

Theory of Change

The Need

Young people lack the life skills required to achieve their potential in education and employment.

1

Activities & Enabling Factors

2

A combination of life and employability skills workshops and one to one mentoring are delivered

- Participants learn by doing through experiential training
- Coaching and debriefing sessions consolidate learning
- Participants are challenged and move out of their comfort zone
- Company visits, careers advice and interview skills for older children

Intermediate Outcomes

- Increased self awareness
- Improved behaviour and attitude
- More grit and resilience
- Raised understanding of team work
- Improved leadership skills
- Greater engagement in the classroom and personal life
- More developed feeling management
- Improved communication abilities
- A Growth Mindset develops

3

Longer term outcomes

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- Participants possess more employability skills
- Greater uptake of apprenticeships /employment post 16
- Government savings due to less school exclusions, offending and health care costs
- Participants have healthier and happier relationships
- Young people reach their potential in education and employment