Policy to Performance

FPM TRAINING

Leadership and Management

Youth workforce reform

10th February 2009

Building from within

The task of leadership is not to put greatness into people, but to elicit it, for the greatness is there already.

John Buchan

What's happening….

- Biggest single investment to develop the leadership and management skills of services for young people, by CWDC
- Three-year programme, for 500 service leaders and 5,000 frontline managers in all 151 local authorities and local, regional and national third and independent sector youth organisations
- Contract for delivery awarded to consortium led by FPM Training

Consortium Partners

The National Youth Agency
Getting it right for young people

catch 22
helping young people out

ADCS virtual staff college
Developing People : Building Capacity

CfBT Education Trust

third sector leadership centre

nbp Network for Black Professionals
More than a network

apyco

Aspect achieving change together

youth ACCESS

Unite theUNION

CYWU The Community and Youth Workers' Union
A national section of Unite the Union

Regional Youth Work UNIT NORTH EAST

Partnership For Young London

nwrywu.org.uk north west regional youth work unit

LAYSER
LOCAL AUTHORITY YOUTH SERVICES IN THE EASTERN REGION

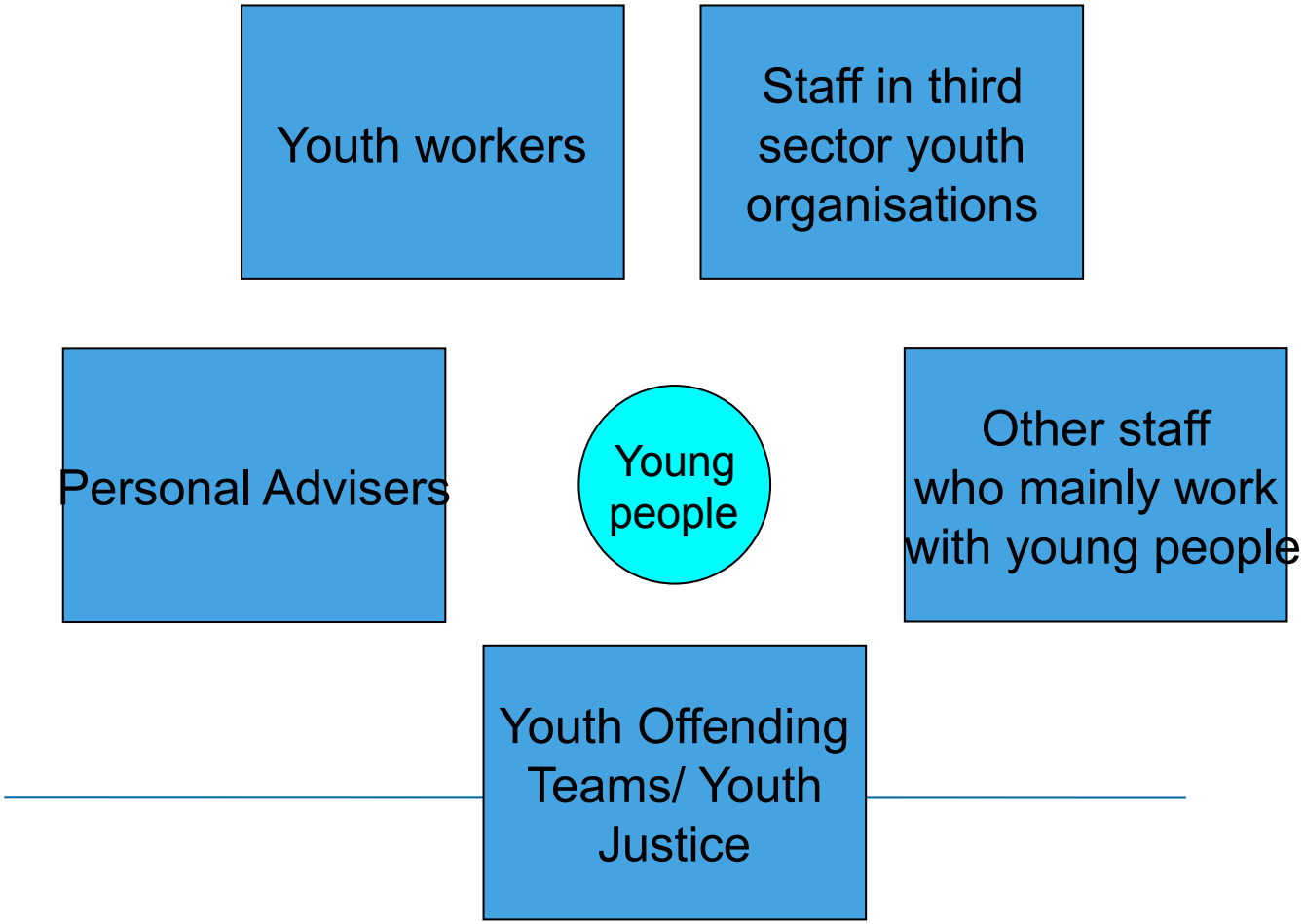
Youth Work Unit West Midlands Region

LEARNING SOUTH WEST REGIONAL YOUTH WORK UNIT
HELPING YOUTH WORK WORK

SEYP
South East Youth Partnership

YOUTH WORK UNIT
Yorkshire & The Humber

Drawing from across



The evidence of need

- Research 2008
  - Survey of over 350 managers; 20 workforce leads; 100 young people plus interviews with over 50 managers and representatives of relevant bodies

The challenge for leaders

From

To

Management Challenges

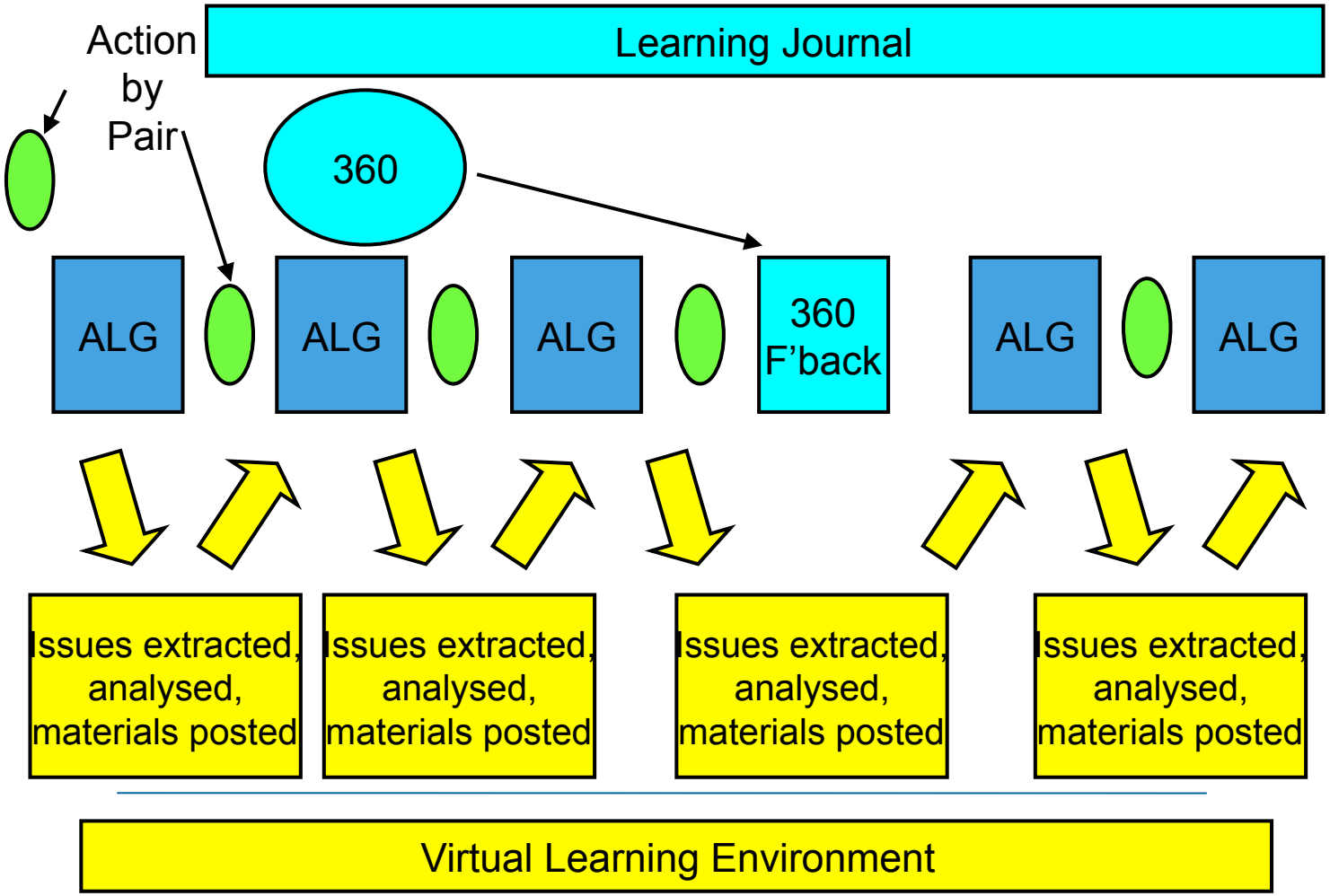
- Processes to join up services: partnership and integrated working
- Building services around needs of young people
- Involving young people
- Getting things right at the front line: development, support and performance management

Three programmes

1. Leadership Enhancement (LEP)
   300 places (2009)
2. Leadership Development (LDP)
   150 places (2009 - 10)
3. Management Development (MDP)
   5000 places (2009-2011)

Each 10 days of learning, at level 6

LEP


Action by Pair
Learning Journal
360
ALG
ALG
ALG
360 F'back
ALG
ALG
Issues extracted, analysed, materials posted
Issues extracted, analysed, materials posted
Issues extracted, analysed, materials posted
Issues extracted, analysed, materials posted
Virtual Learning Environment

MDP

12 Units of learning materials
Online assessment on each

Self Assessment

M 1

M 2

M 3

Learning Journal

Accredited

Policy to performance

Improved services for young people:
- Distinctive
- Well led and managed
- Involve young people
- Connected and integrated across all professions and groups,
- Engaged fully with third sector

Aiming High outcomes are delivered

More young people
- Empowered
- Have ready access to positive activities
- Participate in quality services

More young people Achieve the 5 ECM **outcomes**

Sea change

Critical mass of leaders and managers

Learning together in context

Community of practice focused on improving services

Leaders of high quality services – helping to tackle poverty and inequality