



7 BUILD SKILLS AND CONFIDENCE

“Scotland has a long tradition of valuing learning for the wider benefits that it can bring to the individual, to society and communities and to the economy. This Government continues to support fully the view that the years we spend in education generate a form of capital that has the potential to produce a long-term return. Skills development contributes to economic development from which we believe other benefits flow such as social justice, stronger communities and more engaged citizens.”

Skills for Scotland: A Lifelong Skills Strategy

Partnerships between the voluntary sector and schools and colleges have resulted in a growth in opportunities for children and young people who were once excluded to immerse themselves in developing personal and learning skills that enable them to become lifelong learners.

The Pupil Inclusion Network has had a specific interest in those areas of Curriculum for Excellence that are the responsibility of all: literacy, numeracy and health and wellbeing. The voluntary sector prides itself in supporting children, young people and parents to develop core skills of communication, problem solving and working with others.

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PEN PICTURE: Good Shepherd Centre

The Good Shepherd Centre is a Secure and Close Support Unit for vulnerable young people placed with us by the Children's Hearing or Criminal Justice System. Young people placed in the Good Shepherd can have a number of negative factors that may result in extremely low levels of wellbeing. These can include alcohol and drug misuse, self-harming, offending, trauma, difficulties in primary attachments and a profound lack of hope.

We believe that all young people should have hope and be hopeful. In order to raise hope we endeavour to build positive relationships, promote resilience and provide the capability to achieve goals. We have high expectations of our young people and aim to increase attainment, develop self-esteem and improve motivation to achieve positive changes. Our approach is to share learning experiences across care and education which are motivating and challenge our young people to re-engage in education.

We believe that it is crucial for our young people to learn the skills and attributes to be digitally literate in order to achieve their full potential. To support this we have invested heavily in ensuring there is a range of technology made available throughout the curriculum. The centre hosts two fully equipped computer suites, one with PCs and one with Macs. Each classroom also has its own iPads which are used to bring learning to life in ways that wouldn't have previously been possible. This abundance of accessible technology enables our young people to become comfortable with current systems and develop transferrable skills across platforms.

Historically, young people in secure accommodation have been excluded from certain aspects of digital technology due to the over-riding security restrictions regarding accessing un-moderated, on-line content. Due to this, the new Glow platform was prohibited. The Good Shepherd thought it prudent that we should benefit from the use of Glow and therefore initiated a consultation to develop a bespoke version in partnership with Education Scotland. As a result, our teachers now have full access to Glow and our young people have access to areas which can be moderated.

Using technology is now second nature throughout our curriculum and is particularly valuable in inter-disciplinary activities. In one of our current projects, our young people have designed a sensory garden using CAD software in the Media classroom. This will inform the development of the [GSC] garden which can be used to enhance the Science curriculum and as a therapeutic space.

Good Shepherd Centre <http://www.gsc.scot/>



PEN PICTURE: Kibble Education And Care Centre

Kibble Education and Care Centre is Scotland's national specialist provider of child and youth care services. We offer specialist care to young people (5-25) with complex social, emotional, behavioural and educational challenges. Our wide range of services is fully integrated ensuring a smooth transition for young people as they progress on their Kibble journey.

A great deal of our work centres around encouraging young people to re-engage with learning, whether it's through tailored education or supported employment. We ensure the most disadvantaged young people in society have the opportunity to develop skills for learning, life and work.

"The staff gave me full support and helped me manage my emotions. I am now an independent young woman who can see a positive future and a successful career."

Young Person, (S6 - studying 3 Highers)

Our Education and Young Workforce Development team works with young people and empowers them to build sustainable futures underpinned by the Kibble values of safety, structure, stability and success. We offer school age pupils the opportunity to work towards industry recognised vocational qualifications whilst continuing to study for SQA qualifications. This model, which often links in with potential employers, ensures that we maximise outcomes for learners in post-school destinations.

"My job at KibbleWorks was initially for six months and in that time I got loads of training and the chance to do an SVQ2. Between working and learning I now feel I've got a really good start to my career path. Getting paid every month is brilliant too – I feel really independent!"

- Young Person, KibbleWorks

KibbleWorks, our collective of youth training and employment enterprises has over a decade of experience in offering flexible, responsive and tailored employability support for young people (16+) facing barriers to employment. Young people can upskill and improve their job prospects through an integrated programme of vocational training and work placements in a diverse range of areas. As an accredited centre, we also offer City and Guilds and SQA qualifications. The recent opening of The Experience, at Hillington Park in Renfrewshire, further strengthens our provision. Operating as a themed entertainment and events venue, it will provide a minimum of 50 transitional jobs per annum for young people aged 16+.

As a direct outcome of Kibble's approach, young people are confident with aspirations to access employment opportunities. The combination of employability skills, vocational qualifications and work experience offers young people an excellent foundation to pursue their chosen career path and ultimately a successful, independent life.

PEN PICTURE: SkillForce and Newlands Junior College

It has been a privilege for SkillForce to work in partnership with Newlands Junior College in Glasgow. Championed by Scottish Businessman Jim McColl, Newlands Junior College stands apart by offering every one of its young people a guaranteed apprenticeship at the end of their course. Combined with a Curriculum for Excellence education that offers variety, individualisation, opportunities for achievement, integrated communication with both students and their parents/ carers, the focus within Newlands Junior College is on nurture, health and wellbeing and employability skills. These capacities are embedded and run alongside academic qualifications, for example each young person is provided with breakfast and lunch. SkillForce works in Newlands Junior College on a daily basis and we enjoy a positive and productive relationship with Principal Iain White and his colleagues.

The environment is conducive to learning and with the focus on health and wellbeing and nurture it offers those young people with additional needs increased support. During our partnership SkillForce have already delivered a number of awards and qualifications with the young people in Newlands Junior College including ASDAN Bronze, Duke of Edinburgh, Emergency First Aid and National Navigation Award. We have also delivered a number of Fearless course modules that focus on a safer community by helping young people aged between 11-16 to report crime or suspicions of crime without being contacted by Police. During the course we also made a film about social issues around drugs, 'Fearless'.

We have constant communication with the young people's parents/carers and this helps to maximise engagement, as well as providing us with useful feedback on the programmes we offer. We can see the development of our young people at Newlands Junior College via our tracked results – in their character, behaviour and attendance. There has also been an intense focus on outdoor experiences and outdoor learning which has contributed towards the results of our young people. Going forward we will continue to work through the SkillForce Stepping On programme and will also deliver the SkillForce Prince's Award in conjunction with our Royal Patron HRH Duke of Cambridge.



PEN PICTURE: Inspiring Young Youth Workers (LAYC)

Inspiring Young Youth Workers is Lothian Association of Youth Club's (LAYC's) newest programme, funded by The Gannochy Trust, aimed at supporting and strengthening universal youth work organisations across Edinburgh and the Lothians.

LAYC provides advice, support, information and training with the aim of sustaining and championing the youth and children's work sector. Over 500 youth and children's workers participate in LAYC's youth work led training programme each year. This programme known as Developing Essential Youth Work Skills: Healthy Young Lothian works with specialist partners to provide a high-quality training programme covering a range of topical health and wellbeing training sessions; such as emotional wellbeing, mental health, physical activity, alcohol and substance misuse and sexual health. Alongside these topic specific courses other events are offered to explore the principles and practice of youth and children's work. The training programme creates opportunities for youth and children's groups across Lothian to engage in training and learning events relating to the issues children and young people face; as well as providing a setting to share learning and best practice with peers.

LAYC's *Inspiring Young Youth Workers* project offers fully funded training places as part of the wider training programme. This project has been set up in response to the youth work sector's reliance and engagement with volunteer and sessional staff.

A consultation with LAYC youth work organisations confirmed a proportion of the sessional and volunteer work force are young workers (18-25 years) who themselves engaged as young people in universal youth work and experienced the benefit this engagement can have.

Inspiring Young Youth Workers is available to all youth and children's workers across the Lothians aged between 18-25 years. LAYC offers support to all participants of this project in the same way that all training participants are supported to share their learning with colleagues and increase the opportunities and activities available to children and young people. LAYC's premise for providing training and particularly to those new to the sector and practice is to strengthen and improve the quality of youth work practice on offer to children and young people. Training courses and sessions combine practical and theoretical learning for all participants, whilst developing skills, knowledge and confidence alongside a commitment to youth work values.

More information on either of LAYC's workforce development programmes – Developing Essential Youth Work Skills: Healthy Young Lothian or *Inspiring Young Youth Workers* from [@LAYC2015](#)