

# Transforming Young Lives



**New Choices Programme for young people who are not in education, employment or training.**

**November 2007**



# How we work with



## Engaging with young people

Our community animators get to know the young people by chatting to them in the places they hang around on the streets and some of them have come into our café drop area in the local community centre.

When we get to know them a bit better we encourage them to come along and bring their pals to a "pizza night". This is a focus group that gets to know what they think about the area they live in. Through the pizza nights we begin to explore with them their experience of school – did they disengage from the education process?, if so, when and why? We find out if they got any work experience and whether or not they enjoyed it. The pizza nights tend to focus quite quickly on their immediate future – would they like to participate in a programme to help them identify and work towards their life goals?



## Holistic Assessment

At the start of the programme we carry out an holistic assessment to get a more complete picture of a person's life and what are their motivators and barriers.

We look at their individual learning styles and explore with them different types of intelligence to find out where their main ones lie. They may score low on mathematical and linguistic intelligence but high on spacial, musical, social or kinaesthetic intelligence.

The holistic assessment looks at how they spend their time normally, what their family and social support is like, their eating, sleeping and alcohol/drug consumption habits, and begins to explore with them their ideal future life.



## Involving the young people in the design of the programme

The young person's involvement begins with them designing their own programme of activities over the three week period. We provide some guidance in that the programme should include the following elements; practical skills that they can take away with them, work experience, learning on how to get and sustain a job, fun experiences that they take responsibility for organising and budgeting for, and a community project that allows them to make a positive contribution to the area in which they live.



## Work Placements

Most of the participants we have worked with did not get any work experience when at school, or certainly did not get their first or second choice of work experience.

At the start of the programme we ask them the question, "If you could go back in time and choose any work experience, what would your dream job be?"

When we ascertain their dream job we put great effort into making sure we secure a placement for them in this field. We believe this is one of the keys to the success of this programme.



## Employability Skills

Community Renewal's philosophy is to support people to engage with mainstream services and we worked closely with Careers Scotland to deliver this part of the programme. This included Careers guidance interviews, CV creation, mock interviews, job search techniques, basic employeeship, working with colleagues, communication with workmates, confidence building and motivation exercises.



## Moving on

In our pilot Ferguslie Park Programme seven participants started the programme, one dropped out and six completed the programme. Of the six completers, five are now in full time employment or training. The jobs are as follows: Apprentice Joiner, Trainee Chef, Apprentice Baker, Trainee Administrator, and Trainee Landscape Gardener. The sixth participant moved back to Manchester.

# th young people

"Before I started on the Community Renewal programme, I was unemployed and wasn't going anywhere. I was angry and nobody took me seriously. Everybody just wanted to put me on GRFW courses, and I wanted a proper job. I wanted a decent job.

I used to bike it into the Tannahill Centre and one time I met the Community Renewal staff. They gave me advice and help me find a job. Not long

after this, they told me about a 3 week programme that they were going to do and they were looking for young guys aged 16-18.

Over the three weeks, we did a lot of things which helped me to teambuild. I got a first aid certificate and learned how to apply for jobs. Bill managed to find me a place with Ferguslie Park Housing Association and I did a work trial for a week, shadowing the staff. I really

enjoyed this and after the week they offered me a job. I was not expecting much and this offer was brilliant

I have now been there five months and I have the beginnings of a career. I am learning so much about the work and I've been placed on the reception desk to meet the customers.

It makes me look back and think what would I be doing now if I didn't have the programme"



## Case Study A

**Kevin Colquhoun**  
(Admin)



## Case Study B

**James "Junior" Burgess**  
Trainee Chef

"Before I met Community Renewal I was lazy and didn't want a job. I used to come into the Tannahill Centre on my bike and got to know the staff. I had no skills for getting a job and I didn't know how

to go about it.

I was asked to join the Programme and enjoyed the teamwork units with the other lads. The best bit for me was the jobskills and the job placement. I had always wanted to go into catering as a Kitchen Porter. The staff managed to get me into Dantes Restaurant in Paisley. I enjoyed it and ever since I've

had a few jobs in restaurants. I can now approach employers. I've got a good CV and feel I can now do something worthwhile.

If I hadn't done the course, I wouldn't have done anything. It was a one off opportunity which I'm glad I did because I can now make something of myself".

## Case Study C

**Thomas Pentland**  
(Joiner)

"Before I met the staff of Community Renewal my life was boring. I had no money and my life was crap. I used to go into the Tannahill Centre and 'noise' up the staff. I got to know them and I thought they could help me find a

job in a factory or something. They told me if I joined their 3 week programme, I would be able to pick any job I wanted. So, I joined their course. The Go karting was brilliant! I also enjoyed the Firewalking and I really liked going to the Gym.

They managed to get me a work trial with a local joinery business in my own town. I really loved it and I wanted to be a joiner. After the course finished, I felt great. I was then

phoned by the joiner and asked if I wanted to start on temp. basis and if they liked me there could be the chance of an apprenticeship. I did start the job and I've now been there for 6 months. I'm also a first year apprentice and I attend college two weeks in every month.

If it wasn't for Community Renewal, I'd still be sitting in the house."



## Case Study D

**Kevin Doherty**  
(Landscaping)

"I used to be fighting all the time and taking drugs and my confidence was really low. When I started coming to Digital Community Renewal I was shocked that people actually listened to you. It made me feel like an adult and gave me more self-esteem and confidence and it has turned my life around so far.

On the course I learned how to make CV, and how to go for interviews. I got a work placement with the Digital Inclusion Project in Ferguslie. After this, Community Renewal took me on as a volunteer Community Animator. I am now in a full time landscaping training programme with AEL."

## Community Project

As part of this programme we involve the young people in a community project to help change the perception of young people in the community and also to change their own self-perception of their role within the community.

In the Ferguslie Park Project we did a garden makeover for an elderly couple who were unable to do it for themselves.



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