

# Barnardo's Briefing Note for MSPs:

6<sup>th</sup> November 2006



**GIVING CHILDREN BACK THEIR FUTURE**

## Barnardo's Youthbuild Paisley

### Introduction

Youthbuild equips disadvantaged young people with the skills, experience and contacts to access sustainable employment. It targets construction, an industry offering considerable opportunity, with up to 43,000 job openings forecast between now and 2014 (Futureskills Scotland, 2006) and capitalizes on opportunities created by considerable local regeneration and investment. Youthbuild gets the best deal for its young people because it brings together partner agencies from all sectors, including partners from the industry itself.

### Innovation

Youthbuild effectively addresses issues at the root of social exclusion and assists young people to overcome barriers such as homelessness, disadvantage and the impact of poverty. The Project continues to improve its service to young people by responding to change. This is reflected in recent changes which include:

- Extending the age group to include 16/17 year olds
- Appointing an Employer Liaison Officer to improve placement access and choice
- Developing the range of placements and training opportunities available
- Improving health, fitness, team skills and competitiveness through the activities of the Young Builders' Club and local league football (inclusive of young women).

### Young Builders

Young builders are recruited from the most deprived areas in Renfrewshire (Scottish Indices of Deprivation, 2004). Renfrewshire is the 6<sup>th</sup> most deprived Local Authority in Scotland. Previous employment initiatives have evidenced that there is no quick fix to enabling the most vulnerable young people into long term sustainable employment. Youthbuild tackles the underlying issues that prevent young people from entering and sustaining work. Common issues include: no work experience, a history of Local Authority Care and/or custody, low educational achievement and lives dominated by the effects of poverty. Youthbuild Paisley is able to provide not only the opportunities that employment brings but the personal support required to assist young people to address the barriers they face - part of the key to sustainable employment.

### Real Work – Real Jobs

The Project has developed productive links with major contractors and sub-contractors in the construction industry. This and an effective partnership with local and National Housing Associations means that Youthbuild is able to access quality work experience. The project has already demonstrated the positive effects of placing a young person with a contractor. Young builders learn from other colleagues, they are valued as members of a working team and they gain experience in a range of tasks and trades, enabling them to make informed choices about future work.

## **Partnership and Regeneration**

Youthbuild enjoys the commitment of a wide range of local and national partner agencies. This combination gives the Project strength. For example, working with local and national Housing Associations enables the project to negotiate at the tendering stage, giving the project power to get the best deal for local young people. Youthbuild is included in plans for developments, the outcome of which is the direct involvement of local young people in the regeneration of their own communities, and the creation of jobs for local people where substantial public and private investment is made.

## **Project Delivery**

Young builders work on a live site, with established building contractors, for 9 months. They experience 3 months of New Deal/Get Ready for Work and a further 6 months of full time employment with the building contractor. Where possible their wage is paid at the going rate for the job – not the minimum wage for their age group. Training is provided both on and off site for the duration of the project. This is taken from a ‘menu’ of training and includes Abrasive Wheels, manual handling and health and safety. Work towards the industry recognized CSCS card (Construction Skills Certification Scheme) is provided to every young builder as a basic element of training. This is core to progression in the industry, as are skills such as communication, negotiation, team work, literacy and numeric skills. Learning and support needs are addressed from the beginning of each placement through to completion and are tailored to the individual needs of young builders. Training and support appraisals take place on a monthly basis, ensuring a consistent approach and the monitoring of progress. This provides young builders with the best possible chance to address issues, get constructive feedback and to secure long term employment in the industry. If they require it, young Builders continue to receive support on completing their placement. This ensures that any further issues are addressed.

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