

The Forum AGM Workshop Write Up

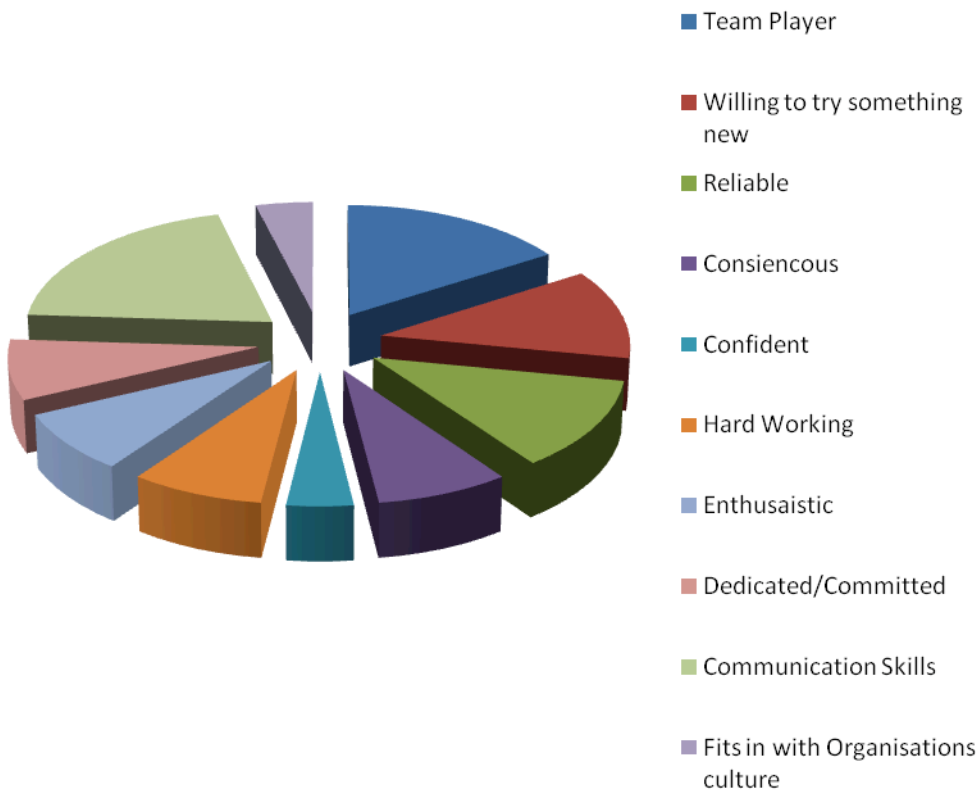
Helping young people gain employment skills through volunteering

The session opened with a welcome from the workshop leader, Nick Wooldridge, the Youth Volunteering Development Manager from the BACYP involved Team.

After receiving some facts and figures on youth volunteering and employment, the group took part in the first exercise which was called "The Perfect Employee". The group were asked to think about what would make the perfect employee and then write these ideas onto post-it notes and put them onto a life-size outline of an 'employee' made from flipchart paper. The ideas that came up were:

Attribute	Frequency
Team Player	4
Willing to try something new	3
Reliability	3
Consciences	2
Confident	1
Hard Working	2
Enthusiastic	2
Dedicated/Committed	2
Communication Skills	5
Fit in with organizations culture	1

The 'Perfect' Employee Attributes



The most common attributes that the group felt that employers would look for would be:

1. Communication Skills
2. Being a team player
3. Willing to try something new
4. Reliability

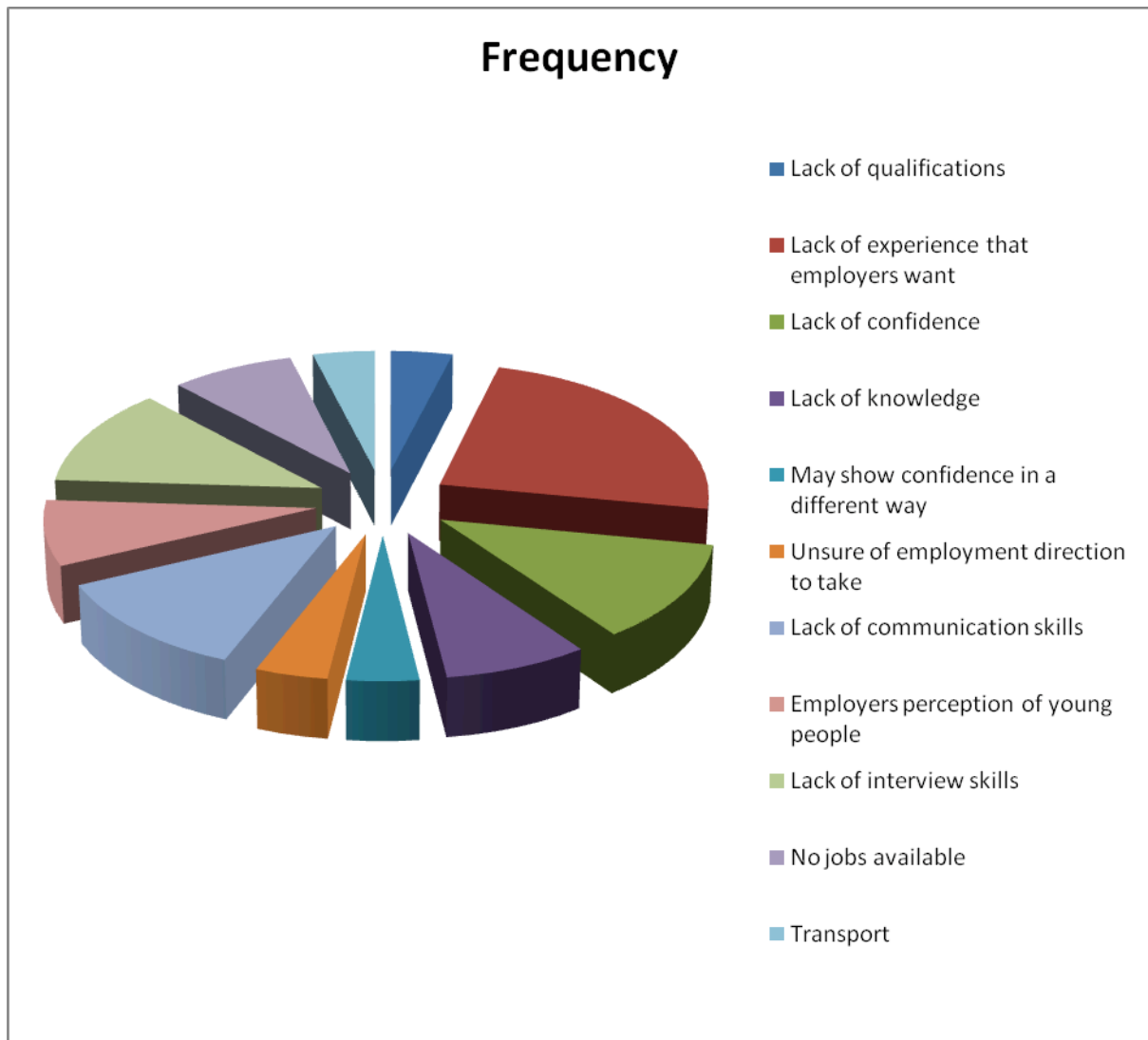
The group then did a similar exercise but were asked to think about what might be the barriers facing young people gaining employment. The group then placed post-it notes on a life-sized drawing of a young person showing what might prevent them from gaining employment.

The ideas that came up were:

Barrier	Frequency
Lack of qualifications	1
Lack of experience that employers want	6
Lack of confidence	3
Lack of knowledge	2
May show confidence in a different way	1

Unsure of employment direction they want to go in	1
Lack of communication skills	3
Employers perceptions of young people	2
Lack of interview skills	3
No jobs available	2
Transport	1

The group believed that the greatest barriers facing young people gaining employment would be a lack of relevant experience, poor communication skills with adults, and a poor interview technique.



We then grouped the main attributes wanted by employers together and grouped the main barriers together to show that young people can sometimes lack the skills and experience those employers are looking for. Please see appendices fig 1.0

We then discussed how volunteering can develop these skills and mentioned a number of organizations can help to deliver training and offer work experience for young people.

The next activity was to view a DVD made about the VOTS project within BACYP's volunteering scheme, V. The group were tasked with writing down the skills that the young people who took part in the project could gain. These included:

Skills	Awards	Attitudes/Competencies
Research	Duke of Edinburgh	Friendly/Approachable
Budgeting	V50 and vimpact	Trustworthy
Bid Writing	CSLA	Reliable
Report Writing	First Aid	Committed
Sport coaching and playing		Flexible approach to work
Travel arrangement		Used to wearing a uniform/looking smart
Time Management		

To end the session, the group were asked to chose one main point from the session and present this back to the rest of the participants of the AGM. The point that was chosen from this workshop was to try and get employers to understand the value of volunteering and what it can give to young people, and to recognise this when looking at a young persons job application and when interviewing them.