

# Our ambitions for improving the life chances of young people in Scotland

National Youth Work Strategy 2014-2019





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I REALLY ENJOYED THE COURSE AND LEARNED NEW SKILLS. IT HELPED ME GET BACK INTO A ROUTINE AGAIN AND IT GAVE ME PURPOSE.

PARTICIPANT 'GET INTO WOODLANDS' COURSE, EAST AYRSHIRE

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# Ministerial foreword

**We want Scotland to be the best place in the world for children and young people to grow up. We want a Scotland where the rights of children and young people are not just recognised, but rooted deep in our society and in our public and voluntary services. And we want a nation that treasures the whole wellbeing of children and young people.**

Right now, we have a unique opportunity to ensure our services are fit for 21st-century Scotland and take full advantage of our resources and talent to maximise potential and to build a fairer society. A strong, responsive and imaginative youth work sector that supports and empowers young people is vital in our drive to improve their wellbeing and life chances.

The [Christie Commission](#) reported on the future delivery of Scotland's public services in a challenging world. It highlighted how services must better meet the needs of the people and the communities they serve. In welcoming its recommendations, we set out a vision of reform through early intervention and preventative spending, greater integration and partnership at a local level, workforce development and a sharper, more transparent focus on performance.

We intend that our ambitions for Scotland are reflected across the range of Community Learning and Development activity. To this end, this Strategy will soon be partnered by an Adult Learning Statement of Ambition.

As the [Programme for Government](#) outlines, we want all young people to have the skills for lifelong learning and work. Every day, thousands of youth workers and dedicated volunteers across Scotland are helping our young people to be the successful, confident, effective and responsible individuals that our nation needs.

We know that youth work changes lives for the better. We remain committed to supporting and working collaboratively with national youth work organisations to give young people the skills that they need – and indeed deserve – to succeed in life.

This Strategy, developed jointly by the Scottish Government, Education Scotland and YouthLink Scotland aims to set out our ambitions for improving outcomes for young people through youth work. It has been developed in the context of the [Strategic Guidance for Community Learning and Development](#), and it aims to ensure that we harness and build on our partnerships and what we know works in delivering vibrant and effective youth work practice.





It recognises the contribution that youth work makes towards the [National Outcomes](#) and the wide range of activities and policies that impact on young people's lives; it also recognises that both universal and more targeted specific work have equal validity and importance and it intends to take us towards 2018 – the themed [Year of Young People](#).

Soon we will have a referendum on our nation's future in which young people aged 16 and above will be able to vote. Youth work and youth citizenship organisations play an important part in helping to ensure that all young people get the opportunity to engage in the democratic process and with our comprehensive blueprint for an independent country – [Scotland's Future](#).

It's an exciting time for Scotland. Let's work together to support and empower our young people to make positive choices. To put them in charge of what they want to do and learn, and give them every opportunity to contribute to their communities, our wider society and beyond.

Let's use this Youth Work Strategy to harness the value of youth work practice, build on what we know works and strengthen partnerships so that we can keep delivering vibrant, fun and effective youth work provision that helps young people become confident individuals who are ready to succeed.

A handwritten signature in black ink that reads "Aileen Campbell". The signature is written in a cursive style.

**Aileen Campbell MSP**

Minister for Children and Young People  
April 2014

# Introduction

The Scottish Government, Education Scotland and YouthLink Scotland are working collaboratively and with others to create a more equal and tolerant society where generations work together for the common good and the development of individuals and communities.

Our young people have a major role to play in this. The introduction of the *Strategic Guidance for Community Planning Partners: Community Learning and Development* published in June 2012 and the *Requirements for Community Learning and Development (Scotland) Regulations 2013* which came into force in September 2013, provide a platform for work with young people to be recognised as a key and distinctive component of our present and future agenda for young people.

YouthLink Scotland's [Statement on the nature and purpose of youth work](#)<sup>1</sup> received widespread support. It was informed by a number of key documents and influenced policy and workforce development in the sector. It outlined three features that underpin youth work: young people choose to participate; the work builds from where young people are and the young person and youth worker are partners in the learning process. The sector uses many different methods, for example the arts and cultural activities, outdoor learning, physical, activity and single topics to engage effectively with young people and is present in many different situations and learning environments. Its

uniqueness and value is in the way youth workers engage with young people through building trusting and supportive relationships, also through using social group work and mentoring skills to negotiate with young people. Diverse activities help young people gain confidence, develop important skills for life and achieve success but also to have fun, and engage with others as they progress through adolescence to adulthood. Workers develop trust and confidence in the young people in a non-judgemental and informal setting.

This partnership approach was demonstrated in [Distance Travelled](#)<sup>2</sup> (2011) which showed the increased engagement of the sector in policy development and service delivery. Since then significant partnerships have developed with other professionals who work with young people around the implementation of [Curriculum for Excellence](#), [More Choices More Chances](#) and [Getting it Right for Every Child](#), (MCMC) placing young people at the heart of all we do.

<sup>1</sup> Statement on the nature and purpose of youth work

<sup>2</sup> Distance Travelled



As we move forward, we know youth work organisations and the youth work sector is continuously engaging with young people and other professionals in innovative collaborative ventures with schools, colleges and key services around employability, sports, culture, health justice and many more.

Youth work contributes positively to a wide range of government policies and has a significant impact in improving the life chances of young people.

In this Strategy, Education Scotland, YouthLink Scotland and the Scottish Government together, are focusing on building on these strengths and experiences to place the needs of young people at the centre of the work.

The key purpose of community learning and development is empowering people, individually and collectively, to make positive changes in their lives and in their communities, through learning.

By working in partnership with young people we know we are creating a learning process which contributes to improving their life chances, through learning, personal development and active citizenship. Ultimately, we are building stronger, more resilient and inclusive communities.

**Alex Linkston CBE**  
**Chair of YouthLink Scotland –**  
**The National Agency for Youth Work**

**Dr Bill Maxwell,**  
**Chief Executive,**  
**Education Scotland**

# Introduction

## Distance Travelled

The National Youth Work Strategy: Moving Forward was first published in March 2007. This kick-started a series of actions highlighted with responsibilities shared between the Scottish Government, YouthLink Scotland, Young Scot, Youth Scotland, Fast Forward and the Scottish Youth Parliament.

### Key statements in moving forward included:

- The acknowledgment of both universal and targeted services being important
- The engagement of young people in planning and organising activities and services was encouraged and supported as best practice
- The role of YouthLink Scotland as the National Agency was confirmed
- The importance for youth work of the Third Sector in delivering outcomes
- The role of volunteers as critical to success was recognised
- The need for support and development of the entire workforce was acknowledged
- The need to acknowledge achievement through youth work was confirmed and resources were made available to progress the awards network and link with schools and LTS Scotland, SQA and SCQF
- The importance of self-evaluation was recognised

### Key achievements:

- Significant revenue and capital funds, starting with £10.5 million during the Year of Action was distributed by YouthLink Scotland on behalf of the Scottish Government, including the Support Fund for National Voluntary Youth Work Organisations, which was re-established
- This funding led to new and additional investment in the sector, such as CashBack for Communities
- A Volunteer Action Plan and Awards Network was led by Youth Scotland
- Fast Forward developed the Peer Mentoring Network
- Young Scot established WOW (What's on Where) as a 'local' activities information page
- HMI, YouthLink Scotland and partners ran a series of regional workshops on self-evaluation



## 'Our ambitions for improving the life chances of young people in Scotland' will form the basis of Youth Work in Scotland over the next five years.



- YouthLink Scotland, the Scottish Government, and Learning and Teaching Scotland, developed the Bridging the Gap initiative which encouraged and increased youth work and schools partnership working
- Curriculum for Excellence has supported and enhanced these opportunities for further partnership working
- Youth Work is now increasingly recognised as a vital component in a wide range of national policy areas such as justice, health, employability and education

In 2011, at the National Youth Work Summit, the sector expressed a desire to see a new or refreshed strategy for Youth Work, following significant policy developments such as Curriculum for Excellence and 16+ Learning Choices.

'Our ambitions for improving the life chances of young people in Scotland' will form the basis of Youth Work in Scotland over the next five years.

**Jim Sweeney,**  
**Chief Executive,**  
**YouthLink Scotland**

# 1 Our ambitions for young people in Scotland

All young people, in every part of Scotland, should have access to high quality and effective youth work practice. This is what we believe and this is what we aspire to. We can only achieve, this by working together with young people, Community Planning Partnerships, relevant organisations and other partners. We know we already have a great foundation to build upon. Changing the way public services are delivered is key to ensuring that young people continue to achieve the best possible outcomes.

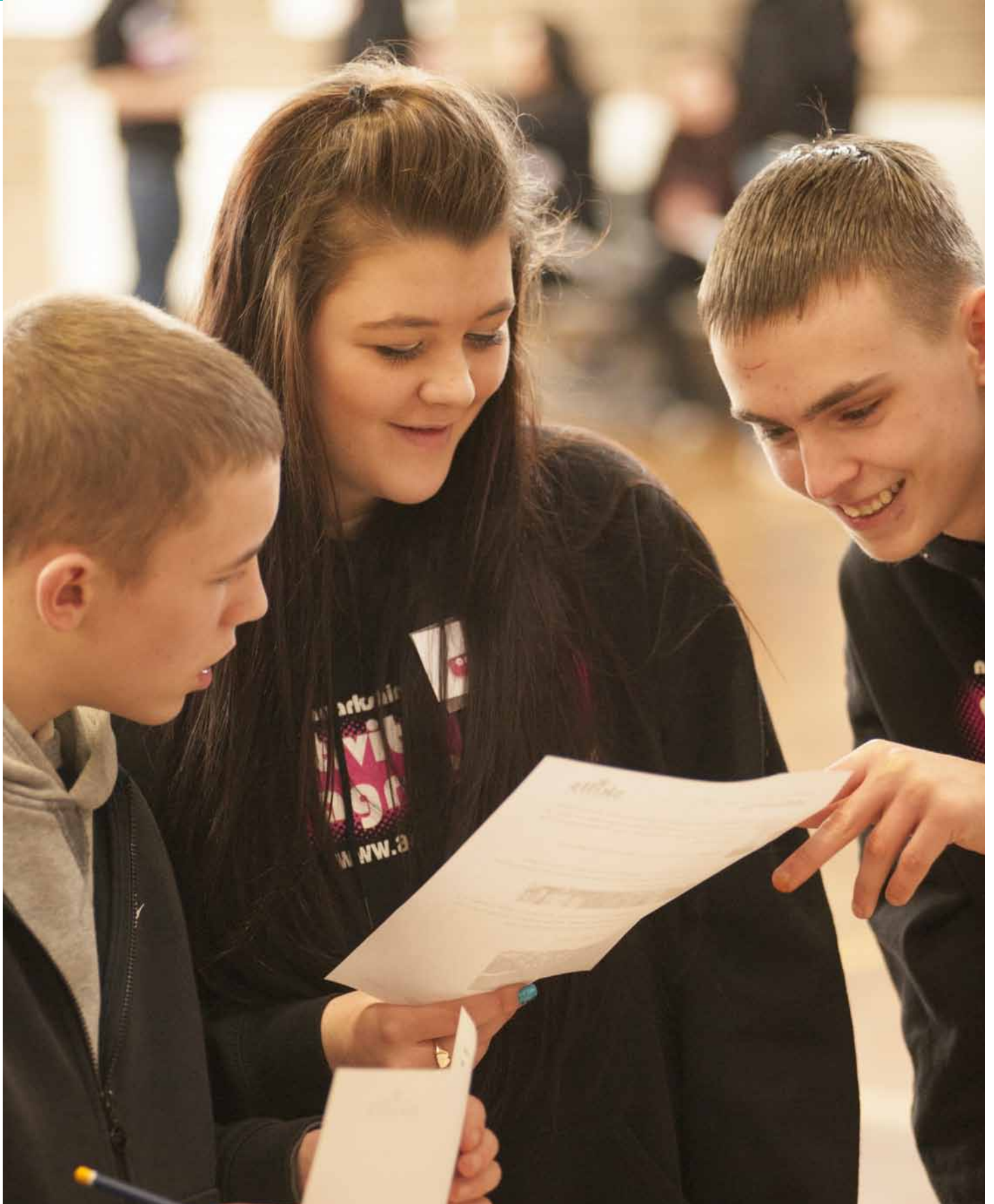
Youth work principles and values are integral to developing these services and ambitions but only by placing the young person at the centre and listening to them can we begin to do so. The development, learning and experiences that young people gain in youth work situations are long lasting and can have a positive impact which is lifelong.

We know that engaging with young people must be an empowering process. It must offer young people developmental opportunities as well as the ability to lead, take responsibility, make decisions, and make a real and lasting contribution – both economically and socially – to Scotland’s present and future.

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## To achieve this we will:

- (a) **Ensure Scotland is the best place to be young and grow up in**
  - (b) **Put young people at the heart of policy**
  - (c) **Recognise the value of youth work**
  - (d) **Build workforce capacity**
  - (e) **Ensure we measure our impact**
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## 2 Conditions for success towards achieving our ambitions

**We are committed to improving outcomes for all young people and to eradicating the inequity which currently exists.**

We can only achieve our ambitions successfully through working collectively for this common purpose. Working together with Community Planning Partnerships and youth work organisations, we will monitor and evaluate the provision of youth work in local plans for the delivery of community learning and development (CLD). This will help ensure that all young people, in every part of Scotland, have access to high quality and effective youth work practice.

This Strategy is about the potential and possibilities of what young people can expect through our collective efforts.

2018 is to be Scotland's Year of Young People. This will bring with it many opportunities, to shine a light on the amazing contribution that young people make to communities across Scotland every day.

### **Policy Context**

The Scottish Government policies outlined next, whilst not exhaustive, are key areas that those working with young people in any setting should be aware of and take into consideration when planning and delivering work to achieve better outcomes for young people.

These policies reflect the principles of the Christie Commission<sup>3</sup> where, through early and effective intervention, we prevent situations arising which adversely affect young people's lives. We must collaborate at a local level to have better integrated services for young people and to ensure that those who work with young people have good opportunities for training and development.

We know significant progress has been made in the youth work sector, but we must not be complacent. We need to be ambitious. More work needs to be carried out to raise awareness in all schools and colleges of the benefits that working with youth work providers brings not only to the curriculum but to the young people it serves.

<sup>3</sup> [www.scotland.gov.uk/About/Review/publicservicescommission](http://www.scotland.gov.uk/About/Review/publicservicescommission)



The Scottish Government values the significant contribution that youth work makes towards its focus on the UNCRC, prevention, early intervention and improving outcomes for children and young people. Maximising life chances for young people is part of this bigger picture and this is what this Strategy is about.

In June 2012, [Strategic Guidance for Community Planning Partners: Community Learning and Development](#)<sup>4</sup> was published which stated that CLD's specific focus should be: "improved life chances for people of all ages through learning, personal development and active citizenship; stronger, more resilient, supportive, influential and inclusive communities".

New Regulations [The Requirements for Community Learning and Development \(Scotland\) Regulations 2013](#) mean that in each local authority area a three-year plan has to be developed that outlines how CLD will be delivered. Local authorities have to consult with partners in drawing up these plans, evidencing the assessment of need, including those of young people. Where needs cannot be met, local authorities will be required to outline why they cannot be met. The first of these plans will be ready by April 2015.

## GIRFEC

GIRFEC – *Getting it Right for Every Child* – sets out a consistent way for people to work with all children and young people.

This helps practitioners to focus on what makes a positive difference for children and young people – and how they can act to deliver these improvements. Getting it Right for Every Child is threaded through all existing policy, practice, strategy and legislation affecting children, young people and their families. Whilst government is not legislating universally for 18 plus, it is our ambition that good practice established for pre-18s would be extended into young adult service provision.

## Early Years Collaborative

Working with young people includes working with children and young parents. The objective of the Early Years Collaborative (EYC) is to accelerate the conversion of the high-level principles set out in GIRFEC and the Early Years Framework into practical action. Thus narrowing the gap between what we know works and what we do.

<sup>4</sup> CLD strategic guidance was developed in the context of Putting Learners at the Centre: Delivering Our Ambitions for Post 16 – Education



## 2 Conditions for success towards achieving our ambitions – *continued*

The [Early Years Framework](#) aims to break negative cycles of inequality through early and effective intervention. Together with the Scottish Government's other social policy frameworks: [Equally Well](#), which focuses on addressing health inequalities, and [Achieving Our Potential](#), which aims to tackle poverty. Those working with young people are well placed to make early interventions to break these cycles of inequality.

### Curriculum for Excellence

Community Learning and Development and the youth work sector have a significant role to play in Curriculum for Excellence (CfE). They are important delivery partners, offering young people valuable opportunities for learning and personal development, both in and out of school. [Curriculum for Excellence Briefing 10: The role of Community Learning and Development and partnership working.](#)

Strengthening partnerships between school staff and youth work practitioners remains a priority for Curriculum for Excellence programme, particularly within the planning and delivery of the senior phase. The onset of the senior phase, the launch of the senior phase benchmarking tool, together with the outdoor learning agenda and 16 plus Activity Agreements, present new opportunities and challenges for schools and colleges in their interfaces with youth work.

The senior phase of CfE can only be delivered through effective partnership working. It is becoming more common for young people to learn through a range of providers. As a result, it is particularly important that partners work well together to plan and deliver the curriculum.

There are many good examples where schools and youth work are working collaboratively to plan and deliver personalised learning opportunities for young people as part of the curriculum, and we must continue to build on this. It is important that youth work activities undertaken outwith the school day are also recognised and valued as part of Curriculum for Excellence. This includes sharing young people's considerable achievements with schools.

Teachers, youth workers and others who work with young people both inside and outside school are central to young people achieving the four capacities. These are to be successful learners who both attain and achieve, responsible citizens who participate in, and effectively contribute to, their society, confident and assured young people who know that they have skills, values and a contribution to make to Scotland.

## Health and Wellbeing

The above provides a summary of key Scottish Government policies that aim to support young people's health and wellbeing and reduce health inequalities.

## Community Empowerment

Promotes young people's involvement in decision making locally and nationally and builds skills to enable young people to make their views known and to understand the impact of policy and legislative developments.

## Opportunities for All

Opportunities for All brings together a range of existing national and local policies and strategies. It provides a single focus to improve young people's participation in post-16 learning or training, and ultimately employment, through appropriate interventions and support until at least their 20th birthday. This builds on, and adds, impetus to existing entitlements and commitments to support youth employment through the senior phase of Curriculum for Excellence. It includes the development of skills for learning, life and work, robust post-16 transition planning<sup>5</sup> and the targeted support offered through More Choices, More Chances and Activity Agreements.

It is an explicit commitment to offer a place in learning or training to every 16-19 year old who is not currently in employment, education or training. It requires the post-16 learning system to re-engage young people who are not currently in education, employment or training, appropriately with learning or training between their 16th and 20th birthdays. It also enables support to be offered to young people more effectively beyond that age. Youth workers, teachers and others who work with young people have a key role to contribute to this agenda<sup>6</sup>.

## Commission for Developing Scotland's Young Workforce

The overarching ambition is to enable Scotland's young people to move into sustainable employment. To do this, young people need to make the best transition from a broad general education into a senior phase which has a comprehensive range of opportunities which will improve their employment prospects. Youth Work plays a significant role, developing in young people skills recognised as important by employers, as well as providing support and early intervention strategies to those at risk of disengaging from education.

<sup>5</sup> [www.scotland.gov.uk/Resource/0040/00408819.pdf](http://www.scotland.gov.uk/Resource/0040/00408819.pdf)

<sup>6</sup> [www.educationscotland.gov.uk/Images/CfEBriefing12\\_tcm4-809704.pdf](http://www.educationscotland.gov.uk/Images/CfEBriefing12_tcm4-809704.pdf)

## 2 Conditions for success towards achieving our ambitions – *continued*

### Time to Shine – Youth Arts Strategy

Time to Shine supports all Scotland's children and young people to flourish and achieve in, and through, the arts and creativity.

### Scottish Government's Youth Sport Strategy

Giving Children and Young People a Sporting Chance – A Draft Strategy for Scotland was written in December 2013 for consultation and the final strategy will be published in Spring 2014. This draft Strategy focuses on what children and young people have said will ignite and excite them to get involved, and stay involved, in sport. It actively encourages them to influence and shape the future of sport in Scotland.

The Scottish Government's [National Performance Framework](#) sets out the strategic objectives for all public services, including those delivering community learning and development (CLD).

### Learning for Sustainability

Youth organisations are key partners in taking forward learning for sustainability which encompasses outdoor learning, sustainable development education and global citizenship. Learning for sustainability aims to build the values, attitudes, knowledge, skills and confidence needed to develop practices and take decisions which are compatible with a sustainable and equitable society.

### International Work with Young People

International work with young people builds understanding of global citizenship through opportunities to visit and volunteer in other countries and learn about different cultures and share these experiences with others.

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**YOUTH WORK IS AN EMPOWERING PROCESS WHICH ENABLES YOUNG PEOPLE TO EXERCISE GENUINE POWER – TO TAKE DECISIONS, FOLLOW THEM THROUGH AND TAKE RESPONSIBILITY FOR THEIR CONSEQUENCES.**

STATEMENT ON THE NATURE AND PURPOSE OF YOUTH WORK

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# 3 Investing in our workforce to improve outcomes for young people

**Young people in Scotland have an entitlement to be supported by skilled, competent, youth work practitioners who take account of their whole wellbeing. This includes paid staff and volunteers.**

We value highly the contribution of the professional youth work workforce. The work of national and local youth organisations, together with Education Scotland and the CLD Standards Council, is critical to building a sustainable culture of training, support and continuous professional development to meet the needs of the 21st century.

We will work to ascertain the scope of the workforce to build capacity and the provision of relevant quality training and development consistent with the values, principles and ethical practices required to work with young people in a challenging climate.

## **Supporting and valuing volunteers**

Much of the youth work delivery in Scotland relies on the time and skills of volunteers. Without volunteers, youth work provision in Scotland, irrespective of whether delivered through local authority provision or third sector, would be severely limited. Volunteering also offers personal development and leadership opportunities for young people and adults that builds core skills, in some cases supporting their transitions into further learning and employment. Volunteering benefits the individual and community and helps develop greater social cohesion.

Volunteers need to be recruited, trained, supported, retained and celebrated.

We will continue to work collaboratively with our partners to promote and celebrate the vital contribution that volunteers make to youth work in Scotland. This will include ensuring that we are able to provide guidance and resources to support new and existing voluntary youth work groups, partnerships and volunteers to ensure high quality standards are met and maintained.

## **Recognising young people's contribution**

Many young people are themselves volunteers in the youth work sector, supporting their peers and contributing to their communities and beyond; volunteering to further enhance their engagement, leadership and creative skills.

Many young people are young parents and carers. Many young people have additional learning needs. We ask that partners continue to promote, celebrate and support all young people through the many transitions and challenges they face.



We know that in Scotland there are 220,000 children living in poverty<sup>7</sup>. Poverty affects future life chances, with children in low income households more likely to have poorer health, lower educational attainment and reduced life expectancy. Working together we can create a virtuous cycle of improvement to break the cycle of inequality and improve life chances for young people. We are committed to break this cycle and ensure that all young people have opportunities which will improve their life chances.

The different strategies for learning, and myriad of learning environments offered by the youth work sector, gives opportunities to all, while engaging particularly well with those young people who have, for whatever reason, disengaged from more formal education and training. The track record of the sector in re-engaging the most hard-to-reach young people is strong and is a key component in the delivery of present Scottish Government aspirations and strategies. The youth work sector plays a substantial role in maintaining and developing young people affected by unemployment, mental and physical health issues, and lack of family support.

## Improvement through self-evaluation

Improvement is about building the capacity of the workforce to carry out effective self-evaluation. Self-evaluation is forward looking; it is about change and improvement, whether gradual or transformational, and is based on professional reflection, challenge and support.

Self-evaluation processes use the triangulation of evidence-based information and data, people's views and direct observation of practice to inform outcomes and measure impact on young people. In order to plan improvement effectively we need to know how well we are doing.

Education Scotland will ensure that the approaches and tools we promote for the purposes of self-evaluation are reviewed regularly and updated to ensure they are fit for purpose.

Education Scotland and YouthLink Scotland will work with national youth work organisations and youth work providers to build capacity, embed self-evaluation and improve the measurement of outcomes and impact for all young people. Through evaluative activity, including inspection, we will identify best practice and share widely across the system.

<sup>7</sup> [www.savethechildren.org.uk/where-we-work/united-kingdom/scotland](http://www.savethechildren.org.uk/where-we-work/united-kingdom/scotland)

# 4 Conclusion and implementation

**The National Youth Work Strategy – Our ambitions for improving the life chances of young people in Scotland – will be implemented effectively, with clear agreed responsibilities for taking forward each of the ambitions with strong commitment from national and local partners.**

YouthLink Scotland and Education Scotland facilitated a series of discussions which took place across the country following publication of the draft National Youth Work Strategy in December 2013. Discussions involved around 300 key stakeholders, including young people, with the aim of continuing the dialogue on the draft Strategy and listening to people's views about its proposed implementation. The initial feedback summarised in Appendix 1 indicated the need for a strong commitment by organisations, nationally and locally, involved in youth work in both the voluntary and statutory sectors, to collaborate in realising these ambitions.

Below are the ambitions and outcomes of the Strategy, along with some of the key actions for implementation, including feedback from the National Discussion.

## **(a) Ensure Scotland is the best place to be young and grow up in**

By working collaboratively to inspire young people, and to ensure that Scotland is the best place to be young, continues to be at the forefront globally of innovative work with young people. Youth work will have a vital role in improving the life chances of young people.

### **Outcomes:**

- young people are well informed and encouraged to make positive choices and contribute to civic society
- youth work opportunities will be all accessible, equitable and inclusive for all young people
- the value and impact of sustainable investment in youth work is recognised by charitable trusts, public sector funders and business

### **Key actions:**

- The Scottish Government will work with national youth work agencies and organisations to ensure that young people are engaged in policy and legislative developments and decisions
- Education Scotland will support the CLD sector to focus on preparing all young people for employment as a core element of Curriculum for Excellence
- YouthLink Scotland with Young Scot and SYP will explore the potential for young people to have more effective participation and influence in decision making

- YouthLink Scotland with Young Scot and SYP will encourage the participation of excluded and under-represented young people
- YouthLink Scotland will seek to attract investment into the sector and develop a range of funding opportunities including support for national infrastructure organisations

## **b) Put young people at the heart of policy**

In keeping with Article 12 of the UNCRC<sup>8</sup>, we support and promote the active participation and engagement of young people in the planning, delivery and management of services, strengthened through Getting it Right for Every Child (GIRFEC) and relevant legislation<sup>9</sup>. This will ensure that the best interests of young people underpin policies, practice and services.

### **Outcomes:**

- young people, and their contributions are respected and valued, and their views are listened to with regard to issues that affect them
- youth work is firmly embedded at the heart of policies that are central to making Scotland the best place to be young and grow up in
- youth work continues to make a positive contribution to young people's health and wellbeing
- young people should be directly involved in local and national decision making, designing, co-producing and delivering services

### **Key actions:**

- The Scottish Government will promote the value and impact of youth work across a wide range of policy areas
- Education Scotland will ensure that its activities in relation to the CLD Guidance and Regulations have a clear focus on implementing the National Youth Work Strategy
- YouthLink Scotland will work with the Scottish Government to ensure that youth work has a clear role in Scottish Government policies and their implementation strategies
- YouthLink Scotland will work across government on issues relating to education, justice, health, sport, culture, equality and employability
- Education Scotland and YouthLink Scotland will promote youth work in the context of GIRFEC, Curriculum for Excellence and Opportunities for all
- YouthLink Scotland will engage with key partners, e.g. COSLA, NHS Health Scotland and Police Scotland to develop partnership working and understanding of the role and impact of youth work

<sup>8</sup> [www.unicef.org/crc/files/Rights\\_overview.pdf](http://www.unicef.org/crc/files/Rights_overview.pdf)

<sup>9</sup> Children and Young People's Bill will enhance the existing policy framework in relation to Getting it Right for Every Child and ensure that children's rights are taken into consideration across the whole of the public sector, including education, in line with the United Nations Convention on the Rights of the Child

## 4 Conclusion and Implementation – *continued*

### (c) Recognise the value of youth work

By continuing to recognise, promote and celebrate the value of both universal and targeted youth work in improving young people's life chances, we will learn from each other's expertise and experience and value not only our achievements but young people's achievements too.

#### Outcomes:

- youth work, through the CLD Guidance and CLD Regulations, is firmly embedded within the broader field of Community Learning and Development within Community Planning arrangements
- the youth work sector, voluntary and statutory, and its workforce in its entirety, is clear that their contribution is both valued and understood
- youth work will be firmly embedded within Curriculum for Excellence and its contribution understood and acknowledged at all levels

#### Key actions:

- YouthLink Scotland, with Education Scotland, will develop a national communications strategy to highlight the role and value of youth work
- YouthLink Scotland will explore the potential for commissioning research to demonstrate the role and value of youth work
- Education Scotland will promote the high standards of practice underpinning youth work
- Education Scotland will establish a joined-up approach to promoting the value of youth work in schools
- Education Scotland will implement actions from Curriculum for Excellence implementation plan related to the sector

### (d) Build workforce capacity

By building on the strength of those working within the sector to develop their capacity, we will ensure that youth workers and all those who work with young people, in a paid and voluntary capacity, have access to high quality workforce and volunteer development to enable them to lead the field in youth work practices.

## Outcomes:

- Scotland will have well-motivated, well-trained, and supported practitioners in order to achieve our ambition
- the contribution of volunteers is recognised and valued and volunteers properly supported and encouraged
- youth work organisations are supported to enhance the capacity and effectiveness of their members
- The CLD Standards Council for Scotland will work with YouthLink Scotland and partners to develop support and training for volunteers, linked to the CPD Strategy for CLD
- The CLD Standards Council for Scotland will explore options for developing and establishing national standards for youth work, with YouthLink Scotland and partners

## Key actions:

- Education Scotland, YouthLink Scotland and the CLD Standards Council for Scotland will ensure that the youth work workforce needs are fully articulated and represented
- The CLD Standards Council for Scotland will work with the sector to promote membership and registration
- The CLD Standards Council for Scotland with Education Scotland will promote the national CLD CPD strategy and i-Develop framework
- Education Scotland will work with YouthLink Scotland and partners to provide sustainable learning opportunities for the sector
- YouthLink Scotland will develop and deliver CPD opportunities with partners relating to emerging areas of practice such as social media



## 4 Conclusion and Implementation – *continued*

### (e) Ensure we measure our impact

By measuring success, monitoring and evaluating, in partnership with young people, the impact and delivery of these actions. We will ensure improvement through robust and rigorous self-evaluation and assessment of impact in youth work practice. We will enable more opportunities for youth workers and other professionals to engage in joint evaluation of young people's progress and achievements. We will promote this both locally and globally.

#### Outcomes:

- youth work organisations self-evaluate practice and demonstrate the impact on outcomes for young people
- youth work organisations and partners have opportunities to engage in joint-evaluation of young people's achievements
- young people are supported to record and articulate their own learning through youth work practice

**There is much to be done to fulfil this ambition and implement the outcomes. Appendix 2 shows the actions and timeline for years 1 and 2. We look forward to working in partnership with the common aim of helping young people in their transitions from childhood to adolescence and from there to adulthood.**

**Youth work has a critical role in that process.**

#### Key actions:

- Education Scotland will provide guidance and support to the sector in self-evaluation to demonstrate impact
- YouthLink Scotland will work with the sector to demonstrate outcomes, through quality self-evaluation
- Education Scotland, YouthLink Scotland and partners will establish a robust evidence base to demonstrate the impact of youth work

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**THE DUKE OF EDINBURGH'S AWARD IS EXCELLENT AND GIVES YOUNG PEOPLE THE OPPORTUNITY TO DEVELOP THEIR LEADERSHIP, COMMUNICATION AND PROBLEM-SOLVING SKILLS AND HAS A LASTING IMPACT ON THEIR LIFE CHANCES.**

ANN LOUGHREY, SCOTTISH POWER

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# Appendix 1

## APPENDIX 1: INITIAL FEEDBACK FROM THE SECTOR



### **Ambition 1:** Ensure Scotland is the best place to be young and grow up in

- Obligation for national agencies to build effective partnerships around national outcomes and work towards supporting the sector in achieving them
- Commitment from the Scottish Government to continue to provide support for youth work through a range of funding programmes.
- Explore opportunities to develop new mechanisms for longer-term funding models

### **Ambition 2:** Put young people at the heart of policy

- Requirement to further develop and support participative approaches to consultation, both locally and nationally, which empower young people to engage effectively in decision making
- Necessity to further develop strategies for encouraging participation of excluded and under-represented young people

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GUIDING HAS PROVIDED ME WITH UNIQUE OPPORTUNITIES AND EXPERIENCES. BY HAVING A 'GUIDING' ATTITUDE I FEEL CONFIDENT THAT I CAN ACHIEVE WHATEVER GOALS I SET MYSELF IN THE FUTURE.

CLARE, SENIOR SECTION MEMBER

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### **Ambition 3:** **Recognise the value of youth work**

- Promoting the value of youth work across all agencies, other professions working with young people and Community Planning Partnerships (CPP)
- Need for a national communications strategy which demonstrates the role and value of youth work
- Requirement on partners and partnerships involved in youth work to engage in evaluation and joint self-evaluation where appropriate

### **Ambition 4:** **Build workforce capacity**

- Prerequisite to build a sustainable learning culture to improve access to continual professional development (CPD) opportunities for youth workers as set out in the CPD Strategy for CLD – [A learning culture for the Community Learning and Development Sector in Scotland](#)
- Need to further embed access to the i-Develop framework in all settings and include engagement with full-time, part-time, and volunteer practitioners

### **Ambition 5:** **Ensure we measure our impact**

- Requirement for appropriate longitudinal research to be established which demonstrates the role, value and impact of youth work in underpinning a range of policy objectives particularly with regard to Curriculum for Excellence and the CLD Strategic Guidance
- Continue to develop the capacity of the sector to be able to demonstrate how youth work improves young people's wellbeing, life chances and outcomes and therefore its ability to access funds at all levels

# Appendix 2

## APPENDIX 2: IMPLEMENTATION PLAN – YEARS 1 AND 2

ACTION	LEAD ORGANISATION	WHEN
Establish a partnership agreement between Education Scotland (ES) and YouthLink Scotland (YLS) to provide an underpinning framework for implementation	ES/YLS	April 14 – June 14
Convene an implementation group for the Youth Work Strategy, Stakeholder Reference Group Youth Work Strategy (SRYWS) to oversee and monitor the implementation of year 1 and 2 of this strategy linked to Strategic Implementation Group – CLD Strategic Guidance (SRG)	ES/SG	June 14 3 per year
SRYWS establish an implementation plan ensuring that the ambitions, outcomes and the requirements identified in the Strategy and the national discussion are addressed	ES	June 14 Nov 14
SRYWS to establish an evidence base to demonstrate the role, value and impact of Youth Work in underpinning a range of policy objectives particularly with regard to Curriculum for Excellence and the CLD Guidance	ES/YLS	June 14 – March 15
SRYWS (Stakeholder Reference Youth Work Strategy) establish an implementation plan ensuring that the ambitions, outcomes and the requirements identified in the Strategy and the national discussion are addressed	ES/SG	June 16
SRYWS to review progress and report at the end of year 2 with recommendations for subsequent second phase implementation 2016-19	ES/YLS	April 14 – Sept 15
Develop models of self-evaluation which can be understood and used by the whole sector	YLS/ES	Sept 14



## APPENDIX 2: IMPLEMENTATION PLAN – YEARS 1 AND 2

ACTION	LEAD ORGANISATION	WHEN
Engage with the CLD sector to promote the principles and benefits of membership and registration for practitioners	SC	April 14 – March 16
Develop and establish national standards for Youth Work in collaboration with YouthLink Scotland, Education Scotland and partners	SC	April 14 – March 16
Increase the use, application and development of the CPD Strategy for CLD – A learning culture for the Community Learning and Development Sector in Scotland and the i-Develop framework tool	SC	Sept 14 – Sept 19
Establish an approach to further develop support and training for volunteers, linked to the CPD Strategy for CLD	SC /YLS	April 14 – June 14
Establish mechanisms for the Youth Work Strategy to be considered in the requirements of the CLD Regulations	ES	April 15 – Sept 15
Establish appropriate strategies are in place which encourage the participation of excluded and under-represented young people	YLS/ES/SG	Nov 14 – March 16
Establish and improve mechanisms in partnership with YouthLink Scotland, Young Scot and SYP for young people to engage in the development of policy, i.e. language and timing.	SG	Dec 14 – Dec 16
Promote youth work across a range of policy areas	SG	April 14 – March 16

## Appendix 2 – *continued*

### APPENDIX 2: IMPLEMENTATION PLAN – YEARS 1 AND 2

ACTION	LEAD ORGANISATION	WHEN
Continue to work with Scottish Government agencies and departments to align youth work to Scottish Government policies and implementation strategies	YLS/ES	April 14 – March 16
Support the CLD sector to focus on preparing all young people for employment as a core element of effective youth work	ES	April 14 – Sept 15
Continue to support and deliver present funding arrangements around CashBack, No Knives Better Lives, Opportunities for All, Action on Sectarianism and other key government strategies	YLS	April 14 – March 16
Continue to attract funding to the sector and develop a range of funding offers	YLS	April 14 – March 16
Initiate discussion with the Scottish Government concerning funding for voluntary youth work organisations	YLS	Sept 14
Continue to support and develop a media and communications strategy to promote youth work and a positive image of young people	YLS	April 14 – March 15
Continue to value and support national youth work organisations, recognising the significant contribution they make towards improving young people’s wellbeing and life chances	SG	April 14 – March 16



# Appendix 3

## APPENDIX 3: STATEMENT ON NATURE AND PURPOSE OF YOUTH WORK

### Context

Youth work plays a key role in delivering the principles outlined in the UN Convention on the Rights of the Child, particularly Article 12, the right of the young person to voice their opinion, have their views listened to and be taken seriously. By engaging young people in social activism, youth work builds citizenship, respect for human rights and a sense of mutual responsibility.

### Introduction

Youth work is an educational practice contributing to young people's learning and development.

Youth work engages with young people within their communities; it acknowledges the wider networks of peers, community and culture; it supports the young person to realise their potential and to address life's challenges critically and creatively; it takes account of all strands of diversity.

Youth work takes place in a variety of settings including community venues, uniformed groups, schools, youth cafés and on the street, whilst using numerous approaches such as outdoor pursuits, drama workshops, health initiatives, peer education and single issue and single gender work to engage with young people.

The effectiveness of youth work methods has led to an increasing number of organisations developing youth work approaches, for example those working in youth justice and health improvement programmes. This demonstrates the range of ways youth work can be applied, enabling young people who might otherwise be alienated from support to get the services they need. The youth work sector welcomes these developments and seeks to co-operate with those who contribute to young people's social and personal development. However, there remains a fundamental need for community based youth work which has been eroded as a service in recent years, at a time when young people are under greater pressure than ever, especially the most disadvantaged.

### Purpose of Youth Work

The purpose of youth work was well defined in Step it Up, following extensive discussion and consultation with the youth work sector, and is as follows:

- Build self-esteem and self-confidence
- Develop the ability to manage personal and social relationships
- Create learning and develop new skills
- Encourage positive group atmospheres
- Build the capacity of young people to consider risk, make reasoned decisions and take control
- Develop a 'world view' which widens horizons and invites social commitment

## Age Range

The decisive pre-requisite for a young person's participation in youth work remains their youth. Youth work's focus is on the 11-25 year age group with particular emphasis on 11-18 year olds. It acknowledges the need to connect effectively with early intervention programmes and provision which focuses on children under 11 years.

## Conclusion

The characteristics and purpose detailed in this leaflet define youth work. Youth work is an empowering process. Youth work is thus one of the very few practices whose remit provides for young people to exercise genuine power – to take decisions, follow them through, and take responsibility for their consequences. Youth work seeks to tip the balance of power in young people's favour.

Youth Work has three essential and definitive features:

### Young people choose to participate

The young person takes part voluntarily. She/he chooses to be involved, not least because they want to relax, meet friends and have fun. The young person decides whether to engage or to walk away.

## The work must build from where young people are

Youth Work operates on young people's own personal and recreational territory – within both their geographic and interest communities. The young person's life experience is respected and forms the basis for shaping the agenda in negotiation with peers and youth workers.

## Youth Work recognises the young person and the youth worker as partners in a learning process

The young person is recognised as an active partner who can, and should, have opportunities and resources to shape their lives. The relationship and dialogue between the young person and youth worker is central to the learning process.

[www.youthlinkscotland.org/webs/245/documents/StatementnatureYW.pdf](http://www.youthlinkscotland.org/webs/245/documents/StatementnatureYW.pdf)







