



CashBack for Communities

# Youth Work Fund

Interim Report by Catch the Light

November 2015

**YouthLink**  
S c o t l a n d



## 1. Contents

1. Contents.....	1
2. Introduction.....	3
3. Background.....	4
4. CashBack for Communities' Outcomes.....	6
YouthLink Scotland's Evaluation Plan.....	7
5. The scope of the evaluation .....	0
6. Measurement of Indicators .....	1
7. The Case Study Organisations.....	7
The Attic.....	7
Breachin Youth Project, Angus Council .....	7
I youth zone.....	8
Greenock, Inverclyde Council.....	8
LGBT Youth Scotland.....	9
Dundee, Dundee City .....	9
Regen:fx .....	10
Larkhall, South Lanarkshire .....	10
Temple Shafton Youth Project (TSYP).....	11
West Glasgow, Glasgow City.....	11
The Vogrie Project .....	12
Loanhead, Midlothian.....	12
8. Progress so far .....	14

Induction meetings.....	14
Observations.....	14
Progress on Identified Outcomes – End of Year 1 .....	14
Collaboration .....	26
Feedback from case study organisations.....	26
The Outputs.....	28
9. Conclusion.....	28

## 2. Introduction

CashBack for Communities is a Scottish Government programme which takes funds recovered from the proceeds of crime and invests them into free activities and programmes for young people across Scotland.

Since 2008, £75 million recovered under the Proceeds of Crime Act has been committed to the CashBack for Communities Programme and other community initiatives. The programme has funded 1.5 million activities and opportunities for young people, around £10 million of which has been invested in a Youth Work Fund. Administered by YouthLink Scotland the Youth Work Fund is distributed to youth work initiatives across all 32 local authority areas in Scotland that demonstrate effective youth work practice.

Catch the Light was commissioned to work with six case study organisations over three years to develop a longer term perspective on the benefits for young people engaged in CashBack funded youth work initiatives. Using a mixture of methods it seeks to develop a framework that engenders a deeper understanding of the youth work process and ways in which the Scottish Government's CashBack for Communities outcomes are achieved.

The following interim report therefore describes the case study groups, the work embarked on so far and how the six organisations are collaborating with consultants Catch the Light to fulfil this longer-term brief.

### 3. Background

Inspiring Scotland is the body responsible for overseeing the programme on behalf of the Scottish Government. It has developed a logic model which charges all fund distributors and funded organisations with the following goal:

*"To expand the horizons of young people, families and other community members and increase opportunities to develop interests and skills in enjoyable, fulfilling and supportive ways, though sporting, cultural, educational, developmental and social activities."*

Three external evaluations of CashBack for Communities funding of the youth work fund have gone before. Previous reports confirm that CashBack for Communities funding provides a lifeline for many youth organisations struggling to sustain important local services during this period of austerity, which has extended beyond any expert predictions. Its effects are particularly hard-felt within a youth work sector that can find itself as one of the few remaining services solely committed to working with teenagers that are excluded or experience multiple deprivation. Many youth organisations serve communities where families have endured the long-term effects of de-industrialization such as successive generations of worklessness, poverty, lack of amenities, inward and outward migration, poor health, violence, drug and alcohol dependencies and an ever widening gap between rich and poor. For young people, being excluded from mainstream education or caught in a poverty trap has strong alienating effects that are unlikely to be counter-balanced by short-term inputs. Youth organisations know that the real outcomes of their work will only become evident to participants after many years of involvement and long after their direct engagement has ended. Yet funding available to youth work is seldom equipped to invest in a manner which maximises its holistic longer-term benefits.

With fund administrators YouthLink Scotland being the umbrella body for youth work in Scotland, CashBack is perceived by the youth work sector as a source of funding which is distributed in a way which is sympathetic to the sector's needs. Decision-making is devolved to local panels, some with youth representatives and funds are prioritized according to local youth-related priorities and needs. For instance, the £500,000 made available in 2012/13 was distributed to 175 youth groups to engage 33,000 young people in positive youth work activities. Therefore recent youth work grants distributed have evidenced the sector's capacity to reach high numbers of young people with relatively modest levels of investment.

Against a backdrop of large-scale reductions in investment of public and third sector services, the youth work sector welcomed the recent raised CashBack for Communities allocation of £596,126 to distribute in 'round 6' of the Youth Work Fund (2015-16). Starting in round 6 (2015-16); this study will gain insight into the experience of the six case study organisations over three years. It will explore their use of CashBack funding and the contribution youth work makes to identified outcomes. Chosen for their urban/rural contexts and the diversity of youth work approaches deployed, the six organisations are:

<b>The Attic</b> – youth drop-in facility, Brechin, Angus
<b>Regen:fx</b> – youth regeneration project Larkhall, South Lanarkshire
<b>LGBT Scotland</b> – local services based in Dundee, Dundee City
<b>Temple Shafton Youth Project (TSYP)</b> – youth club, West of Glasgow, Glasgow City
<b>Vogrie Project (Let Nature Nurture)</b> – outdoor environmental education project, Midlothian
<b>i youth zone</b> – detached youth work and youth hub, Greenock, Inverclyde

#### 4. CashBack for Communities' Outcomes

Accepted good practice is that **youth work starts where young people are at**. This often places youth work practitioners at odds with the requirement from funders to specify outcomes before any young people are engaged, or before young people have been consulted. Workers are forced to assume that those taking part require the same interventions to the same intensity at the same points in their lives. In reality youth work seldom occurs to this level of predictability. Interventions are more likely to succeed when youth workers have the freedom to shape outcomes as part of an evolving programme that is constantly tweaked and tailored in response to the emerging needs of divergent individuals and groups. As alluded to, such funding is scarce in current times. CashBack for Communities outcomes are therefore useful in the way they mimic the progressive phases and stages of youth work in action.

Taken in their entirety the outcomes will assist youth organisations in this study to identify and define the range of start-points and the varying paths each young person takes to achieve their goals. For example if a particular group has attended a youth organisation for a few weeks with some members displaying more complex needs than others, the youth worker would identify that they are engaging more difficult to reach participants (outcome 1) and would plan a more intensive range of contact interventions for them, such as looking at sustaining their involvement in pro-social activities (outcome 8) and improving their self-esteem and confidence (outcome 9). Meanwhile interventions for those with less complex needs might focus on increasing opportunities to develop interests and skills (outcome 3) that leads towards accreditation of learning (outcome 7).

Essentially the precise nature of the interventions and the outcomes to be achieved depends on the symbiotic relationships between participants, youth workers and their environments. It is often the case that different outcomes are being pursued at different times with different participants. Nevertheless funding reports by nature can veer youth workers towards making

---



broad-brush statements on progress because the scope to account for the nuances is missing. Therefore this study seeks to capture some of the variances encountered and ways these might be effectively evidenced to better understand young people's progression against the identified outcomes.

### YouthLink Scotland's Evaluation Plan

Below is the evaluation plan which contains the selected 12 outcomes and indicators which YouthLink Scotland is required to report on in the current round of CashBack for Communities funding.

**FIGURE 1: YOUTHLINK SCOTLAND'S CASHBACK FOR COMMUNITIES OUTCOMES AND INDICATORS**

Outcome	Indicators
<b>1. Increased participation in positive community-based activity</b>	An increased number of young people accessing the youth work opportunities on offer
	New members join the group
<b>2. Increased participation by difficult to engage and equalities groups</b>	Greater diversity of young people accessing activities.
	The demographics of group reflect the demographics of the youth population in the local community
<b>3. Increased opportunities to try new things</b>	The youth work programme contains a variety of new opportunities for group members
	Young people are supported to take on leadership roles within the group
<b>4. Increased opportunities to develop interests and skills</b>	The youth work programme offers a range of engaging skills based activities
	An increased number of young people actively participate in new activities
<b>5. Increased involvement in structured pro-social and healthy activities</b>	An increased number of young people engage in the programme opportunities
	All available learning opportunities are utilised by young people
<b>6. Young people have places to go where they feel safe and comfortable</b>	Young people are relaxed in the youth club environment
	Young people understand and adhere to the ground rules of the club.
<b>7. Greater confidence and self-esteem among young people</b>	Young people willing try new things
	Young people take on leadership roles within the group



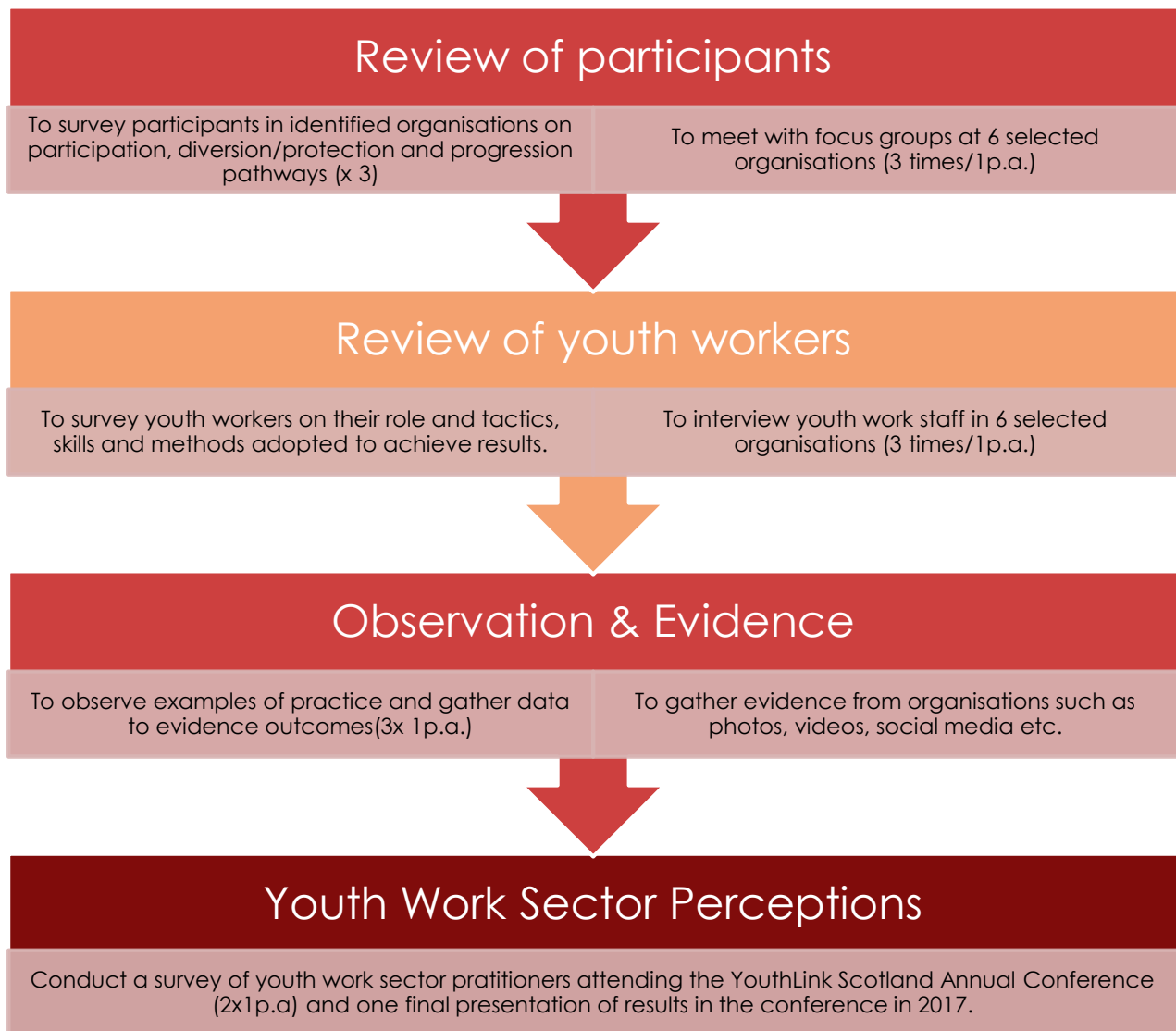
<b>8. More young people have achieved accreditation for their learning</b>	An increased number of young people are aware of the accreditation opportunities available to them through youth work
	Young people are supported by Youth Workers to access accreditation where appropriate
<b>9. Sustained involvement in structured pro-social activities</b>	Young people attend the group regularly
	Young people become activity involved in the planning and running of the group
<b>10. Sustained improvements in self-esteem and confidence</b>	Young people take on leadership roles within the group
	Young people become activity involved in the planning and running of the group
<b>11. Reduced levels of crime and anti-social behavior</b>	Police receive fewer complaint calls from the public while the youth work activities are being delivered
	Young people accessing the club are more aware of the possible impact of their behaviour
<b>12. More participants progress into a positive destination</b>	Young People gain accreditation for their learning
	Young People engaged in education, employment or training

## 5. The scope of the evaluation

Distinctive to the youth work approach is that young people's engagement *is not* predicated on their existing knowledge, abilities, attitudes, experiences or circumstances. Unlike some of the alternative CashBack for Communities strands there is no requirement to be skilled or interested in particular sports, arts or academic subjects. Barriers to engagement are actively removed no matter how bad childhood, school, family or community life has been. There is no pre-determined point of entry or well-marked finish line.

Youth work *is* predicated on the formation of constructive relationships with adults working alongside young people to build the resilient character traits and attributes they need for a more successful transition into adulthood. First and foremost youth work's job is simply to be there for the young person, wherever they are on life's journey when they first make contact and to continue to be there through the ups and downs of adolescence.

In charting the work of the six organisations this study takes cognisance of all 12 outcomes and associated indicators to explore their usefulness in planning, reviewing and articulating the effectiveness of CashBack funded activities in a youth work context. This will include reflection on the current requirement for applicants to select four outcomes and ways in which progress on outcomes is evidenced, as follows:



## 6. Measurement of Indicators

The case study approach over three years presented an opportunity to invite organisations to learn in advance about the background research guiding the work. One key document is the publication of a European report on youth work which alludes to difficulties for those providing 'universal' untargeted services to attract public investment. It confirms that there will continue to be a growing emphasis on targeting young people that are socially excluded

and to achieve education and employment outcomes<sup>1</sup>. In the report Dunne et al found that it is the combination of the provision of 'supportive and safe environments' with 'autonomy' for participants to shape the process and purpose of youth work activities that 'leads to positive outcomes'. This assertion underlines why the key benefits of skilled youth work can be underappreciated by current funding trends that focus on particular outcomes. The research confirms nevertheless that these trends show no sign of changing in the years ahead. The responsibility therefore remains within the youth work sector to demonstrate its worth by evidencing outcomes as best as possible.

An economic case for investment in youth work was previously made by the Young Foundation<sup>2</sup> when they reported that a year in prison costs the state £40,000 a year or more while most youth services in England cost from as little as £32 per participant in volunteer led services to less than £2,000 per participant per annum in services with paid staff.

At the same time the Young Foundation referred to an Audit Commission report in 2009 in England that found only 27% of youth organisations collected data in a way that would allow for assessment of value for money. Although the equivalent figure in Scotland is unknown, it is clear that to survive youth work organisations need to become more adept at articulating the unique role and purpose of all forms of youth work and the vital contribution it makes to wider policy priorities through what the Young Foundation describe as 'reasonably good' levels of robustness in monitoring and evaluating its work.

---

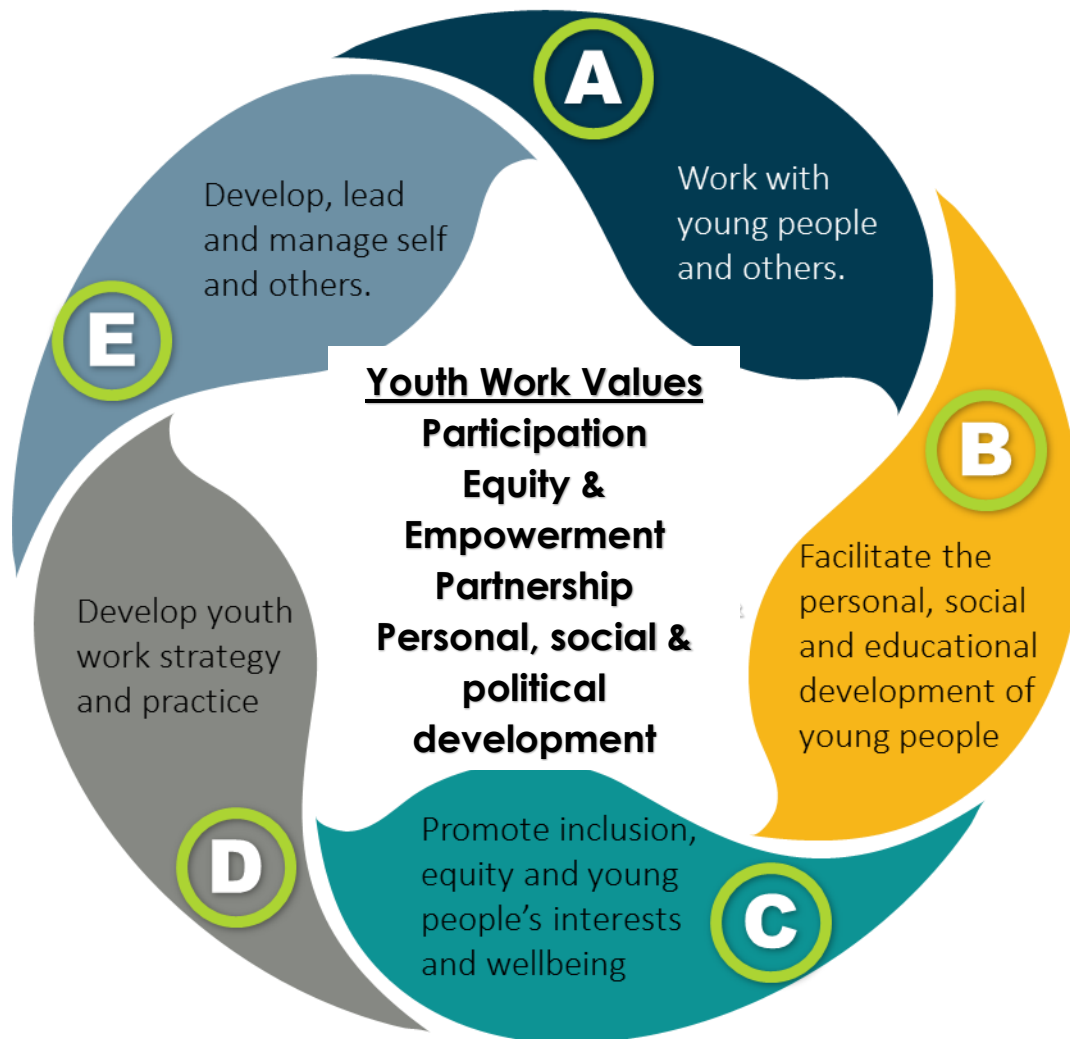
<sup>1</sup> Dunne, A. et al., (2014) Working With Young People: The Value of Youth Work in The European Union. Brussels: European Commission [ec.europa.eu/youth/library/study/youth-work-report\\_en.pdf](http://ec.europa.eu/youth/library/study/youth-work-report_en.pdf)

<sup>2</sup> Moulin, S; Reeder, N. and McNeil, B. (Jun 2011) Information investment in youth work; The Young Foundation <http://youngfoundation.org/publications/informing-investment-in-youth-work-measuring-value-and-strengthening-the-evidence-base/>

Based on their literature review Dunne et al define the key features of effective youth work as:

- ▶ The **youth worker's relationship** with young people
- ▶ **Active outreach** to young people in need of help and support
- ▶ **Flexibility, accessibility and adapting** to the needs of young people
- ▶ **Learning opportunities**, goal setting and recognition of achievements
- ▶ **Safe, supportive environments** - experiences, making mistakes,
- ▶ **Having fun** - participating with and mutual support from peers
- ▶ 'Standing on their feet': allowing **youth led autonomy**
- ▶ **Sustainability and partnerships** with others
- ▶ **Commitment** from youth workers and the community.

This echoes the functional map of youth work set out in youth work's national occupational standards, as summarised below.



Given the functional map is accompanied by a comprehensive range of 'approved' indicators of good practice it will be used in this study to define and review the effectiveness of youth work interventions.

The Young Foundation<sup>3</sup> set out an overview of the academic evidence of correlations between social and emotional capabilities to achieving more positive long term outcomes in young

---

<sup>3</sup> McNeil, B., Reeder, N. and Rich, J. (July 2012) A framework of outcomes for young people; The Young Foundation <http://youngfoundation.org/publications/framework-of-outcomes-for-young-people/>

people. It emphasised the evidence that young people need to develop social and emotional attributes that are not being dealt with at school, particularly among those young people at risk and with low levels of resilience or coping mechanisms. The youth work functional map makes explicit that youth work is designed to develop these intrinsic social, emotional and ethical capabilities. When achieved effectively it can turn lives around to more positive educational, employment and life outcomes, which save long-term public spending on negative behaviours and pathways.

In recent years more research has come to light that articulates the skills and techniques youth workers and other professional use to develop social, emotional and ethical attributes. Therefore it seemed pertinent in this Scottish study to test out a framework that would support youth organisations to describe and reflect on ways their work develops positive character traits that lead to positive outcomes for the young people they work with.

The Compass Advantage™ was identified as a research-based model designed to support professionals, parents and communities to do just that. Its creator Dr. Marilyn Price Mitchell drew from Positive Psychology and Positive Youth Development in the formation of a framework of positive capabilities. Catch the Light is therefore working in partnership with Dr. Marilyn Price Mitchell so that the case study organisations can use the Compass Advantage to plan, review and evidence the attributes that youth workers nurture [see a summary of the Compass Advantage below].

Put simply the **youth work functions** (in the diagram above) will be observed to evidence how they carried out and how **the capabilities** of curiosity, sociability, resilience, self-awareness, integrity, resourcefulness, creativity and empathy (in the diagram below) are developed **to enable young people to make progress** in relation to the CashBack for Communities outcomes.





**Curiosity** - Ability to seek new knowledge, skills and ways of understanding the world – critical thinking & a love of learning.



**Sociability** - Ability to understand and express feelings & behaviours that facilitate positive relationships - active listening & self-regulation.



**Resilience** - Ability to meet and overcome challenges in ways that maintain or promote wellbeing - confidence, perseverance & initiative.



**Self Awareness** - Ability to examine and understand who we are relative to the world around us - self-reflection, gratitude & mindfulness.



**Integrity** - Ability to act in ways consistent with the values, beliefs and morals we hold - courage, honesty & authenticity



**Resourcefulness** - Ability to find resources to achieve goals, solve problems & shape the future - plan, organise and make decisions.



**Creativity** - Ability to generate & communicate original ideas, appreciation, imagination and playfulness.



**Empathy**-Ability to recognise, feel and respond to the needs of others with compassion & kindness.

## 7. The Case Study Organisations

One of the most striking observations from the case study organisations is that whilst youth work is their common thread, the vehicles for engagement with young people are multi-faceted. At the same time the case study descriptors demonstrate emerging evidence of the functions of youth work being deployed (as detailed in the functional map) to nurture positive capabilities in young people (as detailed in the Compass Advantage framework).

### The Attic

#### Brechin Youth Project, Angus Council



The Attic provides young people with a safe, welcoming, fully equipped drop-in facility free from drugs and alcohol. It is open to young people over the age of 12 years, four nights per week from 6.30PM to 10.15 with free entry to all members.

Young volunteers work to gain experience of youth work and are accredited through the Saltire Awards scheme. Together with adult workers they create a family-like atmosphere that is informal but with high standards of behaviour and positive attitudes expected from all members. Activities undertaken are aimed at

improving the well-being and social education of young people transitioning into secondary school and onto further education, training and employment.

A key part of the Attic's approach is its strong community connections. Young people are encouraged to do voluntary activities that make a difference to community life in a rural Angus town. From delivering Christmas cards to assisting at community events, the profile

and relationships between young people and the wider community are constantly worked on. This in turn leads to more local investment in youth activities and the development of experiences, training and work opportunities for young people to benefit from.

## **I youth zone**

### **Greenock, Inverclyde Council**



Greenock's i youth zone provides a safe place for young people to participate in pro-social activities, gain access to advice and information and get support from youth workers to deal with the impact of poverty, education, work and relationships.

The process of 'detached youth work' is used to engage those

isolated from mainstream community life. Instead of waiting for young people to turn up at the youth hub, workers proactively walk the streets at night, talking to groups of young people and generally taking an interest in the individuals and their welfare. This is backed up with mapping activities and keeping a contact diary so that plans of action are designed in response to dialogue with those contacted. The work is designed to counteract consistent reports in research highlighting that regular hanging around in urban areas is a common predictor of delinquent and antisocial behaviour, particularly amongst young males in areas of deprivation.

Detached youth work is therefore a high intensity form of youth work that is undertaken by workers with sufficient levels of training and experience. Despite the risks it is one of the most effective ways of reaching young people that are least likely to find their own way into

structured youth groups. After forming relationships with groups and individuals, street workers seek to move young people off the street by taking them to the i youth zone where they can try out a wide range of activities and access one to one support to deal with the day to day issues that hold them back from achieving their full potential.

Following consultation with 500 young people in Gourock and Port Glasgow plans are afoot to implement the successful i youth zone model in both areas, which will result in Inverclyde having three i youth zones in future.

## **LGBT Youth Scotland**

### **Dundee, Dundee City**



LGBT Scotland is the national youth organisation leading on the inclusion of lesbian, gay, bisexual and transgender young people in Scotland. It supports the development of local support services providing specialist youth work and youth support groups, training and outreach. It also works in partnership with a wide range of local mainstream services to support them in their efforts to be more inclusive and accessible to LGBT young people.

Isolation is a big challenge for young LGBT people. In acknowledging their own sexual identity they fear rejection from families, friends and communities. This increases the challenges of navigating their way from childhood through adolescence and into adulthood. LGBT Scotland's services provide individual support, group support, training and wider awareness raising on issues relating to rights, responsibilities, health, mental health and life choices. It supports young LGBT people to raise their voices, raise their resilience, raise self-awareness and raise awareness of the need to improve wider equalities.

## Regen:fx

### Larkhall, South Lanarkshire



Regen:fx Youth Trust develops and delivers youth diversionary programmes that reduce youth disorder in communities. Targeting 'hots spots' identified as having high incidence of youth crime, young people are engaged in a range of positive activities designed to develop personal and social skills.

Acclaimed for its innovation and powerful impact, 'The Street' was developed to tackle some of the

consequences of poor decisions and negative behaviours that affect young people in adolescence. Situated in a large industrial warehouse, groups attend a full re-enactment of crime scenes and risky situations that are commonly encountered. The scenes use all the hi-tech effects of stage and screen with trained actors playing roles from real life stories to make scenarios as authentic and impactful as possible. The workshops challenge participants to consider the causes and short to long-term consequences of every decision faced in those crucial moments.

What's more the scripts, acting and back-stage roles are all carried out by young people that have themselves experienced, or been at risk of involvement in offending and anti-social behaviour. Their positive contribution to Regen:fx therefore becomes an important part of their own diversionary path towards more positive life choices. Crucial to 'The Street's' success is the support and back-up provided by highly skilled and experienced youth workers. Workers are adept at using dialogical techniques to raise questions about behaviour, morals, attitudes



and decision-making so that many of life's risks are laid bare and discussed whilst making sure visiting groups leave with insight and confidence to make sound judgements in difficult situations.

### **Temple Shafton Youth Project (TSYP)**

**West Glasgow, Glasgow City**



Temple Shafton Youth Project (TSYP) is a local youth base which firmly places young people at the helm to lead an invigorating range of programmes and projects throughout the year.

Responding to demands to be open when young people need somewhere to go, the open door policy means young people can drop-in on any of the

6 nights the youth centre is open. Importantly this includes Saturday and Sunday evenings when most other provision locks its doors. Young people drop-in to do their homework, use IT equipment or just to keep warm, safe, meet friends and chat to youth workers. In the background trained youth workers look out for signs of risks and take an active interest in the day to day details that young people are willing to share. In the mind's eye of youth workers is a list of queries: Why is that young person not smiling? Why are they not wearing a jacket on this cold night? Why is their brother not here this week? These small observations lead to an environment where workers assist young people to deal with family problems, financial hardship, relationships, health and mental health issues, dependencies and difficulties at school.

On a day to day basis young people engage in workshops in a variety of skills from knitting to kayaking with many members progressing to become trained and qualified youth workers in paid roles. Renowned for offering regular residentials, expeditions and international exchanges TSYP promotes positive opportunities that let young people enhance their learning, skills, knowledge and experiences. For those seeking to advance their learning TSYP offers accredited learning through Dynamic Youth Awards and supports groups to attain Duke of Edinburgh Awards up to Gold Level with costs subsidised so that it is accessible to all young people in the area.

### **The Vogrie Project**

#### **Loanhead, Midlothian**



The Vogrie Project has become known as "Letting Nature Nurture" in recognition of its impact. Being in the outdoors, away from the day to day challenging environments which many young people face nurtures young people's positive characters, strengths and skills.

The project was sparked by a discussion with young people engaged in CLD services in Midlothian. Young people identified as being at risk of offending and other negative social outcomes were being referred to their services, yet previous offerings needed to do more to successfully capture and sustain the involvement of young people with more complex needs. Recognising that so many individuals attended on empty stomachs, made it vital to ensure food was an integral part of every session. Building on this the project explored ways for participants to develop social skills, gain Duke of Edinburgh accreditation and develop



vocational skills. On taking account of the underused assets in the surrounding countryside, visits are made with parks and outdoor environments to create innovative learning spaces, opportunities and experiences.

Now young people are regularly collected by mini buses and taken to different woodland locations where they learn to safely use the tools and crafts needed for working in horticulture, parks, ponds, paths, trees, hedges and woodland management. Through team and individual coaching and mentoring, relationships are formed with youth workers seeking to nurture positive characteristics such as respect for self and others, risk management, time keeping, commitment, team work, and a love of nature and the great outdoors. Social time and interaction occurs round a communal camp fire which forms a focal point for maintaining positive group working.

Therefore the three year study will accumulate evidence from all six organisations of their common strands and their differences. It will articulate good practice and demonstrate the significance of the contribution made to CashBack for Communities outcomes.

## 8. Progress so far

Work so far has involved induction meetings, observations of practice in each setting and collaboration between organisations. A review was also conducted of the end of year report to YouthLink Scotland.

### Induction meetings

During January – February 2015 consultants carried out **individual meetings** with lead officers from the six organisations taking part in the three year study. The primary purpose of the meetings was to share the detail of the methods and agree the roles and responsibilities required to maximise the impact of the case study approach. It focused on scoping out the parameters of the evaluation and whether organisations had the capacity to play an active part in the work ahead. It looked specifically at the organisations CashBack for Communities funding applications and ways the case study work would support what they set out to achieve.

### Observations

**Follow-up visits** were organised during April and May to observe a typical example of activities selected by each organisation. Consultants recorded extracts of conversations with young people and youth workers, testing out levels of consciousness about youth work functions being used and the part they play in developing young people's attributes to achieve identified outcomes. Some highlights are identified in the progress summaries provided below.

### Progress on Identified Outcomes – End of Year 1

As referred to previously, each applicant organisation selects four outcomes and associated indicators that it will report on in relation to its CashBack for Communities funding. Here is a summary of the outcomes and indicators selected by each of the six case study organisations and a note of evidence on progress. The examples highlight functions of youth work that the type of work demonstrates. Furthermore observed examples of positive change witnessed by the consultants is highlighted with reference to capabilities represented within the Compass

Advantage framework. Reference is also made to the intensity of the youth work approach, based on a simple calculation of the CashBack investment per capita.

<b>Organisation</b>		<b>The Attic Brechin, Angus</b>	
<b>Funding Awarded</b>		£3,980	
<b>Expenditure per participant</b>		£37.20 (Low Intensity Open Youth Work)	
<b>Purpose</b>		To support the continuation of an existing youth drop-in facility in a rural town.	
<b>CB Objectives</b>		Access & Participation Learning & Progression	
<b>Youth Work Function A</b> Work with Young People & Others		A1: Build relationships and engage with young people A2: Engage with the local community A3: Build working relationships and networks	
<b>Youth Work Function B</b> Facilitate the personal, social and educational development of young people		B1: Facilitate learning and development of young people through youth work B2: Plan and implement learning activities in youth work B3: Promote young people's self-awareness, confidence and participation.	
<b>Achievements</b>		Able to sustain a p/t youth worker post and keep venue open 6 days a week <b>[Indicator 1.1 &amp; 1.2]</b> . Ran a varied programme of positive social activities on a nightly basis (including weekends) <b>[Indicator 3.1]</b> . Paid for new equipment and games <b>[Indicator 3.1]</b> .	
<b>Attainment</b>		10 x Saltire Awards made for volunteering in the community. <b>[Indicator 8.2]</b> 5 x Fire Fighter awards for participants taking up training with the Fire Brigade <b>[Indicator 8.2]</b> .	
<b>Outputs - Participants</b>	<b>Participants</b>	<b>Estimated</b>	<b>Actual</b>
	<b>G 10-14</b>	30	35
	<b>B 10-14</b>	35	35
	<b>G 15-19</b>	15	12
	<b>B 15-19</b>	30	25

	Total	110	107
Outputs – Sessions/Hours	Sessions	120	155
	Hours	240	280
Outcomes:	Indicators:		
1. Increased Participation in positive community-based activity	1.1 There are more young people accessing the youth work opportunities on offer 1.2 New members join the group		
3. Increased opportunities to try new things	3.1 The youth work programme contains a variety of new opportunities for group members 3.2 Young people are supported to take on leadership roles within the group		
6. Young people have places to go where they feel safe and comfortable	6.1 Young people are relaxed in the youth club environment 6.2 Young people understand and adhere to the ground rules of the club.		
8. More young people have achieved accreditation for their learning	8.2 Young people are supported by Youth Workers to access accreditation where appropriate.		
<b>Observed Example of positive change as a result of youth work intervention:</b> One young man talked about an incident where his erratic behaviour ended in a door being kicked off its hinges. The young man described how as a result of the relationships built with youth workers and realising what he had done wrong he went back and offered to repair the damage he had done. He believes that he would never have been able to do this in other contexts (like school) because he had never trusted any of the adults enough to be able to admit any wrongdoing. <b>[Indicator 6.1 &amp; 6.2]</b>			
Compass Advantage:	Example of Sociability		

<b>Organisation</b>	<b>I Youth Zone, Inverclyde</b>
<b>Funding Awarded</b>	£7,678
<b>Expenditure per participant</b>	£57.30 (Low intensity – open youth work combined with high intensity detached youth work)

<b>Purpose</b>	To continue the existing I Youth Zone to expand to 2 new locations.		
<b>CB Objectives</b>	Access & Participation		
<b>Youth Work Function A</b> Work with Young People & Others	A1: Build relationships and engage with young people A2: Engage with the local community A3: Build working relationships and networks		
<b>Youth Work Function B</b> Facilitate the personal, social and educational development of young people	B1: Facilitate learning and development of young people through youth work B2: Plan and implement learning activities in youth work B3: Promote young people's self-awareness, confidence and participation.		
<b>Achievements</b>	Able to recruit 2 x detached youth workers <b>[Indicator 1.1, 1.2 &amp; 2.1]</b> . Ran fundraising to match-fund a trip to Alton Towers organised by group members <b>[Indicator 6.1 &amp; 7.1]</b>		
<b>Attainment</b>	N/A		
<b>Outputs - Participants</b>	<b>Participants</b>	<b>Estimated</b>	<b>Actual</b>
	<b>G 10-14</b>	45	40
	<b>B 10-14</b>	45	39
	<b>G 15-19</b>	35	2
	<b>B 15-19</b>	35	53
	<b>Total</b>	<b>160</b>	<b>134</b>
<b>Outputs – Sessions/Hours</b>	<b>Sessions</b>	<b>60</b>	<b>60</b>
	<b>Hours</b>	<b>180</b>	<b>180</b>
<b>Outcomes:</b>	<b>Indicators:</b>		
<b>1. Increased Participation in positive community-based activity</b>	1.1 There are more young people accessing the youth work opportunities on offer 1.2 New members join the group		
<b>2. Increased participation by difficult to engage and equalities groups</b>	2.1 Greater diversity of young people accessing activities.		

<b>6. Young people have places to go where they feel safe and comfortable</b>	6.1 Young people are relaxed in the youth club environment.
<b>7. Greater confidence and self-esteem among young people</b>	7.1 Young people are willing to try new things.
<b>Observed Example of positive change as a result of youth work intervention:</b> In the I youth zone (Inverclyde) a young man talked about ways the youth workers supported him with food and shelter, as they assist him to make applications for the local food bank and to deal with the repercussions of the introduction of the bedroom tax on his housing benefit. <b>[Indicator 2.1 and 6.1]</b>	
<b>Compass Advantage:</b>	Example of Resilience

<b>Organisation</b>	<b>LGBT Scotland, Dundee</b>
<b>Funding Awarded</b>	£1,800
<b>Expenditure per participant</b>	£105.88 (High intensity targeted youth work)
<b>Purpose</b>	To support the continuation of existing activities
<b>CB Objectives</b>	Access & Participation Learning & Progression
<b>Youth Work Function B</b> Facilitate the personal, social and educational development of young people	B1: Facilitate learning and development of young people through youth work B2: Plan and implement learning activities in youth work B3: Promote young people's self-awareness, confidence and participation.
<b>Youth Work Function C</b> Promote inclusion, equity and young people's interests and welfare	C1 Engage in critical dialogue and work with young people in promoting their rights C2 Safeguard the health and welfare of young people C3 Promote inclusion, equity and the valuing of diversity C4 Fulfil regulatory and organisational requirements

<b>Achievements</b>	<p>Able to sustain a p/t youth worker post and keep venue open every day of every week <b>[Indicator 1.1 &amp; 1.2]</b>.</p> <p>Ran a varied programme of positive social activities on a nightly basis (including weekends) <b>[Indicator 3.1]</b>.</p> <p>Paid for new equipment and games <b>[Indicator 3.1]</b>.</p>		
<b>Attainment</b>	<p>17 x Youth Achievement Award</p> <p>17 x ASDAN Volunteering Award <b>[Indicator 8.2]</b>.</p>		
<b>Outputs - Participants</b>	<b>Participants</b>	<b>Estimated</b>	<b>Actual</b>
	<b>G 10-14</b>	2	3
	<b>B 10-14</b>	2	2
	<b>G 15-19</b>	10	5
	<b>B 15-19</b>	10	5
	<b>Total</b>	<b>24</b>	<b>17</b>
<b>Outputs – Sessions/Hours</b>	<b>Sessions</b>	<b>40</b>	<b>40</b>
	<b>Hours</b>	<b>120</b>	<b>120</b>
<b>Outcomes:</b>	<b>Indicators:</b>		
<b>2. Increased participation by difficult to engage and equalities groups</b>	2.1 Greater diversity of young people accessing activities		
<b>4. Increased opportunities to develop interests and skills</b>	<p>4.1 The youth work programme offers a range of engaging skills based activities.</p> <p>4.2 Young people actively participate in new activities</p>		
<b>6. Young people have places to go where they feel safe and comfortable</b>	<p>6.1 Young people are relaxed in the youth club environment</p> <p>6.2 Young people understand and adhere to the ground rules of the club.</p>		
<b>7. Greater confidence and self-esteem among young people</b>	<p>7.1 Young people are willing to try new things.</p> <p>7.2 Young people take on leadership roles within the group.</p>		



**Observed Example of positive change as a result of youth work intervention:**

consultants observed a team of trained volunteers deliver a peer education session to a group of young people. It was apparent that the volunteers were well trained, knew the topics and were gaining a lot of confidence from interacting with other young people about matters which affect them directly. **[Indicator 2.1, 7.1 & 7.2]**

**Compass Advantage:**

Example of Self-awareness and Integrity

<b>Organisation</b>	<b>The Vogrie Project, Midlothian</b>
<b>Funding Awarded</b>	£4,300
<b>Expenditure per participant</b>	£252.94 (High Intensity Diversionary Youth Work)
<b>Purpose</b>	To support the continuation of the Vogrie Project – an outdoor learning and skills development experience.
<b>CB Objectives</b>	Access & Participation Learning & Progression
<b>Youth Work Function B</b> Facilitate the personal, social and educational development of young people	B1: Facilitate learning and development of young people through youth work. B2: Plan and implement learning activities in youth work B3: Promote young people's self-awareness, confidence and participation. B4: Promote access to information and support.
<b>Youth Work Function C</b> Promote inclusion, equity and young people's interests and welfare	C1 Engage in critical dialogue and work with young people in promoting their rights. C2 Safeguard the health and welfare of young people. C3 Promote inclusion, equity and the valuing of diversity. C4 Fulfil regulatory and organisational requirements.
<b>Achievements</b>	Able to sustain a p/t youth worker post for 6 hours per-week <b>[Indicator 4.1, 4.2]</b> . Able to run transport to and from the outdoor site where learning takes place <b>[Indicator 2.1]</b> .

	Purchased tools and materials so that participants gain accreditation and experience in skilled environmental work <b>[Indicator 8.1 &amp; 8.2]</b> .		
<b>Attainment</b>	17 x Duke of Edinburgh Awards. <b>[Indicator 8.2]</b> 17 x First Aid awards <b>[Indicator 8.2]</b> .		
<b>Outputs - Participants</b>	<b>Participants</b>	<b>Estimated</b>	<b>Actual</b>
	<b>G 10-14</b>	1	1
	<b>B 10-14</b>	1	0
	<b>G 15-19</b>	3	2
	<b>B 15-19</b>	14	14
	<b>Total</b>	<b>19</b>	<b>17</b>
<b>Outputs – Sessions/Hours</b>	<b>Sessions</b>	<b>30</b>	<b>30</b>
	<b>Hours</b>	<b>180</b>	<b>180</b>
<b>Outcomes:</b>	<b>Indicators:</b>		
<b>2. Increased participation by difficult to engage and equalities groups</b>	2.1 Greater diversity of young people accessing activities		
<b>4. Increased opportunities to develop interests and skills</b>	4.1 The youth work programme offers a range of engaging skills based activities 4.2 Young people actively participate in new activities		
<b>6. Greater confidence and self-esteem among young people</b>	7.1 Young people are willing to try new things 7.2 Young people take on leadership roles within the group		
<b>8. More young people have achieved accreditation for their learning</b>	8.1 Young people are aware of the accreditation opportunities available to them through youth work 8.2 Young people are supported by Youth Workers to access accreditation where appropriate.		

**Observed Example of positive change as a result of youth work intervention:** One young woman attending the Vogrie Project (Midlothian) talked about her previous lack of commitment to attending school which is now transformed because the project has allowed her to see the necessity of making a commitment herself, by believing in her ability to fulfil her potential. She is now back at school studying for a range of qualifications that she would never have imagined herself doing some months earlier.

**[Indicator 6.1 & 6.2]**

<b>Compass Advantage:</b>	Example of Resilience and Resourcefulness
---------------------------	---

Organisation	Regen:fx Youth Trust, South Lanarkshire
Funding Awarded	£5,896
Expenditure per participant	£16.19 (Low intensity – diversionary youth work with visiting groups and high intensity with the core group)
Purpose	To support the continuation of 'The Street' a live drama experience to develop ways to manage behaviour and risks.
CB Objectives	Access & Participation Learning & Progression
<b>Youth Work Function B</b> Facilitate the personal, social and educational development of young people	B1: Facilitate learning and development of young people through youth work B2: Plan and implement learning activities in youth work B3: Promote young people's self-awareness, confidence and participation.
<b>Youth Work Function C</b> Promote inclusion, equity and young people's interests and welfare	C1 Engage in critical dialogue and work with young people in promoting their rights C2 Safeguard the health and welfare of young people C3 Promote inclusion, equity and the valuing of diversity C4 Fulfil regulatory and organisational requirements
Achievements	Able to sustain a sessional drama specialist/youth worker to train and support youth volunteers to manage back-

	stage and drama scenarios to visiting schools and youth groups <b>[Indicator 1.1, 1.2, 3.1, 3.2 &amp; 4.1]</b> .		
<b>Attainment</b>	4 x Youth Achievement Awards 4 x Saltire Awards made for volunteering by actors and back-stage workers. <b>[Indicator 7.2]</b>		
<b>Outputs - Participants</b>	<b>Participants</b>	<b>Estimated</b>	<b>Actual</b>
	<b>G 10-14</b>	0	0
	<b>B 10-14</b>	100	79
	<b>G 15-19</b>	100	83
	<b>B 15-19</b>	250	202
	<b>Total</b>	<b>450</b>	<b>364</b>
<b>Outputs – Sessions/Hours</b>	<b>Sessions</b>	<b>108</b>	<b>108</b>
	<b>Hours</b>	<b>432</b>	<b>432</b>
<b>Outcomes:</b>	<b>Indicators:</b>		
<b>1. Increased Participation in positive community-based activity</b>	1.1 There are more young people accessing the youth work opportunities on offer 1.2 New members join the group		
<b>3. Increased opportunities to try new things</b>	3.1 The youth work programme contains a variety of new opportunities for group members 3.2 Young people are supported to take on leadership roles within the group		
<b>4. Increased opportunities to develop interests and skills</b>	4.1 The youth work programme offers a range of engaging skills based activities		
<b>7. Greater confidence and self-esteem among young people</b>	7.2 Young people take on leadership roles within in the group		

**Observed Example of positive change as a result of youth work intervention:** Regen:fx is an example of taking innovative approach to managing risks which are likely to be faced by young people in everyday situations. The reality-style drama re-enactments of various scenarios gives young participants a sense of being in the moment, without actually experiencing any harm. Consultants observed how young workers skillfully encourage young people to re-think the consequences of their own actions in a manner which leaves a lasting impression. As a result they are given coping techniques they can draw on in risky situations that arise in future. **[Indicator 3.1 & 4.1]**

<b>Compass Advantage:</b>	Example of Resilience and Self-awareness
---------------------------	--

Organisation	Temple Shafton Youth Project, Glasgow City
Funding Awarded	£3,508
Expenditure per participant	£17.11 (Low intensity – open youth work)
Purpose	To support the continuation of activities, youth work staff and contribute towards the cost of a new staff post in a local youth club in the West of Glasgow.
CB Objectives	Access & Participation Learning & Progression
<b>Youth Work Function A</b> Work with Young People & Others	A1: Build relationships and engage with young people A2: Engage with the local community A3: Build working relationships and networks
<b>Youth Work Function B</b> Facilitate the personal, social and educational development of young people	B1: Facilitate learning and development of young people through youth work B2: Plan and implement learning activities in youth work B3: Promote young people's self-awareness, confidence and participation.
Achievements	Able to sustain a p/t youth worker post in order to keep the youth centre open on a Saturday night <b>[Indicator 6.1 &amp; 6.2]</b> . Ran a varied programme of positive social activities on a nightly basis (including weekends) <b>[Indicator 3.1]</b> .

Attainment	4 x Youth Achievement Awards, 26 x Duke of Edinburgh Awards, 14 x Food Hygiene Certificates 18 x First Aid Certificates. <b>[Indicator 8.1 &amp; 8.2]</b>		
Outputs - Participants	Participants	Estimated	Actual
	G 10-14	72	83
	B 10-14	72	22
	G 15-19	24	9
	B 15-19	20	91
	Total	188	205
Outputs – Sessions/Hours	Sessions	96	96
	Hours	672	672
Outcomes:	Indicators:		
6. Young people have places to go where they feel safe and comfortable	6.1 Young people are relaxed in the youth club environment 6.2 Young people understand and adhere to the ground rules of the club.		
7. Greater confidence and self-esteem among young people	7.1 Young people are willing to try new things 7.2 Young people take on leadership roles within the group		
8. More young people have achieved accreditation for their learning	8.1 Young people are aware of the accreditation opportunities available to them through youth work. 8.2 Young people are supported by Youth Workers to access accreditation where appropriate.		
<b>Observed Example of positive change as a result of youth work intervention:</b> Consultants spoke to a young woman that was doing her homework because ‘there was nobody at home’. This meant she had somewhere welcoming and warm to go, where she could get support from peers. One of the youth workers on duty that night spoke enthusiastically about his own journey from attending the club as a young teenager, experiencing trips including one to Australia which became a life-changing moment for him. As a result he now has a Degree in Community Learning and Development and is employed by TSYP. <b>[Indicator 6.1 &amp; 7.2]</b>			

## **Collaboration**

Built in to the evaluation process is a method of bringing organisations together to share practice and learning. The first **collaborative session** took place on June 2015 in Glasgow. Lead officers expressed enthusiasm about the potential to evidence the value and benefits of the distinguishing factors within a youth work approach. They fully support an opportunity to test ways of collating evidence of progress on outcomes. They appreciate learning about a framework where they can take cognisance of the youth work values and functions used, the way they develop young people's social, emotional and ethical capabilities and the outcomes that are achieved as a result. Each organisation shared an example of work that highlighted one of the capabilities from the Compass Advantage model. These examples are being built into a larger database of evidence from across the case study organisations.

## **Feedback from case study organisations**

Lead officers provided the following feedback on the process so far.

### **The Attic, Angus**

"Since the consultation began we have come to realise that many of the activities and events we run result in greater benefits than we thought. Whilst games such as 'Pringle Carton Tower Building' were run as fun events we now see that team building, communication and other social and interpersonal skills are all hidden benefits gained by the young participants."

### **I Zone, Inverclyde**

"The Cash Back funding has allowed us to provide a service to young people we wouldn't ordinarily been able to run. Taking part in this research has given us the opportunity to reflect

on our own practice and given us the chance to make links with our fellow colleagues throughout Scotland and see what other areas of youth work has been developed."

### **LGBT Scotland (Dundee)**

"It has been a great process so far to see how six completely different organisations all have the same ethos and are connected by the way of working which is youth work. It is my hope that through this piece of work we can truly strengthen our collaborative approaches and raise the profile and benefits of youth work to not only the Scottish government but to the wider Scottish community. From there we can improve understanding of what we do and why it matters."

### **Regen:fx, South Lanarkshire**

"As this is the initial stage of a 3 year process, I feel we have only just touched the surface of what we are looking to achieve. Building a body of supporting evidence as we know, will not come without its own challenges. As professionals we are aware it's not as easy as we sometimes think to quantify the best practice we all achieve. There is a wide breadth knowledge throughout the projects involved in the process and as we bring our examples and ideas to the table we will then have a greater picture of how we can achieve our goal moving forward."

### **Temple Shafton Youth Project (TSYP), Glasgow**

"This will give us an opportunity to raise awareness of how important YOUTH WORK is in young people's lives. It needs to be recognised that we are in some cases working with young people that need lots of soft skills in their lives and that school doesn't work for many of them. Even basic reading and writing skills are missing for those disengaged from school - that's where youth work has a vital role to play."

### **The Vogrie Project (Letting Nature Nurture), Midlothian**



"What we do is not in isolation, all those involved in this evaluation share common aims, in many cases common approaches. Our work is based on very basic principles, that take skills and experience to achieve - ability to have a good working relationship with young people, respecting each young person as an individual, often rebuild their broken trust in adults, encouraging them to identify goals and helping them achieve realistic goals as part of building themselves a better future."

### **The Outputs**

A website has been created to gather evidence of progress on outcomes made by the six case study organisations. Primarily this will support the sharing of resources, practice and findings between organisations. Part of the site will contain a database of evidence with searchable tags relating to identified Cash Back for Communities outcomes. It is hoped that this will guide future funding decisions relating to the youth work sector and support more meaningful and pragmatic evidence gathering.

## **9. Conclusion**

Six organisations have been selected to take part in a three year-long study to develop a deeper understanding of the youth work process and ways in which the Scottish Government's CashBack for Communities outcomes are achieved. The selected organisations represent a wide geography with different ways of implementing the youth work process. Most illuminating has been the strong support for working collectively, an opportunity which they feel has been denied to them in recent years as a result of the highly competitive funding climate.

Recent reductions in funding and investment in youth work services is largely, though not wholly related to austerity. Research alludes to consistent gaps in the sector's ability to prove its worth and for funders to appreciate its crucial role, particularly in nurturing the types of

social, emotional and ethical development that formal education is reportedly ill equipped to achieve. Yet social skills, resilience and flexibility are characteristics in high demand from employers and are equally vital through other aspects of adulthood.

Therefore the functional map of youth work and the attributes which make up the Compass Advantage marry well as a basis for evidencing the impact the youth work sector makes. One aspect of the study is to explore the practicalities of reporting on the 12 CashBack for Communities outcomes whilst drawing out aspects that are distinctive to the youth work approach. As the work continues more quantitative and qualitative data will be gathered, noting different individual start-points, different types and intensity of intervention, the social and emotional capabilities developed and the different outcome indicators achieved.

Over the remaining two years consultants will carry out reviews of participants and youth workers, make observations, gather evidence and consult with the wider youth work sector. The work will relate back to existing research on effective youth work practice and investment in youth work to help to build the body of evidence that informs the development of practice and funding policies in Scotland.

The summary descriptors of work done by the case study organisations is testimony to the diversity of vehicles youth work uses to engage with young people. Indications are that organisations welcome the opportunity to demonstrate the youth work functions and the capabilities developed in young people as a means to evidencing outcomes. Therefore this study will accumulate a coherent body of evidence with a view to raising the understanding of youth work's value in achieving CashBack for Communities goal – to positively expand the horizons of young people, families and communities in Scotland.