

# Engaging Young People

## Notes from Motivations and Barriers session

### 1. Motivations

#### You (Staff / Organisation)

- Organisational – good business case + sustainable volunteering
- Evaluation – evidence
- Hope
- Inclusiveness
- Branding
- Possibility of engagement
- Networks + partnerships
- Community / charities
- Skills (short-term + long-term)
- Recruitment
- Local term – relationships, engagement
- Possible outcomes

#### Young People (YP)

- CV
- UCAS
- D of E
- Food
- Fun
- Save money
- Social skills / socialising
- Access to nature

- Soft skills
- Time across planning (not in school)
- Assurance / safe space
- Practical benefits and skills
- Relax / unwind
- Use initiative

## **2. Barriers**

### **General Barriers**

- Access and promotion
- School involvement
- Fear / fear perception
- Insurance
- Cost of wages
- Safeguarding
- Lack of experience from staff
- Transport
- Cost

### **You (Staff)**

- Safety risks
- Time: training, tailored sessions, induction
- Staff perception: YP too risky, YP too busy
- Timing (how to?)

### **Young People (YP) Barriers**

- Language
- Awareness
- Need more confidence
- Confidence

- Risk (fear)
- Time
- Old people – 'boring'
- Skill levels
- ESOL
- Poverty
- Cultural norms and pressures
- Travel costs
- Parents' awareness / knowledge / consent

### **3. Analysis of Themes**

Motivations reflect a mix of organisational goals (sustainability, engagement, skills) and personal benefits for young people, such as fun, skill development and practical incentives. Staff motivations align with strategic aims and community partnership, while young people are driven by tangible rewards, social benefits and future opportunities like CV-building.

Barriers split into structural (transport, cost, safeguarding), organisational (time, staff perception), and young people's personal barriers (confidence, language, cultural expectations). A clear mismatch appears where organisations focus on procedures and risk, while young people struggle with awareness, confidence and logistical access. Addressing these requires simplifying processes, strengthening trust, improving communication, and reducing practical obstacles such as travel and scheduling.