



**Youthlink Scotland
National
Youth Work Conference
1st November 2023**

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Working4U – Who are we?

West Dunbartonshire Council Vision

A prosperous West Dunbartonshire recognised as a dynamic area within a successful Scotland.

Working 4U

Established to address the underlying causes of poverty and aims to support individual and family resilience by supporting people to address the barriers that prevent them from either improving their own quality of life or from playing a more positive role in their families and communities. Our approach was recognised nationally when Working 4U was awarded COSLA highest award for innovative service delivery.

Working 4U

Community Learning and
Development

Employability

Money advice



West Dunbartonshire and the Scottish Index of Multiple Deprivation

- West Dunbartonshire consists of 121 data zones.
- 48 (40%) of West Dunbartonshire's 121 data zones are within the 20% most deprived.
- In effect, West Dunbartonshire has comparatively higher than average concentrations of comparative deprivation with each of the three main settlement areas: Clydebank, Dumbarton and the Vale of Leven having clusters within the 20% most deprived.
- West Dunbartonshire has comparatively high rates of unemployment at all ages;
- Long term youth unemployment is higher than the Scottish average;
- There is a higher than average number of people who are economically inactive because of long term sickness.





Engage with Young People Supporting Young People

PEF Pathway
Pupil Equity Fund (P1 – S3)
Individual Schools

Schools Vocational Programme
(Senior Phase and West College Scotland)

Summer and Winter School Leavers
(pre apprenticeship and NOLB training provision)

Young People Disengaged
(Re-engageW4U Youth Learning Team)

Schools Pre Not in Education Employment
Thrive/NOLB – (W4U Youth Employability)

Working 4U
Employability Support

Employability Team
(Working 4U)

NOLB Training Provision – W4U Pre
Apprenticeship

SDS (NTP) **Modern and Foundation
Apprentices**
(W4U MA/ FA Programmes)

Young People (Apprenticeships)

Private Sector

Working 4U Employer Engagement
Working 4 Business Employer Engagement
Procurement – Community Benefit
DYW

Public Third/ Sector

Working 4U Employer Engagement
Working 4 Business Employer Engagement
Procurement – Community Benefit
DYW
Community Planning Partner
Developments

West Dunbartonshire Council

Workforce Development WDC HR/ W4U
Training Verification (LD9)
Community Benefit (WDC Procurement)

Engage and Re-engage

In school/Transition

Training

Into Work

Youth work, where does it fit?

W4U Youth Learning team

- Pupil Equity Fund and Core School delivery - Youth Alliance
- Out of Hours School Learning
- MSYP's (2)
- Youth Council
- Young Leaders

Strategic Partners

- Education - Senior Phase team, Primary and Secondary SMTs
- Youth Alliance Partners
- West College Scotland
- Strategic Skills Pipeline partners e.g. Skills Development Scotland, Local Training providers



Thrive – The background

- Young Person Guarantee scheme highlighted a need for a additional layer of support for young people who are unable to progress onto YPG positive destinations or who were struggling to sustain a current YPG opportunities.
- Programme ‘Oot Scoot and Aboot’ had been trialed with low numbers (8) – needed to expand in volume.
- Covid19 pandemic made Thrive even more crucial.



So what is Thrive?

- A youth work approach to employability
- Working with young people from where they are
- Partnership/team approach with youth worker – working together
- Covering a wide range of issues/barriers



Employability Pipeline - Stage 1 and 2



Programme Overview

Weeks 1-4 – 121 Support Session	Weeks 5-12 – 121's & Group Work
<p>The first 4 weeks of the programme will consist only 121 support sessions. These will take place twice a week for around 30—45 minutes. The session will take place at 16 Church Street (Council Offices) in Dumbarton and in Awestruck Academy in Clydebank.</p> <p>These sessions will focus on the following:</p> <ul style="list-style-type: none"> ▪ Getting to know the young person's likes, interests, career ambitions, barriers they may face etc. ▪ Setting goals and targets, we would like to achieve by the end of the programme. ▪ Ensuring each young person has and knows about the following information: <ol style="list-style-type: none"> 1. <i>National Insurance Number</i> 2. <i>Bank Account</i> 3. <i>Form of Photo ID (Provisional Driving Licence)</i> 4. <i>Birth Certificate</i> 5. <i>Laptop, Tablet & Wi-Fi Devices</i> 6. <i>Free Bus Travel/ Young Scott</i> 7. <i>Creating a CV</i> 8. <i>Exploring further education, apprenticeship and job opportunities.</i> 9. <i>Gym Membership</i> 10. <i>Training Courses</i> 11. <i>HIS Award</i> 	<p>The remaining 8 weeks will see the introduction of group based activities, which will take place on a Tuesday, Wednesday and Thursday for 2 hours each day with a break included. 121's will also continue to take place on either a Monday or Friday for 30 minutes.</p> <p>The group sessions will cover the following topics:</p> <ul style="list-style-type: none"> ▪ Themed weekly sessions covering topics such as Goal setting, Motivation, Self-esteem, Routine etc. ▪ Focus on developing confidence with your employability skills such as Communication, Teamwork, Reliability and IT Skills. ▪ Volunteering activities with Food4Thought in Dumbarton and the Re-Cycle room in Clydebank in order to achieve a Saltire award. ▪ Completing a PDA Award. ▪ Exploring next steps for beyond the Thrive programme by researching college courses, jobs and apprenticeship opportunities in the local area. ▪ Visits to Colleges, Jobs fayres and other training providers. ▪ Presentations by Working 4U staff and our partners regarding additional training and development opportunities. ▪ Celebration event to conclude the programme, which normally involves an activity/ meal.



What is your Challenge?

➔ Start Volunteering

What things will you do or have you done in your Challenge?

- ➡️ 1: Join Thrive
- ➡️ 2: Get involved in doing activities
- ➡️ 3: Attend/Research placements
- ➡️ 4: Walk out feeling I achieved something

date	hours
11/07/23	2
18/07/23	2
25/07/23	2
01/08/23	2
08/08/23	2
15/08/23	2
22/08/23	2
	14

Total hours
(must be 5 hours or more)

Show what you did in your Challenge
Write, draw, add a photo, or show in any way you choose.

FOOD FOR THOUGHT

Artizan Shopping Centre
Tuesday 11-1

Food parcel

If you want to add more do this on another sheet of paper.

My Challenge has helped me to

	A LOT	A LITTLE	THE SAME
Join in more activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work better together with others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gain more skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discover new things	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feel better about myself	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

One thing I did really well was ...

Adapting to environment

Your parent/teacher/worker says:

Ava would tell me everything she achieved each week at her work experience + how much she enjoys it

Achievement statement given by: *Elisha McNeer*

Is this your first H15 Challenge? ☒ YES ☐ NO

Would you like to do another Challenge? ☒ YES ☐ NO

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What is your Challenge?

➡ Gain work experience

What things will you do or have you done in your Challenge?

➡ 1: find suitable work experience.

➡ 2: find out more about the career/work environment

➡ 3: shadow and learn from someone with more experience and understanding about the career

➡ 4: gain confidence with responsibility and customer service.

Show what you did in your Challenge

Write, draw, add a photo, or show in any way you choose.

✳️ Clean studio equipment.

✳️ speak to customers and help them decided on certain things.

✳️ make sure stock is organised and easy to locate

✳️ taking payment and giving appropriate change.

Studio - Barby piercings by Laura.

11/08/23 - 7.
18/08/23 - 7.

If you want to add more do this on another sheet of paper.

date	hours
3/6/23	5
10/6/23	5
17/6/23	5
23/6/23	7
26/6/23	1
30/6/23	7
30/06/23	3
1/07/23	6
15/07/23	5
21/07/23	7
5/08/23	7
total hours	50
<small>(must be 5 hours or more)</small>	



Local Food
Bank
Volunteering
once a week –
warehousing,
packing,
cleaning



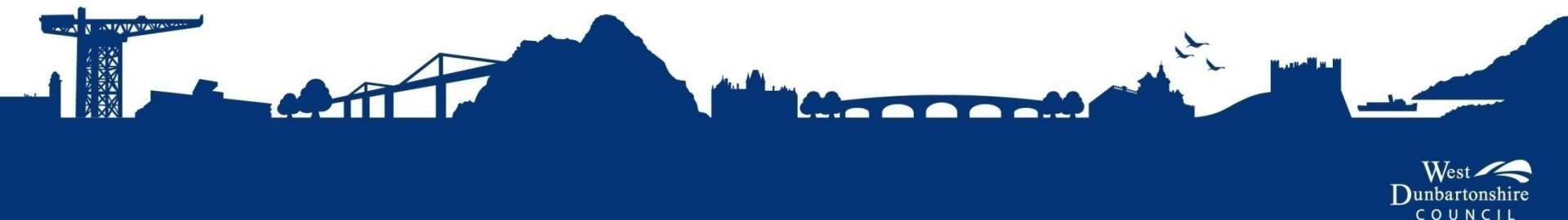


The Recycle
Room –
Packing,
hanging,
clearing,
cleaning



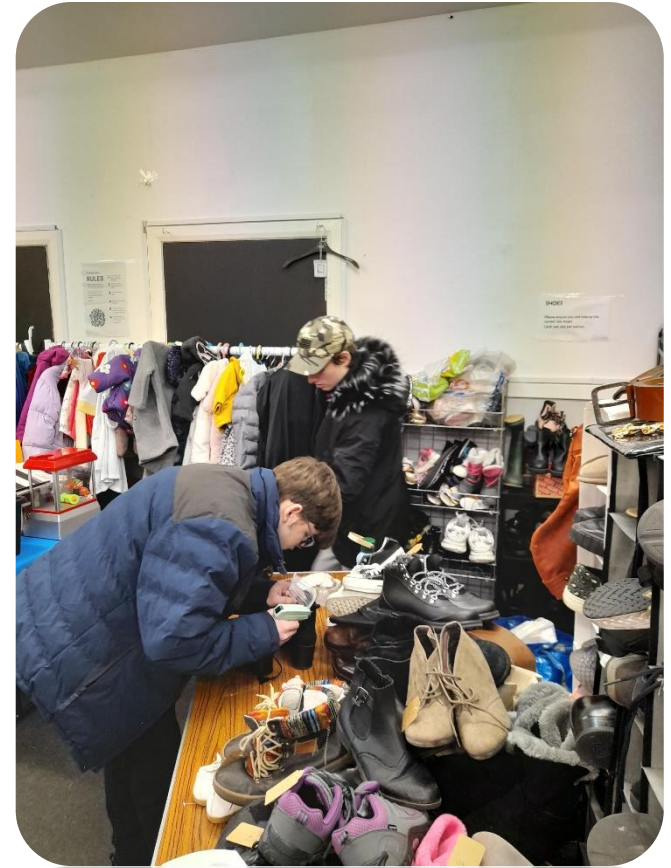
Volunteering Feedback

- Summer said – **“Volunteering has been very enjoyable. It was an insight in what work could be like.”**
- Dylan said - **“Moving onto volunteering at the food bank has been great for me too and I really enjoyed it.”**



Case Study - Adam

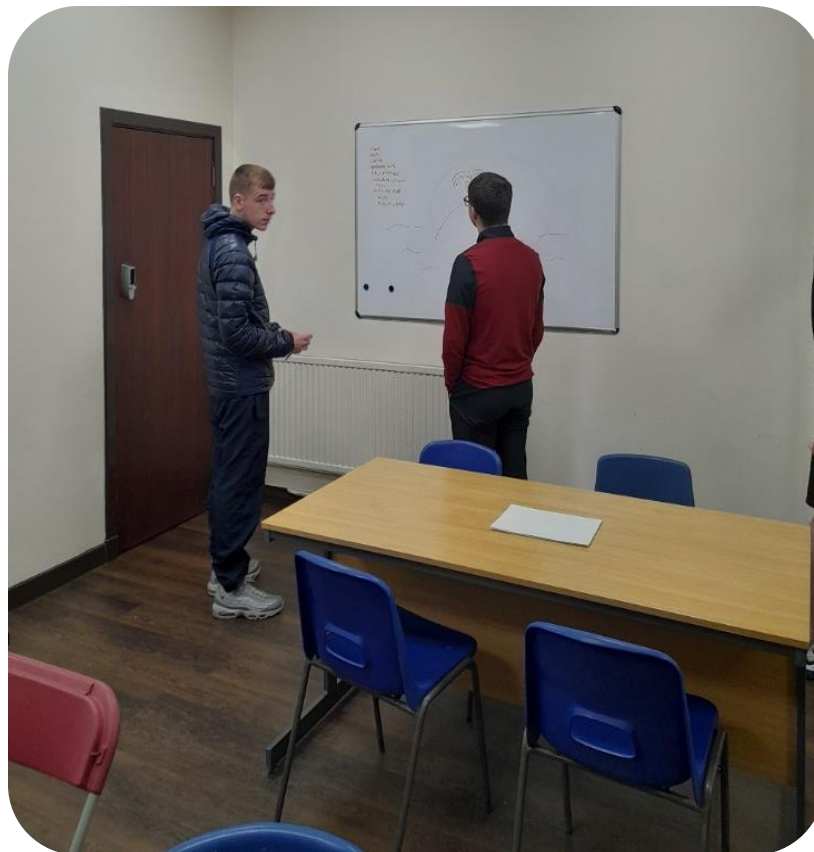
- Referral from SDS
- Confident individual but lacked routine
- Benefitted from group work and 121 sessions in order to develop employability skills and some personal development
- Supported with access to free bus travel, completed Hi5 award and gained Saltire Award from volunteering efforts
- Supported with interview skills and how to complete applications
- Supported with college & job application
- Secured first part time job in Matalan and gained a place on a mechanics college course



Adam said “Thrive was a great experience for me, it helped me develop skills that I never knew I had and met some great people.”

Case Study - Darren

- Referral from SDS
- Confident but lacking motivation
- Lack of guidance/ direction
- Lack of employability skills
- Participated in programme; access from bus travel, developed employability skills, completed PDA and Hi5
- Supported to apply for college and apprenticeship.
- Secured apprenticeship with WDC as roads apprentice

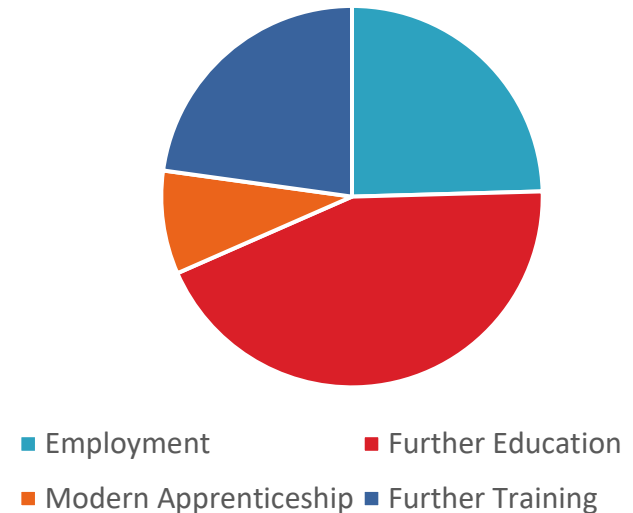


Darren said it was 'worthwhile and my confidence has grown'.

Stats

- 108 finishers to date since April 22
- 76% positive destinations

No. of young people



Partnership Working

- Skills Development Scotland
 - To build on existing connections between SDS advisers and Thrive programme to ensure strong referrals, career guidance support to trainees and effective data management to support School Leaver Follow Up and Participation Measure



NOLB/SDS Partnership

- Initial exchange of information on referral, focusing on key goals for training, specific support required for trainee etc.
- SDS advisers will deliver one hour group session during Week 6 of the programme, highlighting Career Management Skills & attend a 121 support session.
- SDS deliver a one hour session during Week 11 of programme – focusing on moving on, how to access and apply for next opportunities, how to use Career Management Skills to make decisions about future.
- Offer one-to-one support to trainees during Week 11 to give support to transition to next opportunity or to maintain support for those without a destination
- Flag up to SDS any trainees not yet with a positive destination and soon after end of programme will provide destination information to allow updating of Data Hub



Partnership Working

- Third sector charities
 - Food Bank
 - Clothing bank



- Community approach
- Social value
- Context to their lives



Evaluation – Shared Measurement Framework

- Aims to create a coherent approach to measurement across employability support
- One of the key deliverables required in order to fully realise the principles of No One Left Behind.



Shared Measurement Framework

- A key role in enabling the development of a system which is 'driven by evidence, including data and the experience of users'
- **Key Questions relating to five themes;** Reach, Progression, Skills Alignment, Experience of Services and Value of Services.
- The data gathered through the framework is used by those delivering the No One Left Behind approach to employability service delivery, ensuring people are placed at the centre of decisions around, planning, commissioning and improvement of employability services.



What does that mean for Thrive?

- Evaluations – pre, mid and end point review carried out with young people
- Evaluations designed around 5 framework themes
- Lived experience perspective
- Staff SWOT analysis carried out per cohort
- Reflections and suggestions from staff and young people built into programme



End of Thrive – Evaluation

'Thrive' End of Programme Evaluation Feedback

Experience of Services

1. Have you enjoyed the Thrive programme? If so, what did you enjoy most?
Yes, I have enjoyed it. The volunteering is the highlight.
2. What else would you like to have been involved with or helped with through the Thrive Programme?

I wished the 121's would be longer.

Skills

3. Do you feel your confidence has grown any since starting the programme, if so where would you place yourself on this scale? (1 being the lowest, 10 being the highest)

1 2 3 4 5 6 7 **8** 9 10

Comment on Scaling

Yeah, it's definitely improved.

4. Do you feel your motivation has grown any since starting the programme, if so where would you place yourself on this scale? (1 being the lowest, 10 being the highest)

1 2 3 4 5 6 **7** 8 9 10

Comment on Scaling

It has made me more motivated and less stressed about moving into a job.

Progression

1. Do you feel your motivation to reach a positive destination has increased? (1 being the least & 10 being the most)

1 2 3 4 5 6 **7** 8 9 10

2. Do you feel you are ready to start work/work experience? If yes, please specify. If you don't feel ready yet, please specify.

I am not ready for work but feel more prepared for work experience.

3. What event/activity during the programme do you feel has had the biggest impact on yourself?

Just generally engaging with other people.

4. What skills do you feel you have developed/gained as a result of completing the Thrive Programme?

Communication skills have improved.

Thank you for taking the time to complete this!

Completed on: 21/08/23

Client Feedback section:

I mean I would say that James and Elish have been helpful and have created an environment nice and safe. The other thing is some of the other people on the programme took things more seriously.

Young Peoples Voices

‘Help to speak more’

- Reflection to ensure youth workers encourage contribution from all

‘I would have liked the 121s to have been a bit longer’

- We have introduced an hour 1:1

‘Reduce the group size’

- We have capped the group at 10 young people



Thrive Jan – Apr 2023 SWOT Analysis Review

Strengths

- Smooth sailing programme (easier cohort this intake)
- First aid qualification
- Hi5 qualification
- Volunteering Clydebanks commencing
- Relationship with recycle room
- Litter pick through social benefit
- Taking groups out to other events like apprenticeship events
- Communication with partners/referral agencies
- SDS NOLB Pilot – group work and one to one's
- Inspire to Thrive progression
- Managed to get all 'practical' support sorted quickly – gym membership, NINO etc.

Weakness

- Food4thought volunteering was a little 'dull' for young people
- Disengagement of young people – several attempts to engage them but non engagement
-

Opportunities

- New volunteering for Dumbarton???
- Arrange further college / employer visits
- Continue to promote the Thrive brand – new flyers, pop up stand
- Promote end of year Thrive review
- Assessor training for James/Eilish

Threats

- Action for children, Schools Inspire, Strive? – Similar stage ½ programmes.

Developments

• **READY2THRIVE!**



Ready2Thrive
Youth Employability Programme

Are you aged between 16-24 and looking for **one to one** support to help you progress towards your goals?

Over 12 weeks we will support you with:

- Increasing self confidence
- Motivation
- Get back into a routine
- Goal Setting
- Setting up a bank account
- Young Scot card
- Photographic ID
- Free bus Travel pass

The support will be tailored to your needs but could include:

- Exploring Interests
- Volunteering
- Work Tasters
- Health and fitness
- College Visits
- SQA units

Travel expenses and £40 per week training allowance

Interested? Scan here for referral



West Dunbartonshire COUNCIL

Working4U

Funded by UK Government

Youth Work Outcomes – a reflection

- The seven youth work outcomes describe the key overarching impacts of youth work:
- **Outcome 1:** Young people build their health and wellbeing
- **Outcome 2:** Young people develop and manage relationships effectively
- **Outcome 3:** Young people create and apply their learning and describe their skills and achievements
- **Outcome 4:** Young people participate safely and effectively in groups and teams
- **Outcome 5:** Young people consider risk, make reasoned decisions and take control
- **Outcome 6:** Young people grow as active citizens, expressing their voice and enabling change
- **Outcome 7:** Young people broaden their perspectives through new experiences and thinking



Youth Work Outcomes - Skills

- Organising and Planning – creating
- Communication
- Confidence
- Leadership
- Looking after myself
- Team Work Problem Solving Relationships Decision Making
- Creating Change

Adam said “Thrive was a great experience for me, it helped me develop skills that I never knew I had and I met some great people.”





Questions?

