fusion+, worked with 14-17 year olds from four schools in Belfast Malone Integrated College (South Belfast), Edmond Rice College (North Belfast), Colaiste Feirste (West Belfast), Dundonald High School (East Belfast) and two schools from Limavady, Limavady High School and St Marys Limavady.

The project used an arts-based approach to bring young people together from schools located in across areas of social and economic disadvantage and who are impacted by the legacy of the conflict. Participants attended good relations workshops and together designed and delivered a socially oriented performance 'True 2 You – Unlocked & Powerful'.

The performances, held in Limavady and Belfast before a combined audience of 250 people, explored the open and closed doorways that exist within young peoples' lives in their communities. Performances were followed by an interactive workshop where the audience engaged with the themes presented by the young people. The cross-community project was led by former participants who were employed as mentors and worked with Springboard staff, to share the transformative impacts of their good relations journey. As well as co-delivering sessions, the mentors increased skills and abilities and achieved accreditation. The programme was funded by NI Executive Office, Central Good Relations Funding.

Outcome Areas

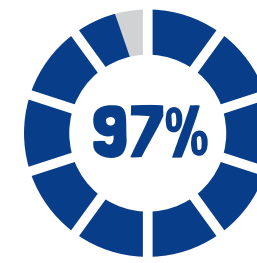
Good Relations

Peacebuilding

"No one ever knows what is going on behind closed doors, it is important that we be kind."



felt favourable towards people from a different religious and ethnic background



felt the programme had helped them

Impact



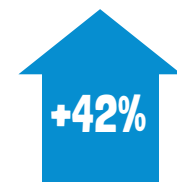
said the programme had a major positive impact

Recommendation



said they would absolutely recommend Springboard to their friends

Enrolment



Target +42%

CHALLENGING PREJUDICE - Civic and Community Leadership Development

- Impact Dashboard by end of 2019/2020

"This project has allowed me to gain a greater understanding of the Holocaust and the impact then and for future generations. It has given me the opportunity to meet an amazing group of people who I would never have crossed paths with and... their experience and knowledge has widened my thinking on certain topics and given me a different outlook and perspective on life."

The 3-year programme raises awareness of the trigger issues that result in intimidation and hate crime within Derry City and Strabane Council area, by introducing participants to the history of the Holocaust through facilitated seminars and learning workshops and a study visit to the former Nazi concentration camp Auschwitz-Birkenau in Poland.

The programme is funded by Derry City & Strabane District Council.

Outcome Areas

Good Relations

Peacebuilding

Good Relations



felt favourably towards people from a different ethnic and religious background



gained a greater understanding of the holocaust and the many people it affected



felt the programme helped them consider how they could make a positive difference in their community through promoting good relations



felt they developed an awareness of the trigger issues that increase barriers to developing safer communities (particularly in relation to intimidation and hate crime)

Impact



said the programme had a major positive impact

Recommendation



said they would absolutely recommend Springboard to their friends

Enrolment



On Target 100%

Completion



On Target 100%

14-NOW

During 2019-2020 Springboard continue to lead the 14-NOW programme which enables community partners in Monkstown, Limavady and Creggan to work with residents who design and lead on local activities in response to local needs. Since its inception the programme has reached 70,000+ individuals through, for example, events and directly supported 3400+ beneficiaries across the outcome areas. The external evaluator report highlighted the programme had led to an increase in personal wellbeing across all projects.

The external evaluator highlighted the programme had led to an increase in personal wellbeing across all projects. Findings showed an average increase of 24.5% for life satisfaction, 24.8% for participants identifying their life was worthwhile, 26.2% for overall happiness and a decrease of 23.8% for anxiety. The evaluation also revealed positive results on social connectedness, where there was an increase of 48.44% in participants feeling engaged or very engaged in their community. The programme is funded by Spirit of 2012.

Outcome Areas

Wellbeing	Improving perceptions of disability
Empowering young people	Increasing social cohesion
Increasing volunteering	

“I think since the event has started to run I feel more community spirit. I didn’t know the people who are pretty much my next door neighbours. We have never hardly spoke before or I would have passed them on the street. Now I’m getting to know people and ...know that there’s people out there who have become friends”.

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