Involving Young People In Workforce Reform

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Youth Workforce Reform Programme Board

- Leadership and management development programmes
- Third Sector capacity-building
- Common Platform of Skills & Competences
  - Skills Development Framework
  - Youth Professional Status
  - Graduate Recruitment Scheme
  - Common apprenticeships
  - Common Foundation Degrees

Local Integrated Workforce Strategies

- The Children and Young People's Plan
- local workforce strategies are an integral part
- taking account of delivery patterns for different sectors.
- active participation of children and young people.

Why young people should be involved

- Genuine enthusiasm for playing a part
- Reasons for involving young people include:
  - gaining information on young people's views and improving service delivery;
  - empowering young people and giving them a voice; and
  - giving young people a chance to develop their skills.
- Rewarding and positive experience
- Empowering and promotes feelings of inclusiveness.
- Different approaches

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Types of involvement

- Adults decide and design and young people take part
- Young people have the idea, decide how it goes and do it
- Adults design and run, based on young people's views
- Young people's ideas, they decide how it goes, referring to adults for advice
- Adults initiate, sharing planning, implementation and decisions

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What we mean by the words

- **Consultation** is a process
- **Participation** is a process
- The outcomes can be **empowering**
- **Citizenship** this is the development of values, skills and understanding

Used in the reform programme

- **Representation**
- **Web forum**
- **Focus group**
- **Reference group**
- **Advisory links**

Key Principles for Involving Young People in Workforce Reform

Developing a culture
- Commitment to young people's involvement
- A vision that excites and challenges people
- Celebrating the results of young people's involvement

Managing participation
- Developing empowering and participatory behaviours
- Creating empowering and participatory systems and structures
- Establish appropriate communication

Skills to support
- Operating within agreed boundaries and limitations to authority
- Information analysis, values and thought development, and decision making
- Managing their own contribution and business

Ongoing process
- Monitoring the effective use of young people's participation
- Keeping participation alive
- Recognising young people's contribution

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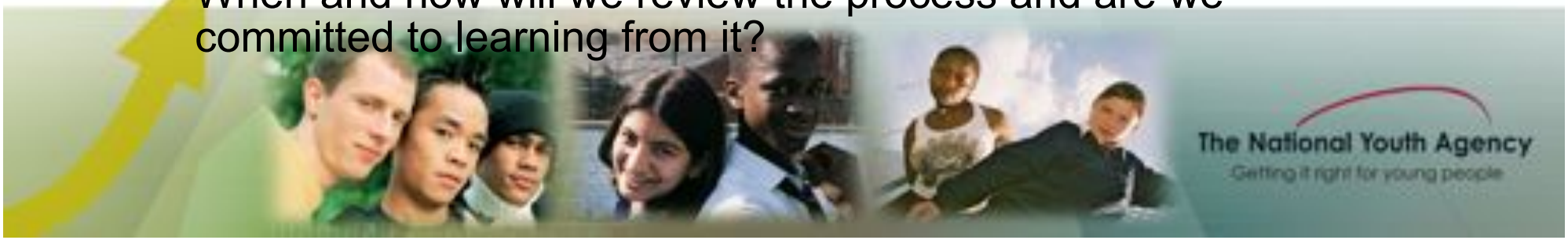
Key questions

- How will our work be enhanced by the direct involvement of young people in reform of the youth workforce?
- What will the young people involved get out of it and how will we reward them?
- What models of involving young people are fit for purpose, ethical, effective and sustainable?
- Are we committed to taking on changes to our ways of working and business that may arise from the involvement of young people?
- What resources do we need to dedicate and who will lead on the process?
- When and how will we review the process and are we committed to learning from it?