

VOSCUR ROUND TABLE 12 MAY 2022 – GRASSROOT ACTIVATORS PROGRAMME (GAP) Q&A

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WHEN, WHERE AND HOW WILL GAP OPERATE?

Question	Answer
Where will it happen and what young people is it open to – is it city-wide or exclusively South Bristol?	It will be open to any young person from 16-25 years old from any marginalised community of Bristol. It will be happening in a central venue (tbc), most likely at Temple Quarter or near the Harbourside in the city centre.
When is it going to start?	September 2022
How long is the programme?	2 days a week, for a year.
Is it term-time only?	Yes
What happens if a young person drops out of GAP?	We try and capture the reasons why and learn from them. Ideally we will back fill the space if possible and appropriate. We will encourage GAP mentors to support the young person in signposting them towards other support and opportunities.
Will GAP engage the wider family and if so how?	We will engage the wider family in the sense of capturing the impact GAP has had on the young person’s life. There may be opportunities for family members to engage in social and environmental action projects or social enterprise projects if appropriate. All families will be invited to the GAP celebration event.
How might the wider family support young people who participate in GAP?	Supporting the young person to commit to the year’s journey and be in contact with us if the young person is struggling.
Will GAP be accredited/recognised?	ASDAN Customised Accreditation and Boomsatsuma will be involved in capturing a wide variety of footage for each young person to help create a show reel at the end of the year that documents their distance travelled.
What additional barriers to these young people face e.g. travel costs and does GAP also support this?	We don’t have funding to cover travel costs. However, we are in the process of looking into bus cards for all participants (ideally for FREE) from First Bus.

WHO IS IT FOR, ARE THERE ANY CRITERIA?

Question	Answer
What age group of young people is it open to?	16-25
What are the criteria for young people to get involved in GAP?	Young people will just have to submit a one-page application, then if chosen come along to an informal chat with Ben from Grassroot Communities.
What attributes are GC looking for in young people to help organisations refer to the programme?	We are looking for any young person from a marginalised community that wants to make a difference in their own life, their community, city and planet. Also, who needs support in finding future employment or embarking in further education based on their passion.
If young people are interested but fall outside the age group for GAP, can they still get support or skills development through volunteering etc?	Yes. All depending on the various social action, social enterprise and environmental action projects and if appropriate. The GAP participants will develop the projects based on consultation in marginalised communities.

HOW WILL REFERRALS WORK?

Question	Answer
How will GAP get young people referrals?	Young people will email us at info@grassrootcommunities.org with their name, age, address and contact details and attach a one-page A4 document which gives a brief overview of them personally and outlines what difference they want to make and what really matters to them and why. Then finally state what their passion/ interest is e.g. animals, or becoming a vet, sport etc.

WHAT'S INVOLVED AND IS IT FLEXIBLE?

Question	Answer
How flexible is the programme? Is there flexibility about the two day support?	The programme is fixed at 2 days a week (term time only) and the young people will have to attend a pre agreed percentage of GAP (80%) to pass alongside accreditation. We will reflect on each year, as it is completed and make any changes to future years that we think will improve the experience for young people. A day comprises of two different themed sessions or mentoring, one session in the morning and one in the afternoon.

WHO WILL DELIVER GAP?

Question	Answer
How specialist/qualified are the people delivering GAP – if they are empowering young people they need professional progression too	<p>Ben will be leading on many modules. He has challenging lived experience when growing up, 15 years practical youth, community, nature and education experience and is degree qualified as a youth worker, alongside subject specific CPD such as the yearlong Shift Bristol practical sustainability course.</p> <p>Each cohort will have different specialists delivering some modules in each year. We need to re-visit original conversations that took place over the last two years and re-confirm the pledged support. However, for info this is what has been previously agreed for year 1 - BCC Community Development team delivering the Community Development module, Princes Trust delivering the social enterprise module and Re-Wild delivering the introduction to Community Growing and Cooking. This is subject to change!</p>
Will GC work in partnership with others to deliver GAP?	Placements, mentors etc are being discussed and sourced. It could be that subject specific organisations reach out to deliver particular modules of GAP now or in the future. We aim to utilise 3 additional organisations each year to keep the programme fresh and continually improving.

WORK EXPERIENCE

Question	Answer
Can you provide more detail about work experience? Would short-term opportunities be valuable?	The work experience will be for one day a week over college term 3 e.g. just after Christmas. Opportunities that run alongside GAP maybe valuable and particularly opportunities following GAP.
Who leads on the work experience – GAP or the supporting organisation?	The V.C.S.E and (mostly) business mentor will be supporting the young person to secure a GAP work placement based on their identified passion. GAP staff will support as well where needed.
Are young people getting paid?	No
How can organisations support GAP with opportunities for work experience etc? What do they need to be able to do that?	Work experience will be based on young people's passions. The work placement will be for a day a week over term 3 e.g. probably a Tuesday. However, not every young person will be clear on what that might be. So, it would be helpful if people can send us a brief overview of the potential work placements they could offer. We will direct opportunities to young people that align with their passions; or alternatively offer them to young people who are unsure what they want to try.

MENTORING

Question	Answer
<p>What would a mentor be like/do? Do they need qualifications?</p>	<p>The mentoring will be two hours once every 3 weeks for each mentor. The likelihood is it will be a Wednesday afternoon – after lunch. Picking the young person up from the GAP venue.</p> <p>Each young person will have two mentors – a VCSE mentor and a Business mentor.</p> <p>The VCSE mentor will support the young people holistically through the programme, including helping them make connections to other voluntary sector groups who could collaborate or support with the social and environmental action projects and social enterprise projects. Also, make connections for potential future placements or employment opportunities. The VCSE mentor could also practically support with advice and help when delivering the social action/ enterprise projects in the community.</p> <p>The Business mentor will build a relationship with the young person and support them to confirm a relevant work placement in term 3 based on their passion and interests. Longer term they will support the young person to clarify what it is they want to do following GAP and to make the relevant connections and open doors where possible for this to happen e.g. further education, volunteering, apprenticeship or employment.</p>
<p>How do you match young people to mentors? This needs to be flexible to avoid negative experiences</p>	<p>Each young person will complete the A4 application process previously mentioned and have an informal chat before being offered onto GAP.</p> <p>In terms of mentors, we will have spoken with a wide range of business people/ professionals from a variety of sectors that will have sent us a brief overview of them personally (a paragraph) and another paragraph about them professionally and a photo.</p> <p>We will match the young people based on this information and knowledge of talking to everyone. If the matches really don't work out, we will be flexible. However, we expect everyone to be open to giving the matches a good try!</p>

OUTCOMES AND IMPACTS

Question	Answer
<p>What are the likely pathways/transitions after GAP? Is the route only to youth leadership?</p>	<p>The aim is for us to create pathways to ANY future opportunities based on the young people’s passions and interests. This could be further education, apprenticeships, employment etc in any sector. The soft skills and problem solving skills learnt through GAP are needed in any profession. However, we know that all the skills, knowledge and connections the young people gain through GAP are skills for life and importantly provide a rich pallet of experiences and toolkits to becoming future VCSE leaders and workers of tomorrow in sectors such as (but not limited to) youth, community, play, nature & arts, housing, education, social services.</p>
<p>How will the outcomes and impacts of GAP be measured?</p>	<p>Young people will achieve ASDAN GAP - Customised Accreditation if they engage and complete all the modules and will have a 5 minute show reel that visually encapsulates their distance travelled over the programme, including their own reflective diary videos, interviews from tutors, mentors, people in the community that have been impacted by the social action projects, family members and work placements. GC will keep in contact with GAP participants annually for at least 3 years (ideally longer depending on GAP sustainability) to map their outcomes and journey longer term.</p>
<p>How do GAP participants stay connected post-programme?</p>	<p>Each year’s cohort will have their own WhatsApp group and other social media groups to stay in touch. We aim to revisit and film each cohort once a year to further document their long term distance travelled. As the programme progresses we aim to provide an apprenticeship opportunity for a recently completed GAP young person, to support the next year of GAP participants. We will invite previous GAP participants to talk with new cohorts at each year group’s induction session. Potentially some of them could be future GAP mentors and provide placements as well.</p>

FUNDING AND SUSTAINABILITY

Question	Answer
How much does it cost to put a young person through GAP?	£6,700
How will it continue post-pilot and what is the funding model for the long term?	A mixture of funding and sponsorship will enable us to pilot in year 1 (ideally for the first 3 years) with a view to becoming sustainable longer term through corporate supporters and philanthropists sponsoring 15 places each year. We are open to other ways to become sustainable such as Education and Public Health commissioning, if it means we don't have to bend the GAP initiative so far out of shape, it no longer mirrors the wants, needs, problems and passions of young people.
How connected is GC to the local business community including local SMEs?	We are trying to be more connected! Any ways you could help us with that would be much appreciated.