



Acting on **WORKFORCE DEVELOPMENT**

How Youth Scotland's vital work provides support and training for the community-based youth work sector



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Summary of learning outcomes

10,700 youth workers

(6,632 volunteers, 2,687 part-time employees and 1,456 full-time employees).

97,000 young people

are regularly supported in their local community.

2,146 youth groups

provide regular, inclusive and high-quality services across the length and breadth of Scotland's mainland and island communities.

Youth work in Scotland requires well-trained and supported workers and volunteers to meet the complex needs of today's young people. As the national charity for supporting and delivering community-based youth work, Youth Scotland is instrumental in ensuring that youth work providers meet the standards for delivering high-quality and often life-changing youth work services.¹

As Youth Scotland's previous report *Acting on Poverty: How Youth Scotland's vital work supports the most affected communities* <https://www.youthscotland.org.uk/story/acting-on-poverty> highlights; a current cost-of-living crisis is devastating families with the record-high costs of food, fuel and shelter all weighing heavily on the daily lives of many young people. For youth activity providers, this adds to the already prolonged austerity measures that were taking their toll on the workforce.² Youth workers and volunteers are resolute in their compulsion to respond to the needs of individuals with limited support options, as they try to mitigate the damage being caused to young people's sense of purpose and wellbeing.³ A recent report by the Scottish Centre for Employment Research (commissioned by GCVS)⁴ highlighted that despite being well qualified, the third-sector workforce receives over £2K less pay than the median in Scotland and the UK. Over a quarter (26.5%) are on successive short-term contracts and have been in that position for more than 5 years. As a significant number of youth groups are part of the third-sector, there is growing belief that the challenges facing the workforce are being ignored, whilst the pressures of a decimated funding landscape pile high.

At a time of major educational reform, the following report sheds light on the experiences of Youth Scotland's 631 member organisations and 2,146 groups by explaining what is being done and what else is needed to ensure the diminution of community-based youth services is reversed. Vital to this is making sure that members of the youth work workforce return to the critical role of reducing isolation, creating a sense of belonging and providing new experiences and opportunities for informal learning. The report gives an overview of current training provided by Youth Scotland and its impact on young people, practitioners and policy, based on Youth Scotland member feedback. The latter section contains a reflection on the types of issues faced by young people and families, as noted by workforce members. Details of findings and analysis from a member survey are used to discuss current challenges concerning the anticipated levels of support and training members believe is necessary to adapt to these changing needs and circumstances.

Reports of a growing youth mental health and wellbeing crisis⁵ reinforce that young people are experiencing loneliness and isolation compounded by years of disruption to education and home life during the pandemic. When asked to think about the challenges facing the young people and families they support, almost all youth groups referred to rises in the cost of living as a key challenge.

99% youth workers that responded believe that young people and families will be affected by cost-of-living issues in 2023.

Subsequently, chart one highlights ways this is likely to impact other aspects of young people's lives [see chart 1].

The majority (93%) of youth work respondents highlighted mental health as a key challenge facing young people and families that they work with.

Other common pressures included family breakdown (72%), antisocial behaviour in the community (71%) and school and exam pressure (70%). More than half (59%) of respondents referred to issues with substance misuse and almost half (48%) of respondents highlighted child protection issues as something they believed young people and families will face in 2023.

If youth work is to truly make a positive difference in the lives of children and young people,⁶ its workforce of paid staff and volunteers must receive adequate support and training in the latest knowledge and techniques for giving Scotland's young people the resilience needed to thrive in these uncertain times.⁷

Concerns are growing that the support systems and training available to youth workers have been reduced or withdrawn around the country.

Community-based youth groups have historically received support from local authority Community Learning and Development (CLD) teams to keep up with legislation, changing needs and diversifying demographics. However, ongoing budgetary constraints have restricted the capacity of some local authorities to fulfil this function. Furthering the trend of outsourcing once authority-led youth support services to the voluntary sector, against a backdrop of shrinking investment and support, runs counter to the original aspirations of more and better value local youth services.⁸ The disappearance of essential support systems puts further strain on working conditions and increases demands on workers and volunteers. As a result, Youth Scotland has observed that in tandem with higher demand from community-based providers, there is now an upsurge of requests from local authorities as they look to fill the gaps.

CHART 1: Issues youth workers believe that young people and families will face in 2023 onwards



93%
Mental health issues



72%
Family breakdown



71%
Anti-social behaviour in the community



70%
School/exam pressure



59%
Substance misuse



48%
Child protection issues



Youth Scotland is committed to developing the workforce of community-based youth work providers and stakeholders throughout Scotland. A key example is the wide range of accessible professional development courses attended by over 3,000 workers and volunteers throughout the year either in person or online. The training covers themes from practitioner training pathways; training for senior workers, managers and boards; to promoting young people's health and wellbeing.⁹

An added enhancement to sessions for strengthening the workforce is Youth Scotland's training in youth awards which this year enabled over 7,000 young people to gain a Youth Scotland accredited youth award.¹⁰ As 33% of all Youth Scotland Awards in 2022-23 were delivered in the most deprived areas of Scotland (SIMD 1 and 2), they are making a significant contribution to closing the related attainment gap.

Youth Scotland believes that young people have a right to be supported by skilled, competent youth work practitioners who take account of their whole wellbeing.

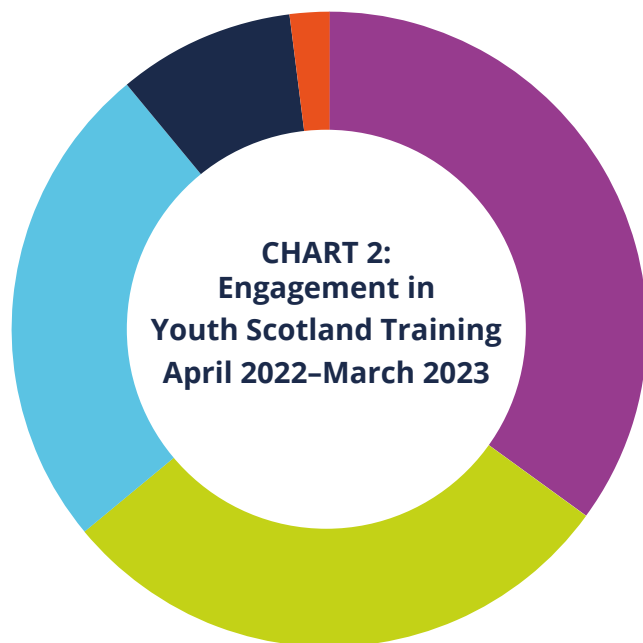
In the interests of strengthening the community-based workforce in challenging times for young people, these findings and analysis are in two parts:

Part one

Provides an overview of the impact Youth Scotland's training currently has on youth groups in Scotland, based on recent feedback from participants.

Part two

Presents findings and analysis from a consultation with a sampled cross-section of members (n=92) to build a deeper comprehension of ways issues manifest in daily youth work practice.



Inclusive Youth Work for Trusted Adults: 1185
Ready for Work (SCQF Level 3): 985
Awards Recognition – (SCQF Levels 2-7): 843
Leadership and Management (SCQF Level 9): 316
PDA in Youth Work (SCQF Level 6): 83

Youth Scotland's training is making a significant impact on the development of youth work's paid and voluntary workforce.

In its most recent year of operation (April 2022 – March 2023), Youth Scotland trained over 3,500 youth workers and volunteers [see chart 2]:

The training provided by Youth Scotland is significant for the positive contribution it makes to achieving wider government priorities alongside youth work-specific outcomes, such as:

- **The impact on developing the workforce for community-based youth work**
- **The impact on improving young people's quality of life**
- **The impact of Youth Awards on closing the attainment gap, and**
- **The impact on developing the young workforce.**

Impact on developing the workforce for community-based youth work

Youth Scotland's training is accessible, relevant and typically free or low cost to members, as the following breakdown reveals.

Ready for Youth Work: 985 youth workers and volunteers have undertaken Ready for Youth Work modules with 178 having completed the full course and gained recognition at SCQF Level 3. As a result, 178 youth workers and volunteers meet national induction standards

for youth work, and 985 report an increased understanding of the values of youth work and the youth worker role, increased confidence and competence to deliver quality inclusive youth work, increased knowledge of how to safeguard young people and increased knowledge/ understanding of young people's issues and needs and how to respond appropriately.

PDA in Youth Work: 83 youth workers from both the voluntary and local authority sectors participated in the Professional Development Award (PDA) in Youth Work at SCQF Level 6 and reported increased confidence and competence to create, deliver and evaluate youth work programmes.

Inclusive Youth Work for Trusted Adults: 1,185 youth workers and volunteers have undertaken Inclusive Youth Work for Trusted Adult Training and have reported increased knowledge/ understanding of young people's issues and needs and how to respond appropriately, increased knowledge and skills to support young people's health and wellbeing and increased understanding of the need to be Adverse Childhood Experiences (ACEs) aware. Youth Scotland has also registered for and is working towards the LGBT Youth Scotland charter which will improve its inclusive practice with member organisations.



Leadership and Management: 316 Leaders and managers undertook Leadership and Management training, with 10 completing the Leading Youth Work Organisations Course at SCQF Level 9 and 306 participating in our Leadership Forum Activities. As a result, leaders and managers have reported:

- Increased ability to use different leadership styles, as appropriate to their situation, to set goals for their development as leaders
- Increased ability to motivate others and build commitment to the organisation's vision, values and goals to identify their strengths and areas for development as leaders
- Improved strategic leadership of their organisation
- Improved contribution to the strategic leadership of the voluntary youth work sector.

Within this, priority is given to addressing issues of staff/volunteer health and wellbeing, supplemented by practical tools and access to Employment Law services.

Awards: 843 workers were trained in awards recognition. This training allowed over 300 external groups in local authorities, schools, social work, sports groups and in prison to support 7,171 young people to gain a Youth Scotland accredited award (Hi5, Dynamic Youth and Youth Achievement Award) at SCQF Levels 2 to 7.

Youth workers and volunteers who took part in Youth Scotland training reported their enjoyment and greater self-confidence from taking part:

“ [This was a] thoroughly enjoyable course which was facilitated with passion, kindness, and encouragement. Great opportunity to idea share with other youth workers.” — PDA participant

“ I have not done any qualifications or exams in a long time, and this was good for my confidence and highlighted that I can go on to do more if I wished. My positive feedback from the tutors really gave me confidence in my abilities.” — PDA participant

Participants are using the training to make positive changes in the workplace as these statements convey:

“ I feel that the programme has started to have a positive impact as we have arranged an all-staff development day to agree on our Values moving forward. [...] I felt it was vital to the success of the organisation as we go through a period of growth and change.” — Leading in Youth Work participant

“ I have become more considerate to others in my team by understanding my leadership skills and the differences of each member of the team's leadership skills. This has led to a more productive way of working by utilising the team's strengths.” — Leading in Youth Work participant



Impact on improving young people's quality of life

Youth Scotland's training gives paid staff and volunteers the confidence and skills to deliver life-changing support to young people. Delivering exciting, fun and developmental sessions is an important aspect of training for novice and experienced practitioners, as reflected in the following feedback:

“ I now have some fun and creative environmentally friendly activities to bring to my work.” — Arts Activities participant

“ I have more confidence in running our Youth Group, feel more at ease with organising games and would be more confident if I need to use first aid at any point.” — Ready for Youth Work participant

Recognising and dealing with any child protection issues is essential to making young people feel safe when taking part in youth work activities. These participants reflected on what changes they feel empowered to make through the training:

“ I will discuss techniques and strategies with the wider team to identify what we do already and to create consistent and clear boundaries that work for our young people.”

With critical conversations on tricky topics being a vital specialism of advanced youth work practice, training provides workers with the skills for having challenging conversations. This feedback highlights ways that confidence and capacity are developed by training:

“ I will be able to make informed decisions about how to have a discourse with any children or young people that may come to me with any worrying information or confessions related to abuse in any form.”

— Child Protection Awareness participant

“ I believe I will be able to have a conversation with the young people I work with on an equal footing which is massive for gaining their trust and time to help with harm reduction.”

— Cannabis Awareness participant

“ I will be able to engage in discussions with young people about their safety online, ensuring as a worker I am encouraging them to be safe online and know how to deal with a situation if something arises.”

— Trusted Adult Training participant

Being inclusive of all young people is vital in mitigating against prejudice and adversity that young people face, as found by these participants:

“ I will be more confident to broach difficult topics around mental health and not feel incapable of dealing with certain answers.”

— Trusted Adult Training participant

“ I will be able to be more aware and proactive in having strategies and more confident in providing support for young people with autism.”

— Autism Awareness participant



Impact of youth awards on closing the attainment gap

In alignment with the 'Independent Review of Qualifications and Assessment',¹¹ Youth Scotland believes that all children and young people are entitled to have the full range of their achievements recognised and to be supported in reflecting and building on these. Youth Scotland supports this by training youth workers, local authority staff and teachers to deliver our suite of SCQF-accredited awards that offer our brand of enriching non-formal learning experiences to young people. The awards provide qualifications that can be included on CVs and applications. This is particularly important for young people for whom mainstream school does not meet their needs or learning styles. This fits well with the review's recommended 'personal pathways', 'programmes of learning' and 'project learning' where education extends beyond the classroom.

Young people value the experiential nature of youth awards, for example:

“ The way that exams are, there's no room to be creative, and there's loads of pressure on one exam. But for our youth awards, you build it up and then choose what you want to do and then make a portfolio [of evidence] instead of just one massive exam that decides it all - which is no fun! Where Youth Achievement Awards you're actually having fun doing it and you learned lots of stuff. For Youth Achievement, you're responsible for doing everything yourself, but in a good way!” — Young person

Training youth workers in youth awards presents them with more ways to recognise young people's achievements and new options for non-formal learning:

“ As a new employee, the training provided me with a clear introduction to some of the different pathway options available/within reach for our young people. I already have a better idea of the age/stage/type of pupil who would be suitable for each award and the potential levels that they can achieve.” — Youth worker

Impact on developing the young workforce

Youth Scotland's training is designed to build the workforce by developing young people. Feedback from young people affirms that skilled youth workers are often a catalyst to them entering employment or advancing along the employability pathway as this example demonstrates:

“ I want to get a job and a house and that. I was speaking to [youth worker] last week about helping me to get a job, and they were like yeah we can look into that.”

— Young person

A factor contributing to success is being able to change negative behaviours, as explained by this young person:

“ I would say it's changed me a lot. Changed my behaviour. Definitely. With my parents, I'm gonna be honest, I used to treat my parents like st. Like, I wouldn't listen, I would call them names like, I would say 'I hate you' to them like. Since I met [youth worker] I've been behaving, I've helped my mum a lot.”** — Young person

A further tenet of community-based youth work is opening transition into employment through youth work. 'Growing your own' provides a tangible progression route for young people and produces youth workers who have their own experiences to inform their practice, or transfer to other employment as well as building personal capabilities. Hence the concept of 'growing your own' youth workers is a common opportunity offered among members.

Youth Scotland supports many of its member youth groups to train their young people through our young leader training pathways where participants develop leadership skills, social interaction, communication, collaboration and other qualities that are attractive to prospective employers.¹²

Community Renewal, which runs the Govanhill Roma Youth Project, is a strong supporter of the 'grow your own' concept. Youth Scotland has supported the young leader training process for several years, equipping some of the older young people at the club with the skills they need to support others:

“ The young leaders training was good, we did activities and it was really fun, I learned stuff about communication because everyone gets to talk to each other, and I didn't know most of them at the beginning. I got to develop my skills and think of new ways to learn. I wasn't really that confident and it kind of helped me with that, I'm never really talking in a big group of people but I did talk and we did games and activities.”

— Young leader

This year the group of young leaders have progressed even further, taking part in a bespoke Ready for Youth Work course and becoming paid sessional staff members:

“ I'm a sessional worker now, it's been crazy! I helped out with the Girls Group and then stayed on... I'll help to give them advice if they are stuck on a question I can give them coaching sessions. I just feel proud, because people come up to me and say, you helped me or I need help... it makes me feel good.”

— A young leader turned paid youth worker



In January 2023, a sample of Youth Scotland's member organisations (n=92) responded to a 'Check-In' survey, with more than half (54%) of responses coming from managers, over a quarter (26%) from paid workers, 5% from volunteers and 16% others. The gathering of results was supported by Area Associations which are integral to Youth Scotland's nationwide network¹³ namely:

- Youth 1st;
- YouthBorders;
- Lothian Association of Youth Clubs (LAYC);
- Youth Highland;
- Orkney Association of Youth Groups;
- Lewis and Harris Youth Clubs Association, and
- Youth Scotland for Uist and Barra.

Key findings and analysis are presented below.

Funding insecurity

The results confirm an unsettling reality of the current funding climate.

More than two-thirds (69%) of youth work respondents said that they face funding insecurity for their organisation.

The prospect of insecure funding is harming individual workers, a fear which was remarked upon by several respondents, as this feedback exemplifies:

“ [In 2023 I hope] to survive the expected loss of all our Council funding (which pays for staff and accommodation) and underpins our activities with young people.”

The tensions between rising demands and shrinking resources is taking its toll on service providers, as one commented:

“ A very real concern is the ability to afford our fuel bills as this is something that usually goes unfunded. Concern that we get diverted to firefight people problems and this impacts on [workforce] development.”

Meanwhile, some respondents feel that the funding on offer is not what is currently needed, for example:

“ A lot of funding is based around project work, and this is not always what the young people want or need. Some just want a safe place to relax and feel supported to be themselves.”

Hence, there is a higher demand for support around funding and finding alternatives to current options.

Findings show that the majority (79%) of youth work respondents want support from Youth Scotland on access to funding.



Workforce wellbeing

A matter often overlooked by funders of youth work is that the same trusted adults that give so generously of their time and skills to help young people navigate their adolescence, are themselves experiencing stressors on their wellbeing. Funding insecurity is having a knock-on effect on the wellbeing of individual workers and volunteers [see chart 3]: reductions can mean fewer posts, stagnant pay levels and increased burdens on workloads.

The majority (69%) of individuals are dealing with a higher-than-normal workload.

Within youth work many members of the workforce are on low pay, work part-time or are unpaid.

Over half (54%) of the youth work respondents admitted that the cost of living has affected their wellbeing.

Relating to this, 41% are experiencing mental health challenges and a similar proportion (38%) are feeling an emotional impact of supporting young people post Covid-19, as portrayed by these respondents:

“ [In 2023 I hope] that we will be able to effectively deliver a quality youth service whilst responding and supporting people through the cost of living crisis. We would like to increase and continue to attract new service users.”

“ [In 2023 I hope] for things to stabilise and improve before we lose more staff to burnout.”

CHART 3: Wellbeing issues faced by individuals over the last twelve months



69%
Workload more than usual



54%
Cost-of-living pressures at home



41%
Mental health challenges



38%
Emotional impact of supporting young people post Covid-19



30%
Funding insecurity for my role

Workforce development

Despite the positive impact of Youth Scotland's training offer, there is much more that can be achieved if further capacity is made available. For instance, pressures were detected in patterns of recruitment and retention of paid staff and volunteers.

Responses from service providers show that over a third now have fewer volunteers than they did in the previous year (39%), although more than a quarter (34%) have more [see chart 4]:

At the same time, more than a third (42%) of respondents have more paid staff, while a similar number has fewer members of paid staff [see chart 5].

Overall, these charts combined with feedback indicate that uncertain funding makes good quality service delivery challenging, regardless of whether the numbers increase or decrease. It is the general long-term uncertainty that generates most fears, as commented on in this feedback:

“ A fear for 2023 is that recruits to the team don't stay. [There's a] lack of support to actually be a team; managers are not always giving a clear vision and can be reluctant to address workers' issues; we lack the small amount of funding [needed] that would enable us to actually do the job.”

“ Staff and volunteers don't have the knowledge or skill set to best support the young people.”

Therefore, fluctuations among the workforce are influencing the types of support required from Youth Scotland [see chart 6]:

Many youth work respondents (63%) expressed a need for training of youth workers and volunteers. This is followed by almost half (44%) of respondents seeking support with staff (and volunteer) health and wellbeing. To a lesser extent, there is an interest in coaching and mentoring (37%); spaces to share issues with other youth groups (36%) and support with human resources (33%). When asked what support was sought from Youth Scotland, this respondent echoed a common ambition, that their hope for 2023 was to:

“ Meet the needs of the young people we support, retain experienced staff and volunteers, continue to support staff wellbeing.”

Consequently, a key imperative for Youth Scotland is to give youth groups the support they need to simply keep going and to care for their workers' wellbeing.

CHART 4: Changes to the number of volunteers over the last year

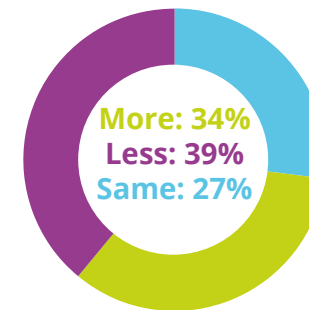


CHART 5: Changes to the numbers of paid staff over the last year

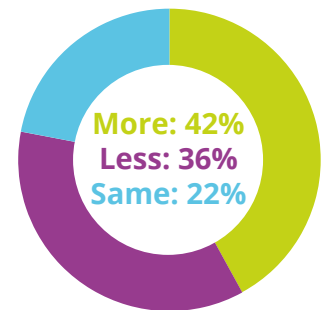


CHART 6: Support sought from Youth Scotland



63%
Training for youth workers/
volunteers



44%
Support with staff health
and wellbeing



37%
Coaching and mentoring



36%
Spaces where we can meet and
talk with other youth groups
about the issues we face



33%
HR support



01 Young people and families in Scotland face unprecedented challenges that are compounded by the cost-of-living crisis. Youth Scotland's consultation with workers reveals that this also affects organisational stability and workers' wellbeing, as they strive to meet the current and future needs of young people in Scotland.

All youth work respondents confirmed that the cost-of-living crisis features prominently in their work, which is expected to continue in the coming year. Consequently, Youth Scotland's members need a more solid foundation to work from, with more stable funding and a settled work programme focus that informs how the workforce is best supported, trained and developed – both internally by the organisations and externally by Youth Scotland and its training partners.

02 Community-based youth work has a critical role to play in buffering the impact of poverty and rising costs of living. However, there is an overriding need for a strategic approach to addressing the issue of funding insecurity to alleviate the personal challenges facing the workforce as well as the wider organisational impact.

Funding Youth Scotland's workforce development programmes ensures that more youth workers can deliver high-quality, safe, fun and developmentally appropriate activities for young people. Feedback confirms that investing time, knowledge and skills into the workforce leads to better outcomes for young people, with more increasing their confidence, making friends, seeking advice, making positive choices, gaining qualifications and transitioning to become successful adults.

03 It is essential that rising demands for workforce support and training are addressed in future strategies and investments for community-based youth work.

As plans for change are underway within the statutory education sector, there is a need to redress the current gap in policy, to acknowledge the role of the workforce in supporting, developing and transforming young people in Scotland to navigate modern challenges and circumstance. Strategies and investment can lead the way by shifting from the previous scattergun approach to a more grounded strategy for future youth development. The consultation with members determines that the demand for youth work is growing, however, there remains a lack of strategic vision and clarity over how the assets of the sector and their benefits to young people are married to wider policies. Within this, the needs, roles and quality of the workforce must be clearly defined so that the full potential for youth services is realised and Scotland's young people can flourish.

04 With an audience of over 10,000 youth workers and volunteers, as well as an existing reputation for providing high-quality training, Youth Scotland is uniquely positioned to continue to upskill the youth sector across Scotland.

Professor Hayward, in the Independent Review of Qualifications and Assessment report, identified that wider approaches to learning are better for learners, educators, communities and Scotland as a whole. Youth Scotland's suite of youth awards offers a model of excellence that is already SCQF levelled and can demonstrate ways that accredited learning pathways are successfully fulfilled in community contexts. As the role of youth work continues to evolve and the demands of the industry change in the context of wider education and qualifications reform, ongoing upskilling and support for workers will become even more essential. Advances in support and training will ensure that workers and volunteers are able to adapt to new technologies and industry trends, while also remaining relevant to the changing lives of young people. The reality of the contextual challenges facing young people, families and the community-based workforce clarifies how important it is for Youth Scotland to continue upskilling and championing the youth work sector on three dimensions:

- 01. So that young people receive high-quality services and support,**
- 02. So that youth workers are adequately trained, supported and rewarded for the life-changing services they deliver, and**
- 03. So that the sector is resourced to deliver high-quality sustainable community-based services that are founded on supporting, developing and nurturing its workforce.**

Securing the right resources is critical if Youth Scotland are to meet rising demands for the current offer [see appendix A] as well as developing training in response to highlighted needs. Building on the lessons learned from Covid-19 also includes expanding Youth Scotland's geographical flexibility and responsiveness by strengthening and improving the technical infrastructure for wider e-module delivery and engagement, without losing the human advantages or opportunities for face-to-face training, support and development.

For more information:
www.youthscotland.org.uk



Appendix A: Youth Scotland's Current Training Offer

Youth Scotland has a comprehensive training offer for youth workers and volunteers, much of which is free or heavily discounted for member groups. We offer a three-stage accredited training pathway for staff and volunteers at different stages of their youth work careers:

Ready for Youth Work (SCQF Level 3)

6 modules covering: child protection awareness; programme planning and evaluation; inclusive youth work, team building and leading sessions; youth participation; emergency first aid skills practice; and accrediting young people's achievements. The programme is mapped to the National Induction Checklist for youth workers. Modules can all be delivered as individual training sessions or over 2 days.

Professional Development Award (PDA) in Youth Work (SCQF Level 6)

3 units covering: understanding and exploring youth work which considers the context of youth work in Scotland and the core principles and values; engaging with young people providing an understanding of the communication and group work skills needed; and delivering youth work, all about developing and demonstrating practical skills.

Leading in Youth Work (ILM) (SCQF Level 9)

Delivered in partnership with the Social Enterprise Academy, the course covers: strengthening your leadership abilities and confidence; developing your strategic thinking to lead your organisation sustainably; and exploring the challenges and opportunities in the youth sector.



Youth Scotland also provides the following training programmes as part of a portfolio of Continuous Professional Learning and Development:

Trusted Adult Training

Training modules to help staff support young people's health, wellbeing and development. This includes: Young People and their Rights UNCRG; GIRFEC; National Youth Work Outcomes; Child Protection Awareness; Trauma Informed Practice, Adverse Childhood Experiences; Sexual Health Awareness; Social Media and Internet Safety; Understanding Autism - inclusion; Understanding and Managing Behaviour that Challenges; Self-esteem; Body Image; Positive Coping Strategies; What's the Harm training and skills, Teenage Relationship Exploitation; Substance Misuse; Mental Health Matters and more.

Fun and Creative Workshops

Interactive sessions youth workers can deliver with their groups, including: Special Effects Makeup, Festival Glitter Makeup, Active Fun and Games; Arts Activities; Young People and Decision Making and Creative Consultation and Evaluation.

Training for Senior Managers and Boards

This includes training on: becoming a Child Protection Officer; Support and Supervision; Training and Facilitation skills; Writing Successful Funding Applications; GIRFEC; and Evaluation and Outcomes.

Awards Training

Youth workers learn how to embed the Youth Scotland awards (Hi5 Award, Dynamic Youth Award and Youth Achievement Awards – SCQF Levels 2 – 7) into their practice and accredit the achievements of the young people they support.

Training is offered both online and in person, and at a variety of times including evenings and weekends. Youth Scotland regularly mixes in-person delivery and online delivery to accommodate the post-pandemic 'new normal' and the varying circumstances of the youth sector workforce and volunteers.

Summary of Learning Outcomes Achieved by Participants in Youth Scotland's Training Courses 2022 to 2023:

The following provides an overview of feedback gathered from training course participants throughout 2022 to 2023. The percentage represents the average extent to which the intended outcomes were 'fully met' in relation to aspects of increased knowledge of the topic; improved confidence to engage with young people; a better understanding of the theme and how it affects young people; and ability to use it to improve their interventions with young people.

Rating the extent that training outcomes were fully met for course during 2022 to 2023

- Rights Based Practice – 100%
- YP & Body Image – 100%
- Facilitation Skills – 100%
- Involving YP in Decision Making – 100%
- Smoking/Vaping MHWB – 100%
- Sexting Awareness – 100%
- Fantastic Fundraising – 100%
- Self-harm Reduction – 99%
- Autism in Youth Work – 98%
- Consultations & Evaluations – 97%
- Cannabis Awareness – 96%
- Intro to Soma Mindfulness – 95%
- Emergency First Aid – 95%
- Arts Toolkit – 95%
- Ready for Youth Work – 95%
- Tobacco/e-cigs Awareness – 94%
- Child Protection – 94%
- Conflict Resolution – 92%
- Alcohol Awareness – 92%
- Games Session – 91%
- STEM – 90%
- Feel Good Toolkit – 90%
- YP & Pornography – 89%
- Trauma Informed Practice – 88%
- Debate: Tackling Sexual Violence & Abuse – 87%
- Dance TikTok – 84%
- GIRFEC – 82%
- Glitter Face Painting – 80%
- Drama for Everyone – 75%
- Alcohol Education: Big Ideas – 69%
- Mental Health and Art – 63%



1. See the *National Occupational Standards for Youth Work* <https://cldstandardscouncil.org.uk/resources/standards-and-benchmarks/national-occupational-standards/youth-work-nos/> and the *National Youth Work Induction Checklist* <https://www.i-develop-cld.org.uk/mod/resource/view.php?id=3205&forceview=1>
2. See for example this seminal report on *The Impact of Community-Based Universal Youth Work in Scotland* (Fyfe et al. 2018) <https://www.research.ed.ac.uk/en/publications/the-impact-of-community-based-universal-youth-work-in-scotland>
3. See Scottish Government *Analysis on Tackling Child Poverty – cost of living focus report* <https://www.gov.scot/publications/annex-d-focus-report-cost-living/pages/5/>
4. Read the report on Fair Work in the Third Sector (2023, GCVS) <https://www.gcv.org.uk/blog/report-on-fair-work/>
5. See this report from the *Children and Young People's Mental Health and Wellbeing Joint Delivery Board* <https://www.gov.scot/groups/children-and-young-peoples-mental-health-and-wellbeing-joint-delivery-board/#:~:text=Supporting%20Children%20and%20Young%20People's,that%20existed%20prior%20to%20it.>
6. See the *youth work outcomes and skills framework* <https://www.youthlink.scot/education-skills/youthwork-outcomes-skills/>
7. See for example this *knowledge and skills framework for the Scottish workforce* <https://learn.nes.nhs.scot/49341/children-and-young-people-s-mental-health-and-wellbeing/children-and-young-people-s-mental-health-and-wellbeing-a-knowledge-and-skills-framework-for-the-scottish-workforce>
8. See this article: <https://www.youthscotland.org.uk/news-article/campaign-to-save-youth-work-services-as-figures-reveal-millions-in-cuts/>
9. View Youth Scotland's training programme <https://www.youthscotland.org.uk/training/> or view the summary in Appendix B.
10. Hi5, Dynamic Youth and Youth Achievement Awards are aligned with SCQF Levels 2 to 7 <https://www.youthscotland.org.uk/awards/>
11. Read the report and recommendations by Professor Hayward <https://www.gov.scot/publications/independent-review-qualifications-assessment-review-key-recommendations/>
12. See definitions and video examples of youth work skills <https://www.youthlink.scot/education-skills/youthwork-outcomes-skills/youth-work-skills/>



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LAYC

LAYC is a charity supporting community-based youth and children's work in Edinburgh and the Lothians.

Youth 1st - Fife

Supporting youth organisations and groups in Fife.

YouthBorders

YouthBorders, the network of voluntary and community-based youth organisations in the Scottish Borders.

Youth Highland

Youth Highland is the network of youth clubs and groups in the Highlands.

Lewis and Harris Youth Clubs Association; Youth Scotland for Uist & Barra

Groups located in Comhairle nan Eilean Siar (Western Isles), and Lewis and Harris Youth Clubs Association or Youth Scotland for Uist & Barra support some of our island communities.

Orkney Association of Youth Groups

OAYC works to support young people, youth workers and volunteers within the Orkney Islands.





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