



**THEME:**  
Workforce

**TITLE OF LEARNING:**  
Volunteering in Sport as a Route into Work

### KEY RESEARCH QUESTIONS

How can we impact against the 5 DCMS Sporting Future outcomes?



Department  
for Work &  
Pensions



### AN EXAMPLE OF BEST PRACTICE:

ABC partnered with the Department for Work and Pensions (DWP) to carry out a pilot project whereby 10 NEETS (Not in Education, Employment or Training) would be recruited and;

- Carry out an MTQ48 questionnaire to assess their levels of resilience
- Undertake a 2-day course at Challenge Academy (outdoor activities provider) where they would develop transferable skills for future employment
- Attend a 6-week traineeship at Sandwell College that would be tailored to individuals' needs and aspirations regarding future employment
- Be deployed into a 6-week volunteering opportunity at Bensons Community Project, a group committed to tackling inactivity in Sandwell.
- Carry out a follow up MTQ48 to assess the personal impact of the programme

The number of people that remained through the entirety of the programme was 4. DWP had difficulty in terms of the initial recruitment of individuals willing to travel to the different destinations and some individuals dropped out during the scheme. Feedback from participants who completed the programme was very positive.

### WHAT WERE THE LESSONS THAT WERE LEARNT AND HOW ARE THEY BEING APPLIED IN THE FUTURE?

This was a pilot programme with the main emphasis being the learnings that it could generate. Recruitment and retention of participants was a real issue; whilst the original plan was to engage 10 NEETS (Not in Education, Employment or Training) DWP successfully recruited 5 people, of whom 4 completed the programme.

The volunteering placement was very well received. One participant stated that it helped them become more sociable and more than one person stated that their confidence had improved as a result. Tasks were varied, incorporating a number of different sports and evaluative interviews confirmed that participants felt better prepared for the world of work as a result of taking part and one individual has pledged to continue volunteering in the same placement.

A key learning has developed as a result of the MTQ analysis. MTQ surveys is a 'Mental Toughness Questionnaire' that provides insight into an individual's overall resilience. Our standard method of application is to carry out two surveys, one prior to an intervention and one afterwards to analyse impact. Whilst this process was followed, not enough time was allowed to expire prior to the second test being carried out. The results actually suggest a reduction in resilience levels amongst participants, and whilst this may genuinely be the case, it was agreed that more time should be allowed before follow up MTQs are carried out.

### HOW WAS SUCCESS MEASURED?

MTQ surveys and Exit Interview.