



YouthLink
Scotland
The national agency for youth work

YouthLink Scotland

National Youth Work Induction Checklist

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YouthLink Scotland

National Agency for Youth Work in Scotland

The representative body for the statutory and voluntary youth work sector. We have over 150 members and partners.

What do we do?

Influence, strategy, policy, funding, workforce development, capacity building, representation, networks, information, research, communications, national programmes

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Youth Work in Scotland

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

Age range - 11-25

Three essential and definitive features:

- Young people choose to participate
- The work must build from where young people are
- Youth Work recognises the young person and the youth worker as partners in a learning process

Youth Work in Scotland



80,000

Our sector has a workforce in excess of 80,000, including over 70,000 adult volunteers.



Youth work **volunteers** clock up **13million hours every week.**



We reach in excess of 380,000 young people in our provision of youth work opportunities each week.

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National Performance Framework

National Youth Work Strategy

Curriculum for Excellence

Getting it Right for Every Child – Wellbeing Indicators



Youth Work Outcomes

1. Young people are confident, resilient and optimistic for the future
2. Young people manage personal, social and formal relationships
3. Young people create, describe and apply their learning and skills
4. Young people participate safely and effectively in groups
5. Young people consider risk, make reasoned decisions and take control
6. Young people express their voice and demonstrate social commitment
7. Young people broaden their perspectives through new experiences and thinking

Nature and Purpose of Youth Work

Young people choose to participate

The work must build from where young people are

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



Youth Work National Occupational Standards

The Competence Framework for Community Learning and Development

Values of Community Learning and Development

Code of Ethics for Community Learning and Development

Youth Work Training in Scotland

- Training and qualifications at all levels up to PhD
- Underpinned by [National Occupational Standards](#) and [CLD Competences](#)
- Validation by [CLD Standards Council for Scotland](#) and mutual recognition through JETS

So what's missing?



National Youth Work Induction Checklist

The Youth Work sector has developed this checklist of topics that should be covered during induction training for youth workers. Facilitated by YouthLink Scotland's Youth Work Training Forum, this checklist should ensure inductions give a good sense of the values, principles, approaches and skills needed to deliver youth work as well as key practical considerations. These topics help practitioners to meet the National Occupational Standards for Youth Work and the competences for Community Learning and Development (CLD).

The purpose is to have a minimum induction standard across Scotland so that staff and volunteers can expect the same level of induction training wherever they practice and so that induction is transferable across organisations and locations. This recognises training that practitioners have already participated in, the time commitment they have given and the quality of induction provision across the youth work sector.

The principles of this checklist are:

- The pitch and level expected is one of awareness raising. There is an expectation that practitioners will do further training in these areas.
- The content should be adapted to your organisation and the nature of the young people you work with, making use of existing resources and learning opportunities.
- We have agreed a notional minimum learning time of two hours per section throughout the checklist.
- We would recommend that practitioners complete this induction within 12 months of starting youth work practice.



Understanding Young People in Society

- What is it like to be a young person?
- Young People's development:
 - Social
 - Physical
 - Emotional



Youth Work Skills

- Role of the Youth Worker
- Communicating with young people
- Group work
- Youth participation
- Digital youth work
- Practical Resources (ice breakers, team building)
- Dealing with and understanding challenging behaviour



Values and principles of youth work

- Nature and Purpose of Youth Work
- Values and principles
- Children's Human Rights
- CLD code of ethics
- Professional boundaries
- Handling difficult situations



Safeguarding and Child Protection

- Why PVG?
- Child protection and safe guarding procedures in your organisation
- Creating a safe youth work environment
- First Aid procedures
- Data protection



Equality and diversity

- Understanding young people's barriers to participation
- Inclusive youth work practice



Planning cycle in youth work

- National Youth Work Outcomes and Indicators (impact of youth work)
- Involving young people in planning
- Recording sessions
- Evaluation and reviewing
- Celebrating young people's achievements



Understanding your community

- What does youth work look like in your community?
- Partners and stakeholders
- Awareness of policy context of youth work e.g. National Youth Work Strategy



Working with your team

- Skills audit: what are you bringing to the team?
- Roles and responsibilities
- Teamwork
- Leadership



What next?

- Promote the Induction Checklist
- Gain information about its use
- Needs analysis of supporting training material
- Focus on mutual recognition
- Digital/open badging for transferability?
- Evaluation



Thank You

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