

# Developing Young People Strategy

Customer  
Focus

Respect

Communication

Integrity



[www.clochhousing.org.uk](http://www.clochhousing.org.uk)



## **1. Introduction**

Cloch Housing Association has made a commitment to finding ways to work with young people in schools and colleges, to develop employment opportunities, training opportunities and education in housing choices and managing a tenancy.

The commitment was encouraged by the success of Cloch's Modern Apprenticeship Programme that started in 2016 and then the achievement of gaining Investors in Young People Accreditation in 2018.

This work is part of Cloch's culture of inclusiveness and growth mind-set where we want to introduce as many local young people as possible to housing choices, careers, skills development and confidence building.

## **2. Aim of Strategy**

The Strategy's aims are:

1. To coordinate our approach to young people by ensuring that it is purposeful and leads to positive outcomes for all.
2. To develop employment opportunities in the local area.
3. To develop the skills, knowledge and confidence in our young people.
4. To assist the Association with its Corporate Social Responsibility Strategy.
5. To enhance the reputation of Cloch Housing Association in the Inverclyde Area.
6. To promote the value and worth of young people in the local and national arena.

## **3. Who do we mean by young people?**

Young People can be anyone up to the age of 24 years.

## **4. What activities does the strategy cover?**

The strategy is about setting out Cloch's intentions to give opportunities to learn, develop knowledge and skills and to gain an understanding of housing associations either as a potential route to a tenancy or a route to a career.

To this end, we will develop and offer a variety of activities. Some have already started and developed and some are still being planned.

- 4.1 Modern Apprentices (MA) – we are committed to employing two Modern Apprentices at any one time. The training will be taken from the MA Frameworks developed by Skills Development Scotland and include comprehensive work experience. The contracts run for 18 months and the commitment to the young person is to assist them with successfully achieving employment in a full-time post by the time their contract ends.
- 4.2 Graduate Apprenticeship (GA) – to consider offering a GA as part of the recruitment offer, where appropriate.

- 4.3 The Recruit – to take part annually in Inverclyde Council’s Recruit programme. This may or may not be tied into the Modern Apprentice opportunity as described in 4.1.
- 4.4 Work Placement – working with Inverclyde secondary schools and offering placements for pupils. This can be a week, a few days each week over a term or indeed a few days a week over a full academic year.
- 4.5 Visits to schools – to develop a way of delivering information to schools on:
  - 4.5.1 Housing Options;
  - 4.5.2 Managing budgets;
  - 4.5.3 Why working in social housing is a good career path.
- 4.6 Career Fairs – to attend career fairs in the Inverclyde area.
- 4.7 The Young Clochie Club – to develop a club for children aged 0 to 5 to encourage them to be interested in all things housing in a fun and informative way.
- 4.8 Mentoring – to offer mentoring to current MA’s or other young people. To look at the potential to mentor pupils interested in social housing or business and administration in general.
- 4.9 Participation in the Pilot Initiative in Inverclyde which is currently being badged as “The Children’s College”.
- 4.10 Work with contractors to gain employment opportunities through our Community Benefits gained as part of the Procurement process.

## **5 Young Person Steering Group**

The development of the work outlined in the Strategy will be overseen by a Young Person Steering Group. The group will monitor current work for its success or otherwise. It will develop ideas and opportunities. It will visit schools and liaise with the school representatives.

The group will be made up the Director, Corporate Services Manager and other members of staff who are interested in this work. In particular, we will encourage the Modern Apprentices to take part.

## **6 Reporting**

The Steering Group will report to the Finance & Corporate Services Sub-Committee as and when required.

## **7. Budgets**

The Association has a budget for employing two MA’s and will endeavour to apply for grants for any training or salary costs incurred.

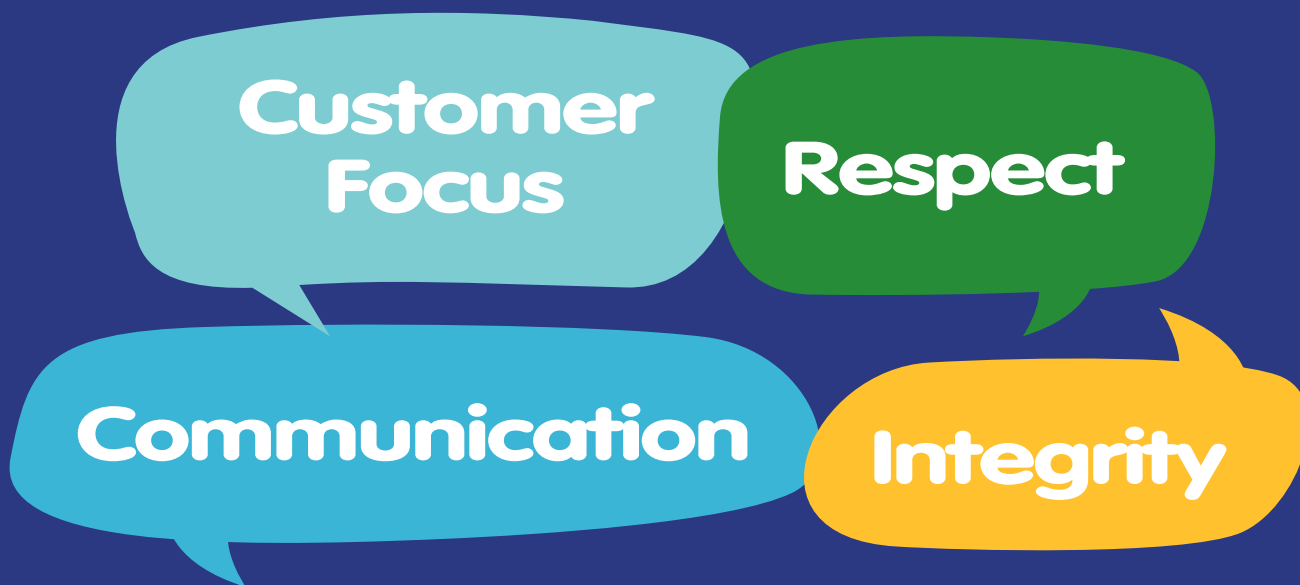
The Association will set aside an annual budget for the work of the group to allow for creating presentation materials, funding The Recruit programme and so on and will seek funding for activities when appropriate.

#### **8. Action Plan.**

An action plan has been developed to set out the timescales and proposed outcomes of each activity. The Action Plan will be set and monitored by the Steering Group.

#### **9. Review**

The Strategy will be reviewed every 3 years by the Finance & Corporate Services Sub-Committee.



CLOCH HOUSING ASSOCIATION LTD	
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<b>Link to other policies</b>	
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