



DEVELOPING CAPACITY | VALUING DIVERSITY | BUILDING PEACE

Impact Report 2023-2024



Springboard

During 2023-24 Springboard continued to expand its provision to support young people, with the organisation’s programmes having reached and worked with over 15,000 that period. Established in 1992, just six years before the signing of the Good Friday Agreement on 10 April 1998, Springboard marked and celebrated the 25th anniversary of the Agreement. This was particularly highlighted by the Our Lives, Our Legacy programme which brought together young people from across communities to reflect on the legacy of the Agreement for their generation. Young people recognised there was still much to do, but also expressed hope for the future and by programme end, 100% of them found it easy to have an open and positive attitude towards young people from a different background.

2023-2024 saw Springboard explore approaches to further embed peace and reconciliation beyond 25th anniversary of the Good Friday Agreement. The research project, Beyond25, considered impacts of division and conflict on young people, highlighting the ongoing pervasive impacts of ‘them and us’ aspects of everyday life, ongoing high levels of trauma and mental ill-health and growing challenges of global displacement on communities. The period also saw the completion of the highly successful M-Space programme, which supported Springboard staff to become more effective trauma-informed practitioners and assisted 500+ young people through recovery-based services.

The Wall2Wall programme was a first, with a new programme model focusing on building understanding between two communities on either side of Belfast’s first ‘peace-line’ in Cupar Way. Findings at interim stage

of the programme reflect significant good relations impacts with 100% highlighting attitudinal change. Between 80%-100% of participants from Directions and Fusion+ programmes also demonstrated significant distance travelled on good relations.

The period gave rise to the emergence of new programmes and new partnerships. YouthStart was funded by UK Shared Prosperity Fund and in partnership with local organisations. TikTok Creative Academy was funded by and in partnership with national organisation Catch 22. Both programmes focused on increasing personal development and employability impacts for young people. HeadStart, a programme for 16-17 year olds, has continued to thrive, with a participant commenting *‘I left school with no qualifications and a negative view on education. HeadStart has helped me to get a number of qualifications and... enjoy education again’*.

2023-24 has been a remarkable year for the organisation. Apart from the considerable distance travelled by young people in their programmes reflected in the Impact Report, it is significant 92% of young people said their participation had a major positive impact on their life and that 99% said they would *absolutely* recommend Springboard to their friends. We are committed to continuing to support positive change.

Interested in what we do? Contact us:

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Springboard Programmes 2023 – 2024



Headstart annually supports up to 48 young people aged 16-17 years (additional criteria apply for up to 24 years) who wish to build key personal and employability skills, gain essential skills and vocational qualifications in either youthwork or customer services. The rolling programme is funded by the Department for the Economy.



The YouthStart Programme (2023-2025) is funded under the UK Shared Prosperity Fund and delivered through a consortium of partners which includes Springboard, Princes Trust, Northern Ireland Youth Forum, Bytes, Start 360, Include Youth and led by Youth Action NI. Through the consortium the project aims to target 2,278 young people aged 16-30 years who are economically inactive, reside in high level areas of economic inactivity, are NEET and have complex needs.



By 31st March 2024
Springboard had reached
15,000+ people
since its inception in 1992



Directions is a youth-led cross-community programme focusing on areas impacted by disadvantage and the legacy of the conflict. The programme supports 15 unemployed young people aged 16-25 years, particularly those at risk of paramilitary involvement and sectarianism. The programme themes are good relations, personal development and employability. During the audit year a 24-month Directions programme (2021-2023) was completed and a 15-month programme (2023-2024) commenced. Programmes are funded by International Fund for Ireland.



Wall2Wall is a 15-month youth-led cross community programme in partnership with Greater Shankill Partnership. The programme builds understanding between the two communities on either side of Belfast's first 'peace-line' in Cupar Way. The programme involves 15 young people aged 16-25 years and programme themes are good relations, personal development, citizenship & leadership. The programme is funded by the International Fund for Ireland.

BEYOND25

Beyond25 Led by Springboard in partnership with Roe Valley Residents Association, the Beyond25 research project explored peacebuilding practice with marginalised young people within an urban/rural environment in NI, and from North-South and East-West contexts. The project involved workshops, study visits to similar organisations in Ireland and England, and stakeholder consultations. The research report was launched through a webinar. The project was funded by the International Fund for Ireland.

Springboard Programmes 2023 – 2024



Our Lives Our Legacy brought together 15 young people (aged 16–30 years) from across communities to participate in a programme, including a co-created event to mark the 25th anniversary of the Good Friday Agreement in September 2023. The programme was an opportunity to learn more about how a significant national event can be used as a ‘moment’ to shine a

light on the challenges of peacebuilding. Through their lived experience, participants reflected on the conflict and had the opportunity to use it as a platform to explore their hopes for the future. Young people shared their learning through podcast and workshops in schools. Our Lives, Our Legacy was funded by Spirit of 2012.



TikTok Creative Academy was targeted at young people aged 16–24 years, who were NEET and had at least one barrier to work. The programme used the power of TikTok to equip young people with necessary skills and knowledge to enter creative industries. Sessions included creative career pathways, networking workshops, a visit to a cultural institution, and mini creative task with feedback from TikTok. The programme (2023–2024) was funded by Catch 22.



M-Space was a two-year programme (2022–2024) that aimed to reach, engage and support over 500 young people through recovery-based services. The programme included one to one mentoring, health and wellbeing workshops and peer education activity. The programme also supported staff development and development of trauma-informed good practice. The programme was funded by Department of Health and managed by Community Foundation Northern Ireland (CFNI).



Springboard gives you the opportunity to find out who you are and what you really stand for and who others are...

Springboard has changed my life completely like a full 360 turnaround from who I was.”

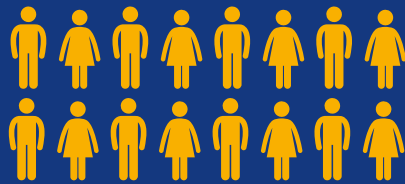


Fusion+ were cross-community programmes (2022–2023) aimed to work with 72 young people aged 14–17 years from schools located in Belfast, Limavady, Ballymoney and Coleraine. The programme focused on building personal development and good relations culminating in a showcase activity. The programme was funded by NI Executive Office.

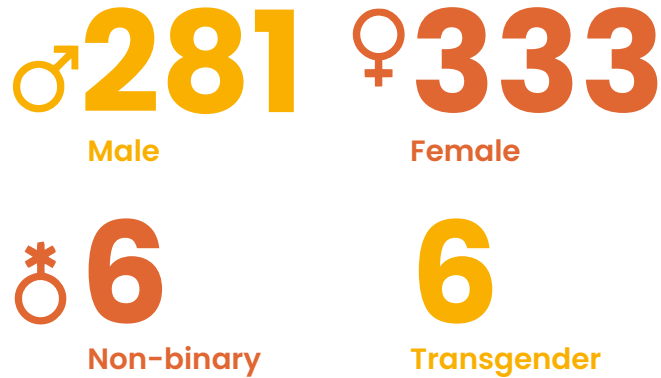
Participant Profile

Total Participants

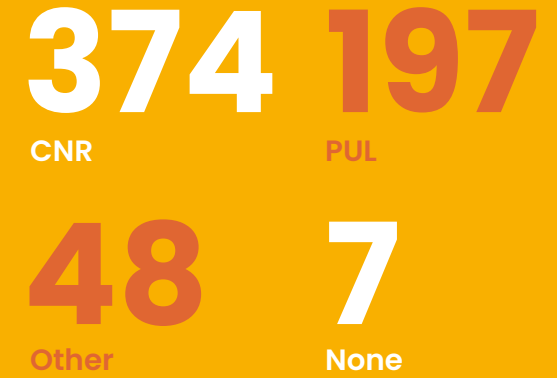
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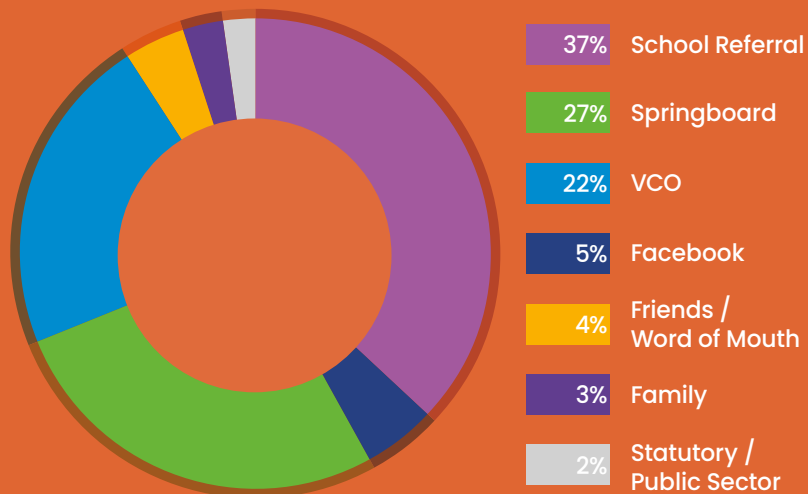
Gender Diversity



Community Background

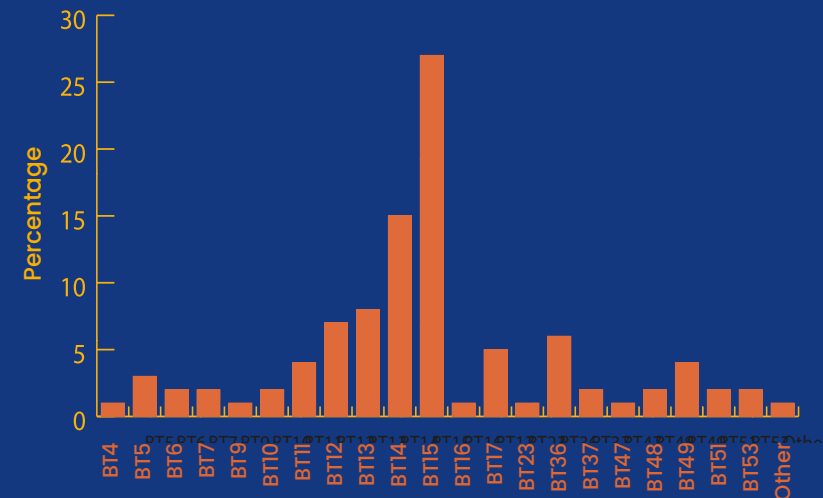


Participant Engagement



51% have been influenced by paramilitary activity (family, friendship group, environment)

Participant Postcode

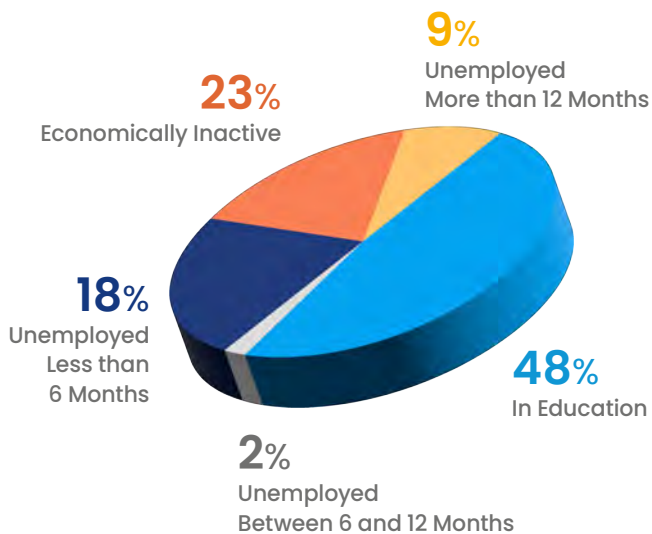


Participant Profile

Age Ranges



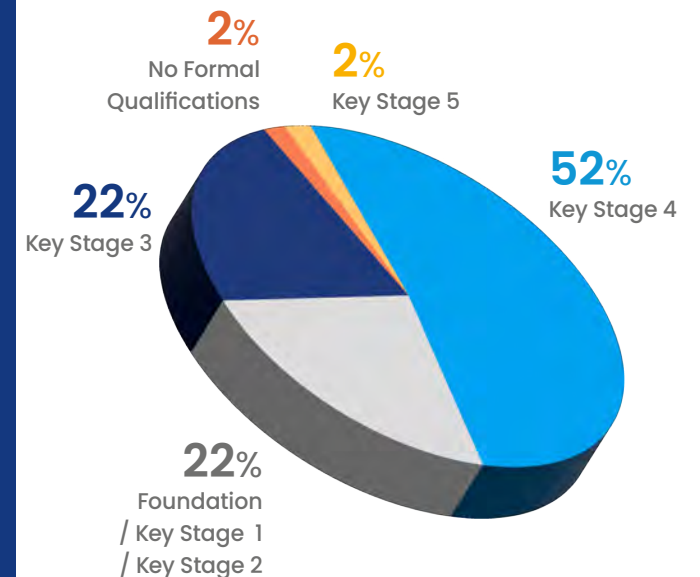
Labour Market Status



Adverse Childhood Experiences

Physical Abuse	9
Sexual Abuse	14
Psychological Abuse	35
Physical Neglect	23
Psychological Neglect	31
Witnessing Domestic Abuse	35
Having a Close Family Member who Misused Drugs or Alcohol	79
Having a Close Family Member with Mental Health Problems	92
Having a Close Family Member who Served Time in Prison	26
Parental Separation or Divorce on Account of Relationship Breakdown	106

Educational Profile



Springboard Overall Impact Summary



Personal Development

95%

felt very confident

93%

were happy with their communication skills

Enrolment

93%

of target



Good Relations

89%

felt they understood young people from a different background to their own

94%

found it easy to have an open and positive attitude towards young people from a different background

Qualification Attainment

+40%

target exceeded



Community

86%

found it easy to be involved in activities, volunteering or social action projects, in their community or beyond



I feel completely surrounded by support and its helping me focus in again to what's important to me"

Completion

84%

of target



Employability

85%

had a clear idea about what kind of work they wanted to do in the future

91%

felt very prepared to move into employment, education or training

Progression
to education, employment or training

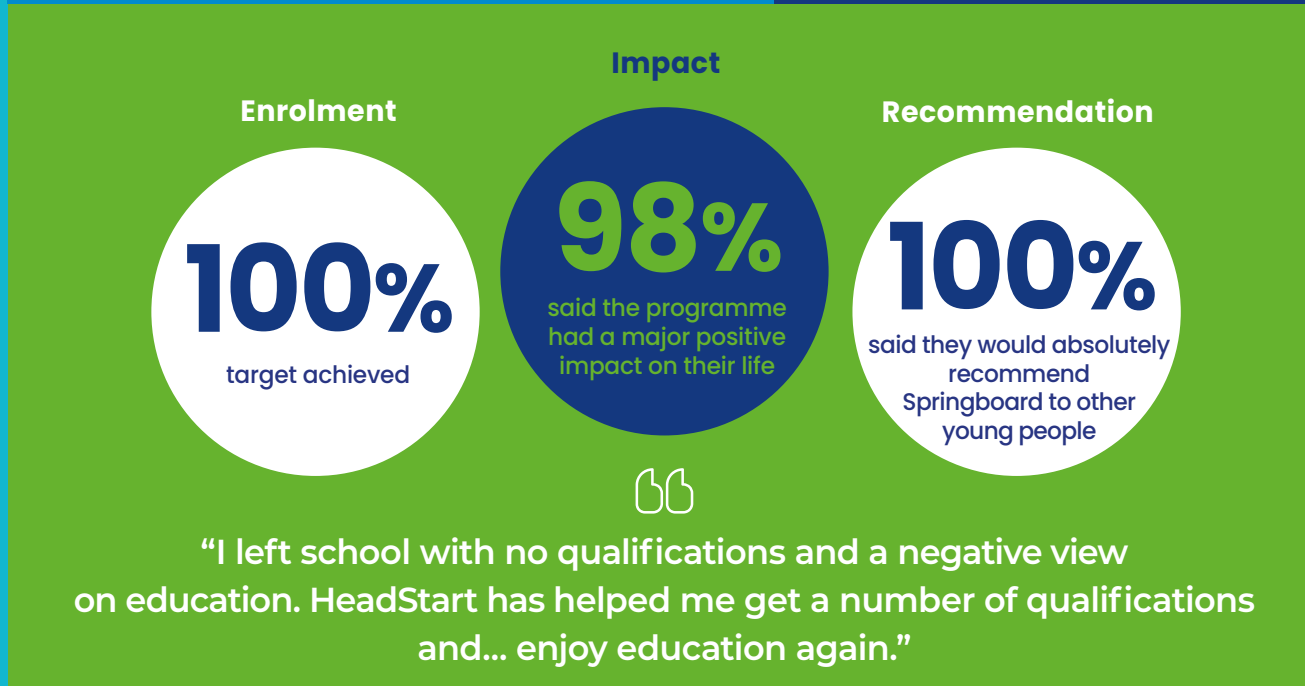
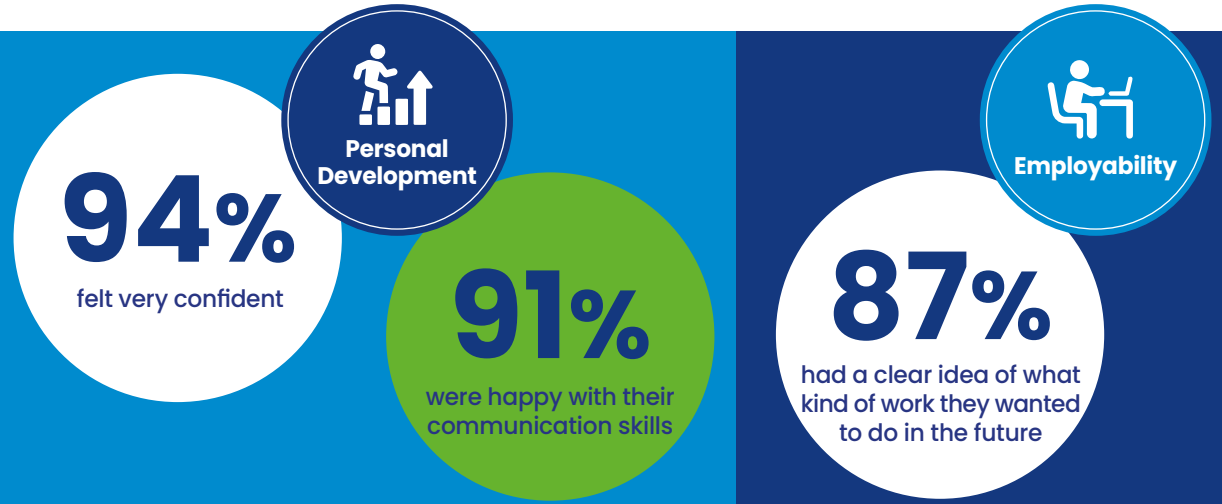
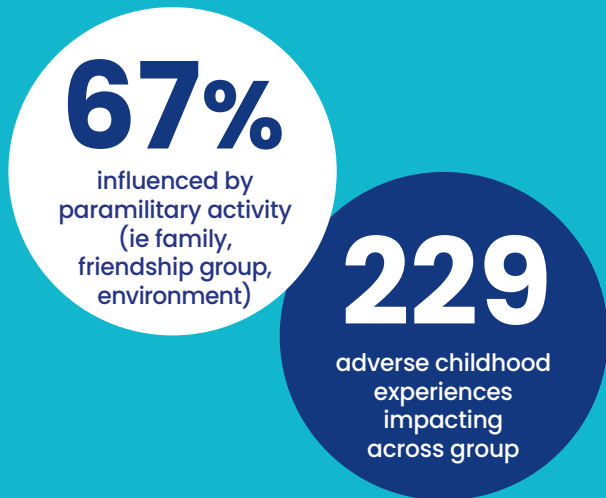
84%



Programme Impact Dashboard

The **HeadStart** programme is a rolling programme supporting young people build key personal and employability skills. During 2023-2024 young people achieved a wide range of qualifications in OCN Personal Success & Wellbeing, OCN Employability in addition to either OCN Youth Work Practice or OCN Customer Services. Young people are engaging in intensive work placement and world of work activities, including industry based site visits.

Group Profile

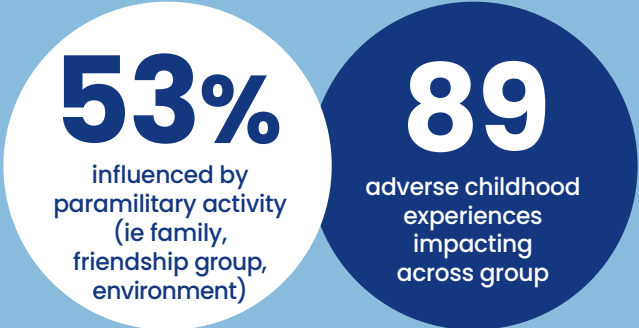




Programme Impact Dashboard

YouthStart is working with 16-30 year olds who are economically inactive and living within an urban setting. During the audit year, the programme engaged with a wide range of young people including young parents, refugees, those living with disabilities, addictions, poverty, homelessness, care experienced young people, young people involved in the criminal justice system and those who have been disengaged from any support for a number of years. Young people achieved qualifications eg NOCN Level 2 Skills for Employment, Training and Personal Development and attended tailored employability workshops responsive to the varied needs of young people.

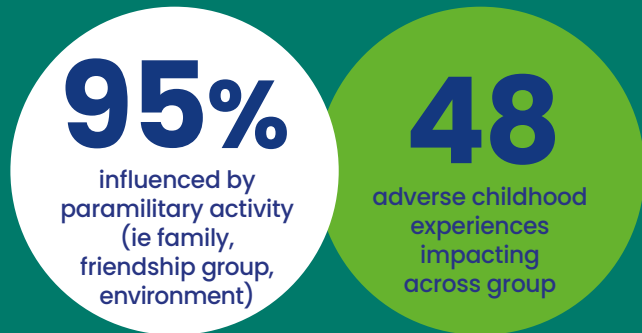
Group Profile



Programme Impact Dashboard

Both Directions programmes engaged with young people with complex and multiple barriers, including homelessness, mental ill-health, substance misuse and relationship breakdowns. Poverty, and rising cost of living have been pressing concerns, with staff providing tailored support and engaging with specialist services as needed. As a result of their involvement participants have to-date demonstrated improved social and emotional capabilities, built their capacity and identified greater involvement in their communities for example volunteering with food banks. An integral part of programmes is good relations development with participants building improved awareness of self, others and respect for diversity.

Group Profile



Programme Impact Dashboard

Six month impacts of the current Directions programme due to complete in December 2024.



Without finding a programme like this I don't know where I would be, if I would even be here right now"

Group Profile

84%

influenced by paramilitary activity (ie family, friendship group, environment)

85

adverse childhood experiences impacting across group

Enrolment

100%

target achieved

82%

felt confident



73%

felt ok with their communication skills

100%

felt they had some understanding of young people from a different background to their own



92%

were able to have an open and positive attitude towards young people from a different background

64%

found they could be involved in activities, volunteering or social action projects in their community or beyond



Today was powerful, I didn't think the session would have gone as deep but I feel closer to people now because I have found out things about people that I never would have known by just looking or talking to them"



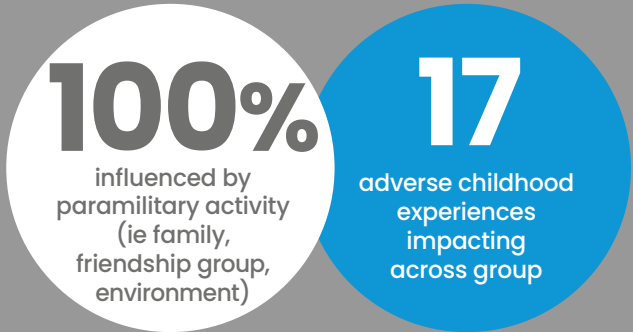
Directions is really helping me think differently about my life and make better decisions for myself and my family"

WALL2WALL

Programme Impact Dashboard

Wall2Wall works with young people on either side of Belfast’s ‘peace-line’ in Cupar Way to build understanding between the two communities. Participants have explored the impact of the peace-line, within the local context of division and the ‘Troubles’. In addition to discussing the perspective of both sides to the divide with local activists, the group also participated in a historical tour in Dublin. These activities formed a backdrop to how division started in a local context which participants will build on their international study visit. Overall, the educational cultural visits as well as facilitated sessions have contributed to greater understanding for the group, and more importantly enabled them to become more confident in having discussions around identity, challenging prejudices and discussions on peace barriers and their impact. The programme to date has fostered a positive group dynamic, where young people have felt a sense of belonging and are building a strong foundation for sustainable mutual relationships moving forward. Impacts reflect six months of a 15 month programme which is due to complete in December 2024.

Group Profile



I’m not just saying this, but this is the best programme I’ve engaged in, it always feels like we’re moving forward and tackling issues that I have felt have always went untouched.”



I probably wouldn’t have ever walked about over the other side of the wall if it wasn’t for this programme, now I even have friends from there”

Enrolment



BEYOND25

Programme

Funded by the International for Ireland, Our Peace, Our Future initiative, **Beyond25** was a research project which explored approaches to further embed peace and reconciliation for marginalised young people living in disadvantaged areas.

A short research paper was produced which identified the value of purposeful, co-designed, in-depth programmes based on youth-work principles. It also recommended greater inclusion of trauma-informed and mental health practice, as well as cultural competence practice to underpin community cohesion.

Lastly, **Beyond25** reaffirmed the importance of an agile 'skilled' worker who is able to work amongst disruption and within ambiguity to effectively support young people.



I think the difference with Springboard is that you spend more time with other young people your age from different backgrounds, it's not just one-off workshops, its more meaningful.

You can also walk out the door at any time you want, its voluntary, so you have ownership over your learning rather than being forced.”



Programme Impact Dashboard

15 young leaders successfully completed the **Our Lives Our Legacy** project at the end of March. The programme proved highly impactful, amplifying the voices of the young leaders as they reflected on the legacy of the Good Friday Agreement (GFA) for their generation and future generations coming after them. Their showcase held in Crumlin Road Gaol on UN Peace Day demonstrated how events can build connections between and amongst divided communities. Post event participants facilitated workshops to over 85 young people in secondary schools to create more of an awareness around the GFA and also to help challenge prejudices that exist within society. The project showcase was picked up by the Ulster Museum where it is now shown as part of the Troubles exhibition.

Group Profile



Enrolment	Impact	Recommendation
<p>100% target achieved</p>	<p>100% said the programme had a major positive impact on their life</p>	<p>100% said they would absolutely recommend Springboard to other young people</p>
Completion	Qualification Attainment	Progression
<p>100% target achieved</p>	<p>100% target achieved</p>	<p>93% to employment, education, or training</p>



Programme Impact Dashboard

During the audit year the **TikTok Creative Academy** supported 185 young people. Participants took part in a wide range of activities to support their development to enter the creative industries. This included employability workshops, information and specialist skills for the creative industry eg digital marketing, branding and content creation. Industry influencers also took part in motivational talks and information sessions, including David Corscadden an Outreach and Access Manager for NI Screen who provided an overview of the Television and Film Industry. Young people also engaged in a range of site visits including NI Opera, Oh Yeah Music Centre, MAC theatre and designed creative presentations before a panel of experts.



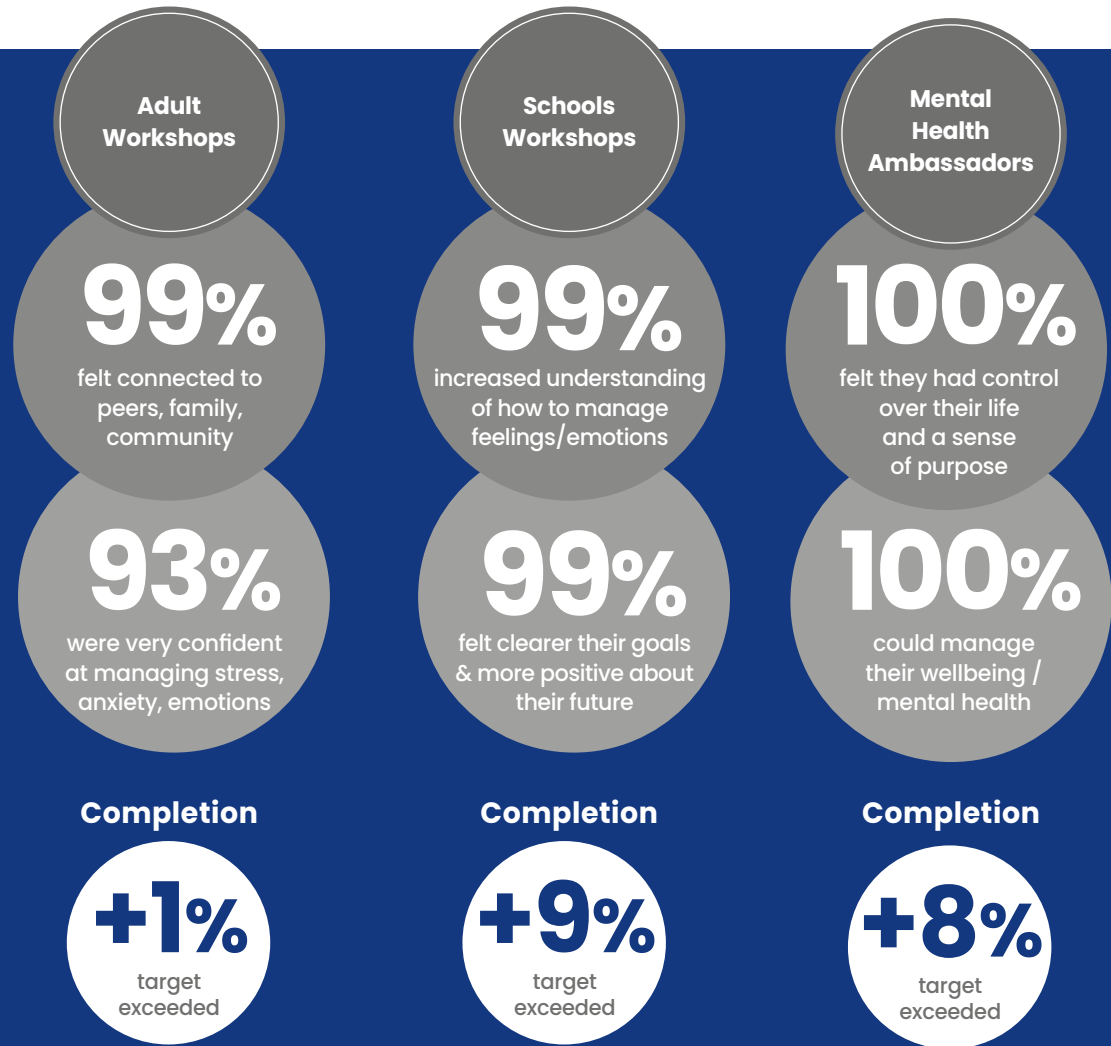
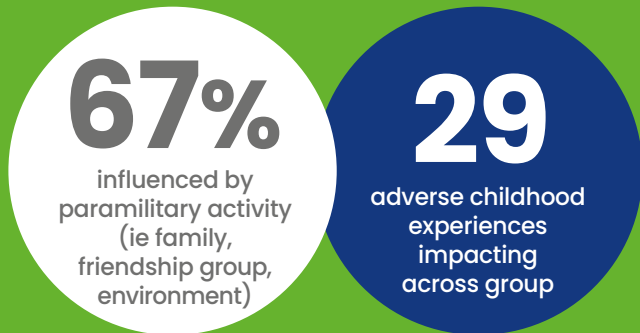
“I am thankful for Springboard and TikTok Creative Academy, I feel a part of a family and had a good time. I am grateful for the experiences while with them. I really enjoyed the TikTok winter camp and being able to meet so many influencers from different industries.”



Programme Impact Dashboard

M-Space supported young people aged 14-25 years old residing in areas of socio-economic deprivation to increase their social and emotional capabilities and improve their wellbeing through a variety of interventions including sustained group workshops, one to one mentoring, peer to peer sessions, youth-led panels, schools' workshops, training and youth-led wellbeing events. The project also impacted the wider community by supporting the leadership development of 24 youth Mental Health Ambassadors who continue to actively promote positive mental health and wellbeing to their peers and families. As a result of the grant the Springboard staff team were also upskilled in a wide range of specialist training that has enabled them to become more effective as trauma informed practitioners and better equipped to support the young people they work with.

Group Profile



“MSpace helped me progress on my journey into youth work. It was very meaningful to me as someone who suffered with mental health problems and was trying to understand how to manage it positively. Before MSpace I was completely lost as a person and was either going to end up staying on drugs or probably in jail.”



Programme Impact Dashboard

During 2023-2024 Springboard also worked with 14-17 year olds on two programmes **Fusion+** Belfast working with schools in Belfast and Fusion+ North West working with schools in Limavady, Ballymoney & Coleraine.

The programme involved good relations workshops which explored identity, difference, community and diversity through collaborative team activities.

Key highlights from the projects were the programmes finale showcase performances where participants celebrated diversity and working together. Participants on both programmes worked together to create podcasts on the environment including carbon footprint, recycling and worked with local artists on their social action project.



“This programme has taught me that Protestants and Catholics aren’t that different from each other at all, and it has taught me not to judge anybody based on things like religion”



Springboard Overall Impact Summary

92%



of participants reflected their participation had a major positive impact on their life.

99%



of participants said they would absolutely recommend Springboard to other people.

By 31st March 2024 Springboard had worked with 15,000+ people since its inception in 1992.



People close to me are starting to see a change in me already from participating in this group.





My Daddy said to me he didn't know what they were doing but they were doing something right.

I'm able to set clearer boundaries and trust myself so much more than a few months ago."

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Springboard to me is a safe but also neutral environment where it doesn't matter who you are or where you come from or your religion or background because you are accepted and respected for who you are"