



## National Youth Work Induction Checklist

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Youth work is an informal, rights-based educational practice that supports young people's personal, social and educational development.

Youth workers form developmental relationships with young people that help young people to explore their values and beliefs; address issues that affect them; develop skills for learning, life and work; develop their voice, influence and place in society; realise their rights and reach their full potential. Youth work practice is underpinned by CLD Values, Competences, Code of Ethics and the National Occupational Standards for Youth Work.



Statement on the Nature and Purpose of Youth Work  
YouthLink Scotland 2024

The youth work sector has developed this checklist of topics that should be covered during induction training for youth workers. Compiled by YouthLink Scotland's Youth Work Training and Workforce Development 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.

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.

These topics help practitioners to meet the [National Occupational Standards for Youth Work](#) and the [competences for Community Learning and Development \(CLD\)](#).

## The principles of this checklist are:

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- There is a focus on supporting young people's rights and understanding their lived experience in our practice throughout the sections.
- 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 sixteen hours throughout the checklist.
- We would recommend that practitioners complete this induction within 12 months of starting youth work practice.



## Support for training for your organisation:

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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.

We encourage new youth work staff and volunteers to [join the CLD Standards Council](#), the professional body for Community Learning and Development. This would give them access to further resources and communities of practice.

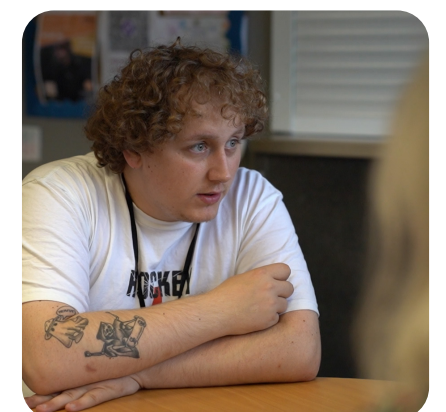
If you don't have some of the organisational policies e.g. child protection, in your own organisation, we recommend you contact your national organisation or Youth Scotland.

## Progression routes

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As well as further training offered informally,

- Certificate in Youth Work Practice SCQF Level 5
- National Progression Award in Youth Work (Theory only) SCQF Level 6
- Professional Development Award in Youth Work SCQF Level 6
- Scottish Vocational Qualifications in Youth Work SCQF Level 6 or 7
- Higher National Certificate in Working with Communities SCQF Level 7



# National Youth Work Induction Checklist



## Understanding Young People in Society

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



## Values and Principles of Youth work

- Nature and Purpose of Youth Work
- Values and principles
- Children's rights
- CLD Code of Ethics
- Professional boundaries
- Handling difficult situations



## Youth Work Skills

- Role of the youth worker
- Being a trusted adult
- Communicating with young people
- Group work
- Youth participation and youth voice
- Digital youth work including social media
- Practical resources (ice breakers, team building)
- Dealing with and understanding challenging behaviour



## Safeguarding and Child Protection

- Why PVG?
- Child protection and safeguarding procedures in your organisation
- Creating a safe youth work environment
- Online safety (including cyberbullying, grooming)
- First aid procedures
- Data protection





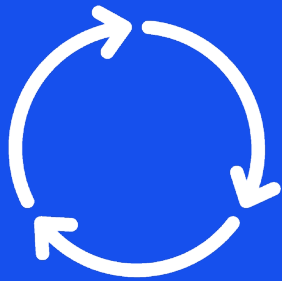
## Equality and Diversity

- Understanding and overcoming young people's barriers to participation
- Exploring protected characteristics
- Equality, diversity and inclusion in practice



## Understanding your Community

- What does youth work look like in your community? (of geography, interest, identity etc).
- Partners and stakeholders
- Awareness of policy context of youth work e.g. organisational, local and national youth work plans and strategies



## Planning Cycle in Youth Work

- National Youth Work Outcomes and Skills Framework (understanding impact of youth work)
- Involving young people in planning
- Recording sessions
- Evaluation, reviewing and reporting
- Celebrating young people's achievements (including Youth Awards)



## Working with your Team

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

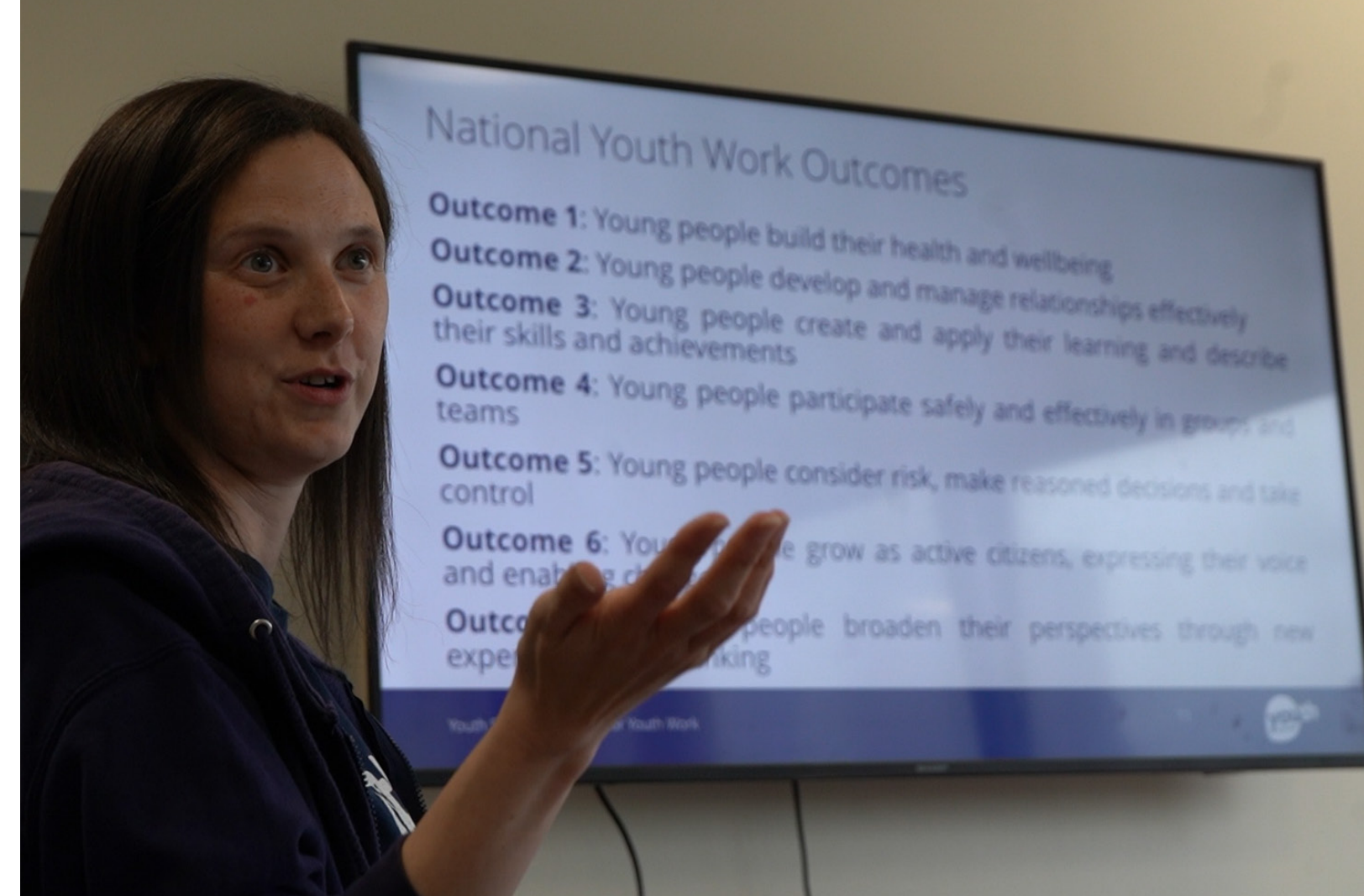


## Post Induction Options

Throughout a volunteer or staff member's journey in youth work we recommend regular support and supervision and training to grow and update their skills.

These are topics for training that workforce development leads in the sector recommend:

- Mental health and wellbeing
- Trauma informed practice
- Climate Action
- Building resilience
- Supporting young carers
- Supporting care experienced young people – The Promise
- Issue-based youth work
- Peer education
- Youth Awards (Awards Network)
- Detached youth work/street work



- Outdoor learning
- Digital youth work in more depth
- STEM activities
- Arts & culture
- Literacy & numeracy
- Beyond inclusion: equitable youth work practice to promote gender, race, LGBT+, disability, and class equality
- International youth work
- Funding and fundraising
- Cyber resilience
- First aid
- Food & hygiene
- Excursion guidelines
- Residentials
- Risk assessment



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