



Cloch Housing Association

Developing Young People Strategy

Policy Name	Developing Young People Strategy
Policy Category	Corporate & Governance
Policy Number	106
Approved by	Finance & Corporate Services Sub
Responsibility of	Head of Corporate Services
Date Adopted	03/03/2020
Last Review	NA
This Review	30/05/2023
Next Review	May 2026
Equalities Impact Assessment Required	To be done once training has been completed.
Link to other policies	Mentoring Procedures
Consultation	This will happen when the Young Person Working Group is restarted

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.

This Strategy links to Business Plan Outcomes:

Strategic Priority 7: Promote employability and training opportunities.

Strategic Priority 17: Embed a "can do approach".

Strategic Priority 20: Support our People.

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 28 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.

- 4.1 Modern Apprentices (MA) – we are committed to employing two Modern Apprentices at any one time, or an equivalent. 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) – Cloch employed its first GA in 2021 and this contract is until 2026. Consideration will be given to a new GA at this time.
- 4.3 The Recruit – to take part annually in Inverclyde Council’s Recruit programme.
- 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.
Suggested information is:
 - 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 – if appropriate, 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 young people. To look at the potential to mentor pupils interested in social housing or business and administration in general.
- 4.9 Work with contractors to gain employment opportunities through our Community Benefits gained as part of the Procurement process.
- 4.10 Cloch received its first accreditation for Investors in Young People in 2018. Since then, we have developed our processes, particularly for MA’s, career development of young staff and succession planning activities. In 2021, Cloch achieved the Silver standard. A review of whether or not to continue this award, will take place before the next accreditation review in 2024.
- 4.11 Succession Planning is important for both Cloch and the social housing movement. Cloch will continue to offer up opportunities to young people who are permanently employed, to develop their skills by shadowing, acting up, applying for advanced posts and training.

5 Young Person Steering Group

During COVID, the Young Person Steering Group stopped, so this policy sets out the intention to restart the group to work on our young person activities. This will include quarterly meetings, setting out a programme of events and support systems for our young people.

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.

Current Expenditure Plans 2023/2024

Post	Salary	Training
Modern Apprentice in IT and Telecoms	£19,838 per annum / one off grant of £10,000	
Graduate Apprentice in Accountancy	£24,378 per annum	Covered by SAAS funding – no cost to the Association beyond purchase of books
Property Services Trainee (starting date not known)	£23,362 / one off grant of £10,000 expected	First year, £1850

8. Action Plan.

An action plan will be reset after the restart of the Young Person's Steering Group.

9. Review

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