

## Thematic Analysis – Motivations vs Barriers

This thematic analysis examines motivations and barriers for both staff/organisations and young people (YP), based on the whiteboard content.

**Motivations** emerge from organisational aims such as sustainability, engagement, and evidence-building, while young people are motivated by enjoyment, social opportunities, skill-building, and practical benefits like CV development and safe spaces. Staff motivations tend to be strategic, focusing on long-term relationships and community partnerships, whereas youth motivations emphasise immediate personal value, fun and belonging.

**Barriers**, on the other hand, divide into three main categories: structural, organisational, and youth-specific. Structural barriers include transport, cost, insurance, safeguarding and school timetables—barriers that hinder participation regardless of motivation. Organisational barriers relate to staff capacity, confidence, perceptions of risk, and time constraints. Youth-specific barriers include confidence, awareness, cultural expectations, poverty and logistics, which influence their ability and willingness to engage.

A clear **mismatch** appears between motivations and barriers: organisations prioritise safety, process and evidence, while young people prioritise enjoyment and accessible opportunities. Bridging this gap requires simplifying processes, addressing practical barriers such as travel and timing, improving communication with families, and enabling more youth-led design of activities. Where motivations align—such as improving skills, building connections, and offering enjoyable experiences—there is strong potential for successful engagement.