

# WELLBEING

## AT CRISIS POINT

If you're responsible for developing early careers talent, you'll want them to flourish. At Outward Bound, we understand that for young people to flourish they need to be feeling good and functioning well. When an individual feels good on a day-to-day basis and believes their life is going well, they have high levels of wellbeing.

**But right now, young people are struggling to flourish.** The wellbeing of young people has now reached a **crisis point** following the impacts of the COVID-19 pandemic.

Reports show the UK has some of the lowest levels of wellbeing compared to other European nations.



**43%** of young people feel the pandemic has damaged their long-term career prospects.<sup>2</sup>



Stress levels are heightened, and motivation levels are low for younger employees.



Employers have seen a lack of maturity and basic social and teamworking skills vital for the professional environment.



**43%** of young people said their anxiety had increased due to the pandemic.

**47%** do not feel in control of their lives.

**69%** said they felt like their lives were on hold.<sup>1</sup>

## WHY OUTWARD BOUND WORKS TO ENHANCE WELLBEING

We've been working with early careers providers for decades to equip their graduates and apprentices with the skills and behaviours they need to flourish and thrive.

We've identified **three ways** Outward Bound programmes specifically help to improve young people's wellbeing:

- Increasing connections and relationships
- Tackling fear of failure
- Improving confidence and purpose



## INCREASING CONNECTIONS AND RELATIONSHIPS

We improve social wellbeing by building the skills that increase connection. Many young people are struggling to build (or rebuild) relationships with others. This can make them feel isolated, disconnected, anxious and afraid of meeting new people.



*They get to see people at all levels of the business just being real people and that helps them to feel okay about their own fears and challenges. They also see that we have people at all levels of the business that they can go to, pick up a phone to and start to unravel the thread of who might help with whatever problem that they're facing at that point in time.*

An Apprentice Manager who attended alongside delegates on approximately six courses.

## OUR PROGRAMMES:

- Provide the moments they need to rely on and support each other through difficulties and setbacks.
- Enable young people to live and work together, creating a sense of belonging.
- Are a safe space to understand and value each other's skills and ideas.

## AFTER THEIR OUTWARD BOUND PROGRAMME



**93%** of young people record an increase in their interpersonal skills and social interaction.

## TACKLING FEAR OF FAILURE

We improve personal wellbeing by tackling fear of failure and building the ability to respond to challenge, change and adversity.

Fear of failure is a key driver of low wellbeing in young people. This can hold them back from trying new things and taking advantage of opportunities available to them. This can then lead to a detrimental effect on their performance at work and on their mental health.

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*[Thinking] back to the expedition, we had a couple of people who were a bit like “I can’t do this,” but if you set them minor goals to achieve the major goal, they build that confidence as they’re going along.* ”

Chris, a Technical Training Instructor responsible for apprentices who attended a course in January 2020.

### OUR PROGRAMMES:

- Provide challenges that are designed so that failure can be positively experienced and overcome.
- Allow young people to tackle challenges with a growth mindset, enabling them to embrace challenge and persist despite failure.
- Frame failure as a First Attempt In Learning - within a safe space to try, learn and try again.

### SIX MONTHS AFTER THEIR OUTWARD BOUND PROGRAMME



**72%**  
of young people continued to record an increase in emotional control.

**74%**  
of young people continued to record an increase in resilience.

## IMPROVING CONFIDENCE AND PURPOSE

We improve personal wellbeing by building young people’s sense of confidence, capability and purpose. Low levels of self-efficacy – or an individual’s belief in their own ability to perform certain tasks – can affect motivation and behaviour, and lead to anxiety. An indicator of this can be a reluctance to try new things.

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*It was quite interesting to watch how their behaviour changed throughout the week. I know it’s only a week but what a massive change [in] the way they were helping each other and getting on and joking with each other, at the start of the week they wouldn’t have said boo to a goose.* ”

Anthony, who accompanied apprentices from Babcock International Group to Outward Bound in February 2020.

### OUR PROGRAMMES:

- Provide the tools to perform tasks and achieve goals by helping to develop skills like problem-solving, planning and working collaboratively with others.
- Create openness to new experiences – at Outward Bound young people tackle things they’ve never done before which creates pride, exhilaration, joy and happiness, leading to a new enthusiasm for new experiences.
- Give opportunities to develop new attitudes and skills that generate a sense of capability, particularly in relation to challenge and adversity.

### AFTER THEIR OUTWARD BOUND PROGRAMME



**87%**  
of young people record an increase in capability and self-efficacy.

## WE CAN SUPPORT THE WELLBEING OF YOUR EARLY CAREERS TALENT

We’ve been driving behavioural change in young people for 8 decades, working with over 4,000 apprentices and graduates every year, helping them to develop the skills and behaviours they need for the future.

Find out about our graduate and apprenticeship work at [outwardbound.org.uk/earlycareers](https://outwardbound.org.uk/earlycareers).

<sup>1</sup> <https://www.princes-trust.org.uk/about-the-trust/research-policies-reports/youth-index-2021>

<sup>2</sup> [https://www.cipd.co.uk/Images/youth-employment-UK\\_tcm18-103279.pdf](https://www.cipd.co.uk/Images/youth-employment-UK_tcm18-103279.pdf).

