

Example of Good Practice

Title of the project	H20 and C03 programmes
Priority themes, please select:	<input type="checkbox"/> Cultural Diversity <input type="checkbox"/> Eastern Europe and Caucasus cooperation <input checked="" type="checkbox"/> Inclusion <input type="checkbox"/> European Citizenship <input checked="" type="checkbox"/> Participation <input type="checkbox"/> South East Europe Cooperation <input type="checkbox"/> Other, please specify:
Kind of project, please select one:	<input type="checkbox"/> Youth Exchange <input type="checkbox"/> EVS <input checked="" type="checkbox"/> Training & Networking <input type="checkbox"/> Youth Initiative <input type="checkbox"/> Seminar <input type="checkbox"/> General Concept (not the Youth in Action project) - If so, please specify which programme:
PROJECT DESCRIPTION	
Project venue	The programmes cover the whole of South Lanarkshire (176 square meters) and runs from 3 locations- youth centres in Hamilton, Larkhall and East Kilbride.
Project dates	Ongoing programmes (H20- 12 weeks, CO3- 6 weeks) running one after the other from April 2011 to March 2013
Aims & objectives	<p>Using a Youth Work approach, H20 is a 12-week programme designed to give young people the opportunity to improve core skills, work with others and gain in confidence and maturity with a view to progression into further opportunities. The programme also focuses on social skills development, active citizenship and goal setting with a focus on employability.</p> <p>C03 is an intensive 5-week programme that explores and develops employability skills in a way specific to the needs of NEET young people who are ready to apply for employment</p>
Target group	A range of young people (16-19) who are not in education training or employment and have no positive destination including: those and who have low self esteem; are offenders or at risk of offending; are homeless; have very chaotic lifestyles; have no qualifications and who have issues around alcohol and substance abuse.
Description	Both H20 and CO3 are funded through ESF and South Lanarkshire Council. H20 is made up of 3 main elements which provide a menu of opportunities for the young people to chose from and agree on to build their programme: Core skills, Life Skills and Challenges. Each programme lasts 12 weeks and can accommodate up to 15 young people in each area. Young people attend the programme 3 days per week 10am-3pm. Young people on the H20 programme have the opportunity to undertake a number of nationally accredited qualifications. The youth work approach allows participants to have ownership, decision making powers and take to responsibility for their

	<p>learning while working as part of a large group.</p> <p>Young people from H20 often continue on to the CO3 sister programme to help them on the next stage to gaining employment.</p> <p>The CO3 programme content is tailored specifically to meet the needs of this particular group of young people and is delivered using youth work methods that will ensure their engagement, participation and the development of their learning to increase their employability. The programme takes into account individual needs and aspirations of the young people involved and, as well as the more traditional aspects of employability training (CV creation, cover letter writing, skills assessment etc), it explores the fundamentals of the world of work for, and with, young people. As young people on the programme have often become disengaged from the education system and have chaotic lifestyles, the responsibilities involved in getting and holding on to a job (e.g. getting to work on time, following instruction, working on initiative when required) are explored in detail using workshop, forum and role play techniques. Educational opportunities are explored and help is provided with college course identification and application. The specialist skills and expertise of Skills Development Scotland staff is brought to the project to provide careers guidance and advice. Young people on CO3 have the opportunity to undertake Scottish Qualification Authority 'Steps to Work' employability awards.</p>
<p>Which challenges did you face in this project and how did you overcome them.</p> <p>What approach was particularly successful and/or very difficult?</p>	<p>The main challenges were in the initial engagement of young people. This was originally done through a range of partner agencies such as Activity agreement advisers and Skills Development Scotland officers. Initially we only took young people who were referred to us through these agencies which meant that numbers were not as high as we would have wished. In order to overcome this, we now take referrals from a number of additional agencies including social work; youth work providers and also self referrals from, young people who have heard about the programmes. Another challenge we face is in meeting targets set in young people gaining recognised qualifications when many have low literacy skills and, while they respond well to the youth work ethos, they don't like evidencing their learning for the qualifications in a formal way. Although this is still a balancing act, the qualifications the young people are now undertaking on both programmes tend to fit with the programme rather than the making the programme fit the qualification. The correct choice of qualifications is important.</p> <p>The youth work approach to the programmes has been extremely successful in terms of engagement, retention and motivation for young people. The programme has a generally non prescriptive approach which allows the young people to take ownership of it through setting themselves challenges, undertaking a community project to benefit their local community, organizing trips and visits and goal setting. Each individual on the programme agrees, and follows, a personalised training plan to ensure that their individual needs are also addressed, and met, while undertaking the</p>

	programme. Because of the youth work approach, the programmes have been successful in retaining and moving young people into positive destinations where other, more formal programmes, have failed.
<p>Tips, hints</p> <p>What to keep in mind when organising a similar project?</p>	The projects, although not too expensive to run in themselves, incur a fair amount of expense when it comes to participant travel and subsistence expenses and appropriate staffing. This needs to be considered when setting up a similar project. Partnership working has also been very important in terms of putting the correct supports in place for the young people on the programme. It is important to have links with partners such as careers agencies, colleges, voluntary organizations, substance abuse specialists, and social work and homelessness agencies.
<p>Benefits for</p> <ul style="list-style-type: none"> * the young people * the youth worker * the organisation * the local community * the National Agency 	<ul style="list-style-type: none"> • Young people gain the opportunity to develop core skills including people skills, life skills, employability skills, team working and communication skills within a setting where they can take ownership and are respected, valued and encouraged. They gain nationally recognised qualifications and develop the maturity and confidence to progress on to further training, education and employment. • The youth workers involved in the projects are able to see the positive, and sometimes completely transformational, changes that happen to the participating young people. This gives the youth worker an indication of how valuable their work is in helping to change the lives of, often very vulnerable, young people for the better. • South Lanarkshire Youth Learning Services benefit from being able to provide a service that gives NEET young people, with no positive destination, the skills and confidence they require to move into other educational opportunities and employment. • Young people on each H2O programme plan and undertake a community challenge in their local area. This work has included working on gardens for care homes and sheltered housing complexes, redeveloping local park land and revamping local youth facilities. As well as the obvious benefits of this to the young people and local community, intergenerational barriers are broken down and the young people gain respect and recognition.
<p>Outcomes, impact</p>	<p>Since April 2011 there have been 33 participants who have completed the H2O and CO3 programmes. Of these have 3 gone on to college</p> <p>18 Have gone on to more advanced training opportunities</p> <p>7 have gained employment</p>
<p>Something particular and/or remarkable you wish to highlight?</p>	
<p>PROJECT PARTNERS</p>	
<p>Project coordinator <i>(first name, last name, organisation and e-mail address)</i></p>	<p>Joan McVicar H2O and CO3 Programmes South Lanarkshire Youth Learning Services Joan.mcvicar@southlanarkshire.gov.uk</p>



<p>Contact person (<i>first name, last name, organisation and e-mail address</i>)</p>	<p>Joan McVicar H2O and CO3 Programmes South Lanarkshire Youth Learning Services Joan.mcvicar@southlanarkshire.gov.uk</p>
<p>Project partners (<i>name of the organisation(s) and country/ies</i>)</p>	<p>European Social Fund Skills Development Scotland Various Scottish volunteering agencies Various west of Scotland colleges Various South Lanarkshire Council resources</p>
<p>Project countries</p>	<p>Scotland</p>
<p>More information?</p> <ul style="list-style-type: none"> • Downloads • SALTO toolbox • National Agency • Website • 	
<p>Can the data provided in this form be published on the SALTO-YOUTH Network website and in the report of Bridges to Work?</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>