



# National Youth Work Induction Checklist

The Youth Work sector has developed this checklist of topics that should be covered during induction training for youth workers. Facilitated by YouthLink Scotland's Youth Work Training Forum, this checklist should ensure inductions give a good sense of the values, principles, approaches and skills needed to deliver youth work as well as key practical considerations. These topics help practitioners to meet the National Occupational Standards for Youth Work and the competences for Community Learning and Development (CLD).

The purpose is to have a minimum induction standard across Scotland so that staff and volunteers can expect the same level of induction training wherever they practice and so that induction is transferable across organisations and locations. This recognises training that practitioners have already participated in, the time commitment they have given and the quality of induction provision across the youth work sector.

The principles of this checklist are:

- The pitch and level expected is one of awareness raising. There is an expectation that practitioners will do further training in these areas.
- The content should be adapted to your organisation and the nature of the young people you work with, making use of existing resources and learning opportunities.
- We have agreed a notional minimum learning time of two hours per section throughout the checklist.
- We would recommend that practitioners complete this induction within 12 months of starting youth work practice.



## Understanding Young People in Society

- What is it like to be a young person?
- Young People's development:
  - Social
  - Physical
  - Emotional



## Youth Work Skills

- Role of the Youth Worker
- Communicating with young people
- Group work
- Youth participation
- Digital youth work
- Practical Resources (ice breakers, team building)
- Dealing with and understanding challenging behaviour





## Values and principles of youth work

- Nature and Purpose of Youth Work
- Values and principles
- Children's Human Rights
- CLD code of ethics
- Professional boundaries
- Handling difficult situations



## Safeguarding and Child Protection

- Why PVG?
- Child protection and safe guarding procedures in your organisation
- Creating a safe youth work environment
- First Aid procedures
- Data protection



## Equality and diversity

- Understanding young people's barriers to participation
- Inclusive youth work practice



## Planning cycle in youth work

- National Youth Work Outcomes and Indicators (impact of youth work)
- Involving young people in planning
- Recording sessions
- Evaluation and reviewing
- Celebrating young people's achievements



## Understanding your community

- What does youth work look like in your community?
- Partners and stakeholders
- Awareness of policy context of youth work e.g. National Youth Work Strategy



## Working with your team

- Skills audit: what are you bringing to the team?
- Roles and responsibilities
- Teamwork
- Leadership



## Post Induction Options

- Mental health and wellbeing
- Building resilience
- Young carers
- Supporting care experienced young people
- First aid
- Food & hygiene
- Excursion guidelines
- Residentials
- Peer education
- Youth Awards (Awards Network)
- Detached youth work / street work
- Outdoor education
- Arts & culture
- Literacy & numeracy
- International youth work
- Funding and fundraising

## Progression routes

As well as further training offered informally, youth workers can progress on to further qualifications including:

- Certificate in Youth Work Practice
- Professional Development Award in Youth Work
- Scottish Vocational Qualifications in Youth Work

## Support for training for your organisation

This is what we recommend you provide for individuals getting involved in your youth work provision as staff or volunteers. Some organisations will already have a lot of resources, training plans and support for youth workers on these topics.

If you need any help with delivering training or finding resources on these themes please contact YouthLink Scotland or Youth Scotland for support and signposting to existing resources.

If you don't have some of the organisational policies e.g. child protection in your own organisation we recommend you contact a national organisation e.g. Youth Scotland.

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## Contact



0131 313 2488



[info@youthlinkscotland.org](mailto:info@youthlinkscotland.org)