



www.youthvip.scot

# ANNUAL REPORT

YouthVIP 2023/24



Delivered by:



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# INTRODUCTION

What a year it's been with YouthVIP

**Fraser Clark**  
YouthVIP  
Project Manager



This year we reflect on a programme of YouthVIP which has focussed on collaboration, scale and addressing direct needs, across all aspects of our work

Building capacity within the consortium team, and adding new skills and techniques, has enabled us to elevate the voice of our young volunteers, and associated allies, in places and spaces where different viewpoints and lived experiences can add real value.

We've been able to create deeper relationships, and align our activities with national frameworks, such as the Volunteering for All Action Plan, and Young Person's Guarantee. Additionally, launching our [www.youthvip.scot](http://www.youthvip.scot) website this year has brought an ability to provide support and guidance to individuals and organisations across the breadth of the country.

The following report sets out our operational delivery achieved between April 2023 to March 2024, as well as key outcomes achieved and, where appropriate, recommendations for future steps. In a move away from reporting directly against each of the YouthVIP original recommendations, we have categorised each delivery area within one of four key outcomes of our delivery programme (Learning, Community, Reach/Outreach/Connection/External Engagement, Volunteering in Action) and referenced the associated recommendation using a design key. Given the interconnectedness of the recommendations, and the evolution of our programme around stakeholder need, this appeared to be the most straightforward way to present the data without losing stakeholder impact and value.



# 13

## RECOMMENDATIONS

The YouthVIP program was designed around 13 recommendations presented to the Scottish Government following a consultation period with young people from across the country. The recommendations each outline a different action that can be taken to improve youth volunteering across Scotland. These recommendations form the foundation of the YouthVIP project.



TRAINING FOR VOLUNTARY ORGANISATIONS ON YOUTH INCLUSION IN VOLUNTEERING



LOCAL AREA VOLUNTEERING ADVISORY SCHEME



DEVELOP GUIDELINES ON SUPPORTING YOUNG VOLUNTEERS



FRAMEWORK TO SUPPORT YOUNG PEOPLE NOT IN EDUCATION, EMPLOYMENT OR TRAINING, TO GAIN WORK-BASED SKILLS AND PERSONAL DEVELOPMENT THROUGH VOLUNTEERING



LOCAL AREA NETWORK MEETINGS



ROADSHOWS TO PROMOTE VOLUNTEERING IN LOCAL COMMUNITIES



LEGACY GROUP OF YOUNG PEOPLE TO OVERSEE IMPLEMENTATION OF RECOMMENDATIONS



DEDICATED ACCESS FUND FOR VOLUNTARY ORGANISATIONS



ANNUAL VOLUNTEERING SUMMIT



NATIONAL FORUM FOR BUSINESSES AND THE THIRD SECTOR



REVIEW OF QUALITY ASSURANCE MARKS FOR VOLUNTARY ORGANISATIONS



PILOT SCHEME TO SUPPORT SMALL AND MEDIUM ENTERPRISES (SMES) TO DEVELOP WORKING PRACTICES WHICH WILL SUPPORT VOLUNTEERING

# KEY DELIVERABLES

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- 173 attendees at training workshops delivered across the year, covering 24 different TSI regions
- Launch of our 'Community of Practice' with early adopter group of 15, and room to scale
- Design, creation and launch of YouthVIP website
- Active contact and engagement with 30 TSIs across Scotland at multiple levels
- Launch of dissemination of Youth Volunteering Schools Resource through a pilot project
- Delivery of in-person Summit as part of the SCVOs 'The Gathering' event
- Largest ever youth panel, following a positive round of recruitment
- Deeper engagement across the Volunteering sector through connections with the likes of Volunteer Scotland, and participation at Cross Government Groups

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This report will reference the recommendations even though the narrative is structured thematically. Look for the icons to get an idea how we have been delivering against these recommendations.



# 1. LEARNING

Activities focussing on education, training and upskilling

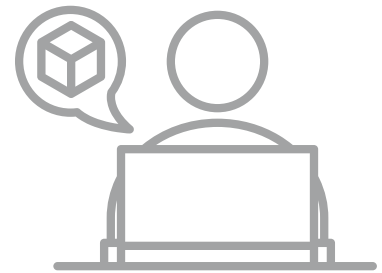
## ALL TRAININGS

Our organisational training, delivered by learning and development social enterprise 'Get The Gen', enables organisations that are working with young volunteers to come together, share perspectives, reflect on their current practices, and build capacity in key areas to ensure they recruit and retain the best young volunteers to support their work.

This training has been constantly evolving over the years of delivery for YouthVIP, especially to support the current challenges organisations are experiencing relating to youth volunteering. Our priority has always been to listen to the organisations and meet them where they are, ensuring our training content is relevant and addressing current requirements. The high sign up rates for this delivery show that organisations are still struggling to address key needs, and the continuous positive feedback shows the necessity of supporting organisations across Scotland in this key area.

Participants from Local Authorities that attended:

# 26



Number of separate organisations:

# 57

40 local/regional/Scotland.  
14 National orgs  
3 rest of UK

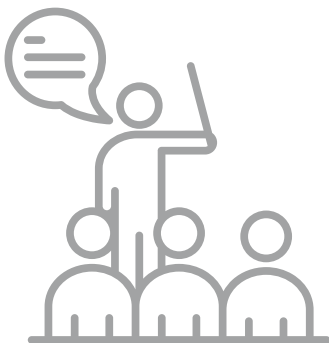
Total number of participants from all programs:

# 173





## GET THE GEN TRAININGS



3 workshops delivered across the year with

# 99 >

Attendances

Each of the 3 training sessions were scheduled for 20 participants to maximise quality of training experience. Capacity of each of the 3 sessions had to be extended due to exceptional demand. (Emphasizing the continued impact of training that has been evolving over for over 3 years)

Session 1 was extended from 20 to 25, Session 2 was extended from 20 to 35 and Session 3 was extended from 20 to 40.



There is a mailing list of 100 participants signed up for further training information as funding permits. The marketing of these sessions is a key outreach tool and direct offer for the community and networks we serve

## COACHING

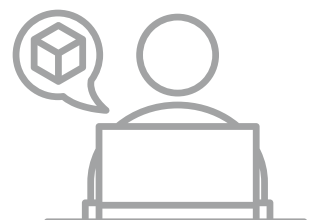


Financial year 23/24 in numbers  
YouthVIP coaching:

# 36

Attendances in coaching sessions from 5 local authority areas.

22 individual and small group coaching sessions delivered.



# SPOTLIGHT

The impact of YouthVIP on organisations



## **STRENGTH IN COLLABORATION: VOLUNTARY ACTION'S WORK WITH YOUTHVIP**

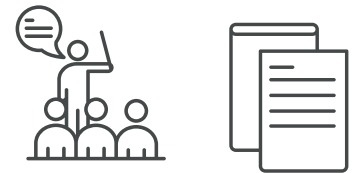
“Working with partners across East Renfrewshire, we try to connect young people with their communities and support them in their personal development,” explains Denise, Youth Volunteer Development Lead. Voluntary Action East Renfrewshire are passionate about all young people having the chance to explore meaningful volunteer opportunities.

One remarkable project involved an intergenerational initiative with a school, taking pupils to a care home. The young people had the chance to get to know the residents, recording momentous moments in their lifetimes. These moments were recorded in various creative ways and presented to the

residents and their families over afternoon tea. Reflecting on this project, Anna Kerr shares, “It was absolutely wonderful to see the pupils’ confidence increase and their communication skills develop throughout the project.” The stories of high school boys in tears at the end of a project and the joy shared between generations speaks volumes about the success of their approach.

Soon after starting with Voluntary Action East Renfrewshire, Anna and Denise undertook YouthVIP’s Get the Gen training which lay a great foundation for their youth work. The positive energy and motivation they gained from the training was transformative.





“We came away from it totally motivated. We recently had another member of staff join our team and we recommended she sign up to the training as it is the best we’ve been on,” Denise told us.

The impact extends beyond training sessions. Anna and Denise signed up for some one-to-one sessions with YouthVIP’s facilitator. “He inspires and encourages us, and has really kept us going in our projects.” YouthVIP played a pivotal role in keeping the momentum alive. The team’s ability to implement what they learned from the training is evident in their approach to involving young people in the decision-making processes. They put together a youth steering group who undertook research into the barriers young people in East Renfrewshire face in taking their next steps. This emphasis on valuing and incorporating young people’s opinions has been a guiding principle for Voluntary Action, from the steering group designing the survey, to nearly 800 young people completing the survey. The data from the survey and a follow up survey is being used to shape the support that Voluntary Action will offer young people in East Renfrewshire over the next couple of years.

As well as recognising the range of skills young people can develop as a result of volunteering, Anna and Denise note the impact young people can have on groups, organisations, the environment and their communities. “It is important that the opportunities available reflect the interests of young people. We listen to what young people say they’d

like to get involved with and are working to increase the range of volunteering opportunities on offer to them all the time. Sometimes that has meant helping them create their own volunteering opportunities or encouraging organisations to consider something new,” shared Anna.

In line with YouthVIP, they believe that reaching young people at an early stage is crucial, letting them know that they are valued and have a lot to offer. Voluntary Action recognises the profound impact volunteering and personal development has on individuals and can at times, be life changing. A young man called Connor from their Youth Steering group said, “Once you step out of your comfort zone it’s a whole new world you walk into. Volunteering helped me develop many skills that I now use every day. I went from being really shy at school, to talking to hundreds of people every day in my job. Volunteering is about helping other people but helping yourself at the same time.”

“Invest in young people because they are our future. Don’t overlook the value they bring,” Denise adds. By collaborating with YouthVIP, Voluntary Action have further developed their youth strategy and feel supported in their approach. The youth team have felt that YouthVIP’s input has been invaluable. The emphasis on youth involvement, decision-making, and inter-generational projects has not only enriched the lives of the

“YouthVIP played a pivotal role in keeping the momentum alive. The team’s ability to implement what they learned from the training is evident in their approach”



## 2. COMMUNITY

Activities focussed on community

Through our continued efforts to reach out and raise awareness of the YouthVIP project we have been able to create even more meaningful relationships throughout the TSI network, their partners, and organisations within the local community. Our motivation is always to build these trusted connections across these organisations, funders and their partners to make them feel as valued as the young people we work with, as well as connected to the viewpoints and perspectives of young people and organisations alike.

Since early last year, feedback from TSI's has been very specific about not having the open communication between everyone. This is something we are exceptionally passionate about bringing alive for everyone involved. YouthVIP has engaged directly with other volunteer support organisations which has led to being invited on to sub focus panels and groups within these organisations, as well as at Scottish Government level.

We are actively in contact and engaged with 30 of the local authority TSI's.

Some of the findings and feedback when speaking with the TSI's has been very specific about the following -



1. Not having the open communication / dialogue, primarily between other TSI's and the sharing of strategies / information / ideas /
2. Dealing with objection / barriers when trying to activate programmes / projects for YPs under 18/16/14yrs of age with potential partners.
3. Resources (staff) available and finding the time to put planning and actions into place.
4. Training, support & resource tools / toolkits
5. Outcome pathways, development opportunities

Although all of the above could seem 'problematic' when looking into opportunities for the first time, we find the first step is opening up to the YouthVIP team to explore the requirements within the local area related to youth volunteering. Through these conversations we have been able to identify a lot of wants and needs to help overcome these barriers / objectives, which can often involve signposting to

Here is a small sample of some of the project work developing within the YouthVIP partnership theme of 'diversity & inclusion, community and knowledge' sharing within the TSI network and other working partners -



**Training for Voluntary Organisations on Youth Inclusion**



**Local Area Network Meetings**



**Review of Quality Assurance**

### AVA (ABERDEEN VOLUNTARY ACTION)



Are currently investigating & building a new YP volunteering programme / project in and around the Aberdeenshire area. YouthVIP have been able to connect AVA up with a host of link-ups in and around the huge area of the Shire and allow the opportunity to reach

out and communicate how they would see this fitting in to benefit everyone within their community. YouthVIP have also connected them with a person who will be able to provide pro bono support for their programme roll out and engagement.



### CVS (COMMUNITIES & VOLUNTARY SECTOR) INVERCLYDE

Currently have one youth (age 16-24) volunteer project up and running, it has just over a year to run. YouthVIP have been able to reach out and tap into the wealth of knowledge and support they have put into place. We have been able to work with, link up and signpost other TSIs within the network community where the tie-ins for development have been appropriate. Inverclyde are very active in the celebration and recognition of YPs in

volunteering and work very closely with the Saltire Awards, they also provide their own 'champion awards' as well as offer local training opportunities unique to their area. This shows that as well as the opportunities for development we can offer (where appropriate), we are also very good at sharing how well others are doing and are very quick to signpost the opportunity to link with others throughout the network.



### ACE IT (HELPING OLDER PEOPLE LEARN DIGITAL SKILLS)

"Thank you so much for all of the information, Fraser. . I have booked on to the training and hopefully after that I will have more of an idea of how much work I will need to do before I can move this forward. I will keep your email in my to do folder so that when I have a chance to get

all the information and read up, I can contact you again and let you know where we are. Thank you so much for this, I really do appreciate it. You've given me a massive head start."





## COMMUNITY OF PRACTICE

Engaging with organisations who had already participated in our youth volunteer engagement training, a series of exploratory Community Of Practice (COP) training sessions identified a broad range of priorities and aspirations from the sector, for the sector. These priorities and aspirations were used at the launch session to inform discussions and questions.

During the launch session the group created 3 priorities and ideas on how they could be achieved, an indication of how they wanted to work together and what was needed to support this. It was a powerful and inspiring session that set a high bar for future work and signalled a resolute commitment to working together to achieve common goals across traditional boundaries.

### Breakdown:

- Community Of Practice (COP)
- 38 participants from 8 National Orgs and 8 Local authority Areas. 6 sessions (1 main launch session and 5 preparation sessions)
- 26 signed up for session 2.

### Priorities identified:

YouthVIP centrally must meet our commitment to actively support participants to meet the priorities they have identified and articulated.

1. A clear focus on upskilling ourselves and the young people we serve.
2. Build a community. Grow connection with each other and partnerships across traditional boundaries
3. Build capacity to Influence the decision-making processes that surround our work. Learn more about new ways of working and innovative practice to support ourselves and young people.

Some quotes from training attendees:

- Good ideas on how to take forward encouraging young people with the organisation and really good tips that are relevant from the voices of young people about how we can go about it.



**Training for  
Voluntary  
Organisations  
on Youth  
Inclusion**

“This training session relit my passion to recruit and retain youth volunteers”

## YOUTH VOLUNTEERING SCHOOLS RESOURCE:

As part of the YouthVIP partnership YouthLink Scotland worked further towards embedding inclusive volunteering and recognition of skills gained through volunteering in schools and within the employability journey, focusing on accessibility for all young people, and making the most of youth work and wider Community Learning and Development structures/expertise to facilitate. This was achieved through the youth volunteering schools resource.

Achieved the co-creation with members of the youth panel of the Youth Volunteering Schools Resource

“I think it will be great for schools to have so much of this in one place...it is such an adaptable resource and I feel you can use as much or as little of it as you like.”

Delivered a pilot of the resource from November 2023 – January 2024. We involved a sample of teachers, youth workers and young people to bring the ideas, practices and approaches within the resource to life.

The pilot project included; Lenzie Academy, Voluntary Action East Renfrewshire, Aberdeen City Council and young people from the YouthVIP Panel and #IWill Scotland.

The pilot project participants found the resource to be helpful in supporting them to engage with the culture of youth volunteering within schools, to open up relevant conversations with young people and colleagues and to identify actions that could be taken to build a stronger culture of support for youth volunteering. Feedback included;

‘It enhances/fits with the curriculum, the videos, the barriers, the benefits and the activities. I think it will be great for schools to have so much of this in one place. As I said, it is such an adaptable resource and I feel you can use as much or as little of it as you like.’ (Schools feedback on resource).

The report for from the pilot project will be added here when finalised: [#YouthVIP](#) | [YouthLink Scotland and HOME](#) | [YouthVIP](#)

# h Volunte mpion Sch Resource

## #YouthVIP



 YouthLink  
Scotland

 #i  
move

# 3. EXTERNAL ENGAGEMENT

Activities focussing on external engagement and outreach

YouthVIP, through conversations, links, development opportunities, helping and supporting networks within the local authority sectors and their partners mean we are being recognised as a programme to be involved with because of the passion, hard work and effort to make things work by not just bringing to life the Young Persons volunteering experience, but the positivity of that opportunity and experience for everyone involved.

Opportunities like –

Guest speaker at the CTSI (Clackmannanshire Third Sector Interface) conference for Third Sector Leaders & Trustees in Clackmannanshire. A platform where YouthVIP

- Introduced YouthVIP and its background / remit.
- Dispelled some of the 'myths' regarding recruiting younger volunteers.
- Training opportunities.
- Answered any questions that attendees had.



**Local Area  
Network  
Meetings**







## VOLUNTEER SCOTLAND – CROSS PARTY GROUP NETWORKS

More recently an invitational opportunity through several other peer to peer groups to work with –

- A strategic group of persons from a large mix of organisations across Scotland, inc - MSP representatives, CEO's, Heads of Organisation, SMT's and a host of people right at the grass roots level of support.
- Various Topic / Agenda based meetings to address all socially interactive themes within the sector.
- All topics on point and strategically focused on the further development specifically in the Volunteer sector based around recent reports and study findings. The Scottish Household survey being the most recent along with the Volunteer Action Plan and others.



# COMMUNICATIONS & OUTREACH

Digital and traditional communications

YouthVIP has moved to expand its digital reach, brand recognition and overall communications presence in line with previously mentioned activities. Following the hiring of a dedicated Communications and Marketing Manager YouthVIP has moved to document and promote all aspects of YouthVIP's activities with a coordinated campaign of direct engagement, weekly updates and establishing a permanent digital presence.



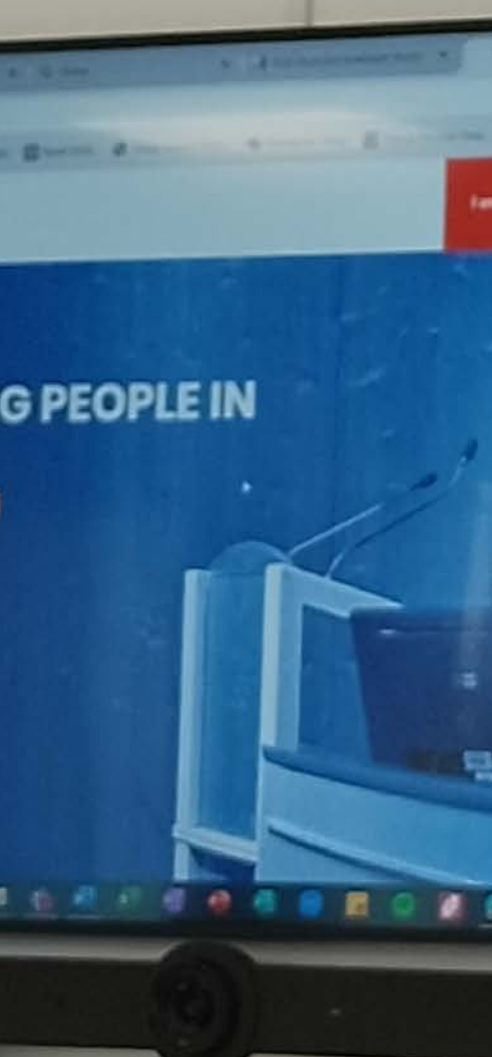
**Develop Guidelines on Supporting Young Volunteers**

## WEBSITE CREATION:

YouthVIP's first website [www.youthvip.scot](http://www.youthvip.scot) went live in February 2024 and was co-designed with the support and feedback of the YouthVIP panel. Since the beginning of the YouthVIP project there has been a need for a dedicated online space for information and resources associated with youth volunteering in Scotland. Many other volunteer websites provide key information on placements and support for organisations but not specifically for young people. The primary audience for the website includes young people, their parents or care givers and organisations seeking to improve their youth volunteering offer.

[www.youthvip.scot](http://www.youthvip.scot)





The core of the website was designed in-house by the YouthVIP team to reflect and maintain the branding guidelines originally established in 2022 by the Youth panel. Following several feedback sessions from both partner organisations and young people the website was designed with several core offers:

- 1.** Resources for organisations: A selection of resources, advice and guidance for organisations seeking to start or improve their youth volunteering programming.
- 2.** Guidance for young people: Key starting information, FAQs and an email support for young people who would like to start volunteering.
- 3.** Promotion of select volunteering opportunities: Advertisements and information about select national volunteering opportunities from partner organisations.

- 4.** Introduction to YouthVIP: Core information about the history, objectives and rationale of the YouthVIP project including links to partners, activities and resources.

The selection of a .scot domain name address was designed to reflect the Scottish focus of the project and keep it in line with similar nationwide initiatives.





## MAILING LIST

As YouthVIP activities have expanded throughout 2023 the need for a more direct channel of communication became more apparent. As physical outreach and engagement continued successfully there was a need for both follow up with existing contacts and the ability to attract new partners.

In late 2023 a mailing list was created following the successful delivery of The Gathering in Edinburgh, initially to reach out to delegates but also to sustain interest among newly created contacts.



## Summer Volunteering Opportunities

We're excited to announce two **nationwide volunteer opportunities** available to young people across Scotland starting this summer.



### Become an #Iwill Ambassador

Each year the #Iwill movement recruits 50 Ambassadors from a variety of backgrounds across the UK. These young people aged 10-25 should have a passion for social and environmental change. Check out more about #Iwill

## YOUTH WORK AND VOLUNTEERING REPORT



### Local Area Volunteering Advisory Scheme

YouthLink Scotland worked alongside key partners and colleagues from the Youthlink Scotland Scottish Attainment Challenge Programme in relation to the role and impact of youth work, in supporting young people through volunteering opportunities and highlighting the impact of this across education, employability and skills development.

To achieve this, Youthlink Scotland held a focus group with youth work practitioners and interviews with 13 young people based on their experiences of volunteering whilst being supported by youth work

and created 'Youth Work and Volunteering – The role and impact of supporting young people through volunteering opportunities'. (Link below)

[Youth Work and Volunteering](#)

Youthlink Scotland also worked alongside wider partners involved in delivering the Volunteering Action Plan, to begin to take a joint approach and accountability for the future of youth volunteering. This includes:

- YouthLink Scotland being active members in a range of forums and groups. Including the Volunteer Celebration and Recognition Group (derived from the Volunteer Action Plan) with a remit focusing on highlighting and promoting youth volunteering and the work of #YouthVIP and #IWill and alignment with national campaigns such as Volunteers Week (incorporation of Power of Youth Day).

YouthLink Scotland also co-created a joint briefing with Volunteer Scotland, launched on the Power of Youth Day around young people and volunteering. [Volunteer Scotland and YouthLink Scotland Joint Briefing - Young People and Volunteering](#) | YouthLink Scotland and supported young people to provide key input into 'Youth Volunteering; Evidence Into Action' event, held in June 23, in response to this joint policy briefing.

Across Scotland these organisations and their partners can be connected or signposted to a fast-growing network, not just in their own local community but on a wider more national scale - People who can help with their own ambitions



and priorities to develop young person's volunteering within their remit.

Whether that's working with the YouthVIP panel themselves, the TSIs, or organisations and partners directly within the local communities, YouthVIP will continue to support and build this solid network, allowing



# SPOTLIGHT

The impact of volunteering on young people



## FINLAY'S TRANSFORMATIVE IMPACT OF VOLUNTEERING

In the dynamic world of volunteering, Finlay, an 18 year old university student, stands as a testament to the profound impact that volunteering can have on shaping perspectives, building confidence, and inspiring positive change. Finlay's journey, marked by diverse projects and experiences, sheds light on the power of volunteering to bring about personal and societal transformation.

"I was initially introduced to volunteering when I was in the first year at secondary school. I volunteered at a youth café that helped run primary-secondary transition evenings." Finlay says. Despite taking a break from volunteering, he returned about

three and a half years ago.

Independent advocacy played a pivotal role in Finlay's return to volunteering. "During that period where I wasn't involved in things as much, I received independent advocacy. And as I was transitioning out of that, they recommended that I should maybe get involved in these sorts of things to keep proactive," he explains "and I just started saying yes to everything!"

Sharing his initial volunteering experience in the youth café during his first year, Finlay emphasizes, "That was seven years ago now, but it's something I can remember the most because I just wanted to make friends. It was a new opportunity



to get to meet people. I was someone who didn't have the best experience, both in terms of education and socially in primary and secondary school."

Volunteering became a platform for Finlay to meet people, work collaboratively, and help others. His involvement in more projects, particularly the YouthVIP panel, began with a recommendation from a youth worker. "I was on a different panel, and they were like, 'Well, we've got this other opportunity that would be a good match.' So I was like, 'Yes, I'll get involved in that,'" Finlay recalls.

Reflecting on challenges in volunteering. Finlay notes "There's been quite a few bumps in the road." Highlighting issues surrounding the accessibility of opportunities from a rural perspective. However, Finlay also recognises the "hard work that has taken place, especially over the past few years to include unheard voices and to remove barriers to volunteering".

Finlay's experiences as a young advisor for the Children and Young People's Commissioner for Scotland and within Dumfries and Galloway Youth Council have been particularly fulfilling. "I have the privilege of being the chairperson of the Youth Council for around a year, representing young people on a huge number of panels, including the council's education committee, playing an active role in creating positive change" he proudly states.

Throughout his journey, Finlay provides advice to hesitant young individuals, emphasizing, "It's okay to take it slow and gradually get involved. There's a huge pressure, especially when you're not familiar with the landscape of volunteering, to be involved in everything. But it's okay to take it slow."

In advising organizations to improve youth volunteering, Finlay encourages a focus on improving representation. "There needs to be work done to have that outreach to give young people those positive experiences throughout different communities," he suggests.

Finlay's volunteering journey serves as an inspiring narrative, illustrating the transformative power of volunteering in the life of a young individual. He offers a glimpse into the challenges, triumphs, and personal growth experienced through diverse engagements. As organizations aim to build robust volunteer programs, Finlay's insights become invaluable, providing guidance in creating inclusive and accessible opportunities for young people across various communities.

"It's okay to take it slow and gradually get involved. There's a huge pressure, especially when you're not familiar with the landscape of volunteering"

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# 4. VOLUNTEERING IN ACTION

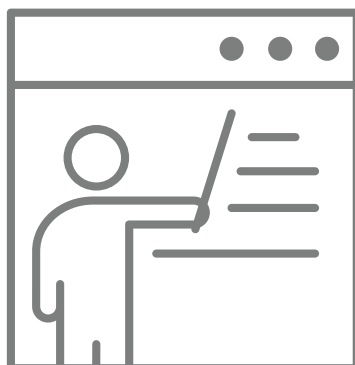
Activities focussing on volunteering

## RECRUITMENT & EVOLVED PANEL



**Legacy Group  
of Young  
People**

In May 2023 Young Scot engaged the YouthVIP Legacy Group members from the previous phase individually to update them on the next phase of the project and to explore who would still like to remain involved. From these individual conversations eight panel members indicated that they would like to remain part of the project moving forward. To enhance the number of panel members on the project, Young Scot delivered a new recruitment process. This was conducted from May 2023 – June 2023 and was shared through our #YSHive landing page on the Young Scot platform (young.scot), a variety of social media channels, both paid for and organic promotion, and through our local and national partner networks.



### HOW DID APPLICANTS FIND OUT ABOUT THE YOUTH PANEL?

Following the application deadline Young Scot received 29 applications in total. From the applications received – 7 declared a disability.

9 applicants found the opportunity through Young Scot's social media channels (Facebook, Instagram & Twitter), 14 through Young Scot's #YSHive 'Get Involved' page, 1 found out through relatives sharing the opportunity, a further 3 through partner organisations and Local Authority partners, and finally, 2 through their school, college, or university.

All applicants were invited to attend an online selection session on Wednesday 21st June or took part in a phone conversation as part of the application process before being selected to be on the panel.



Training for  
Voluntary  
Organisations



Guidelines for  
Supporting  
Young Volunteers

The recruitment process saw  
Young Scot offer:

# 13

New young people a place on  
the YouthVIP Panel ,enhancing  
panel membership to 21 young  
people aged 11-25

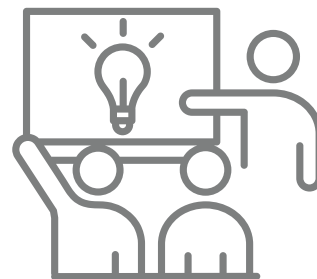


Of the 21 young people on the  
panel 5 identified as male and 16  
as female.

The group are from areas  
across Scotland including  
Aberdeen, Dumfries & Galloway,  
Dundee, East Ayrshire, East  
Dunbartonshire, East Lothian,  
Edinburgh, Falkirk, Fife, Glasgow,  
Midlothian, North Lanarkshire,  
Perth & Kinross and Stirling.



The volunteers' current  
demographics include  
representation from a diverse  
range of backgrounds and  
characteristics:



6 identifying as a young Black  
person or person of colour, 2  
declaring a disability and 1 young  
carer. 10 panel members also  
currently live within SIMD 1 and  
2 quintiles, and 3 members are  
first time volunteers with Young  
Scot.





## YOUTHVIP PANEL KICK OFF SESSION AND INITIAL PRIORITY ACTIVITY

In September 2023 Young Scot held an induction session with 12 panel members at their office in Edinburgh with the support from YouthLink Scotland and Volunteering Matters staff. The panel members were taken through the induction process for all volunteers including creating a team agreement, setting their hopes and aspirations for this phase of the project and understanding their training and development needs.

The young people also started to focus on the planning and activity for the YouthVIP Summit that was held at SCVO's The Gathering in November 2023. The panel worked collaboratively to begin thinking about the look and feel of the summit, what this would involve and the activities that would take place. The young people worked in groups to begin sharing initial thoughts and then fed back as a whole group.

There was clear agreement in terms of the style of the summit and activities the young people would like to take place. The YouthVIP Panel then met again in person in October to develop their ideas further and began working on a draft plan for the summit. The YouthVIP Panel also began focusing on the planned content campaign which was delivered in November 2023 and collaborated with the Young Scot Digital Content Team at their meeting to begin planning, developing, and creating content for the campaign.



**Legacy Group  
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People**

## YOUTHVIP VOLUNTEERING SUMMIT (APPLICATION)

The ambition for this year was to look to embed the YouthVIP Volunteering Summit within an established sector event, providing new reach to engage key stakeholders in the work of our programme. Building upon previous successful YouthVIP Summits held online in 2021 and 2022, and taking on board recommendations from young people, the panel were successful in their application to deliver their first in-person Summit event as part of SVCO's

The Gathering 2023. The event, designed and led by young people (YouthVIP Panel) and supported by YouthVIP consortium partners, focused on how the wider sector can collectively embed young people's voices into decision making processes around volunteering in Scotland and increase meaningful volunteer opportunities for young people.

## YOUTHVIP SUMMIT – NOVEMBER 2023

On the 8th of November 2023 the YouthVIP Panel held the third YouthVIP Summit. In the two previous years this had been held online but this was the first in-person summit. The summit was held at SCVO's The Gathering event at the Edinburgh International Conference Centre and saw over 60 delegates from across the third sector, education, and

Scottish Government attend. The panel worked collaboratively to design, develop and deliver the summit ensuring this was completely youth led. They developed an introduction presentation and led delegates in a world café style activity focusing on the following questions they identified as priorities to them:

1. How can you as an organisation make volunteering more flexible for young people e.g., those at school, have a job, caring responsibilities etc?
2. What prevents you from offering volunteering opportunities?
3. What type of people are you looking for as volunteers?
4. What are you doing to address barriers into volunteering e.g., no local opportunities in rural areas?
5. How do you identify barriers to volunteering?
6. What can you do to support and develop young volunteers?
7. How do you work with other organisations to promote/encourage volunteering?
8. How do you support young people from one





9 YouthVIP Panel members supported by staff at Young Scot, YouthLink Scotland and Volunteering Matters presented and led delegates through the world- café activity, facilitating discussions at their tables and sharing their own personal

views and experiences on volunteering and the benefits they have had personally. The YouthVIP Panel ended the Summit by asking each delegate to complete a pledge card that focused on the following:



**Annual  
Volunteering  
Summit**

1. How can you as an organisation make volunteering more flexible for young people e.g., those at school, have a job, caring responsibilities etc?
2. What prevents you from offering volunteering opportunities?
3. What type of people are you looking for as volunteers?

\_\_\_\_\_





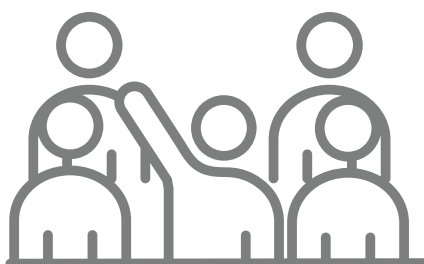
Below shows a selection of the pledge responses from the delegates that attended.

- Offer my time as a mentor to support young people who want to volunteer.
- Encourage young people to get involved in volunteering in areas that interest them.
- Listen to young people and direct opportunities towards their needs.
- Promote youth volunteering across Scottish Government.
- Raise awareness of volunteering opportunities in my area.
- Challenge our existing adult volunteers to be more open to supporting youth volunteers and help them to realise the benefits.
- Reduce barriers as much as possible.
- Offer to mentor a young person who would benefit from my experience (and vice versa).
- More flexibility and culture change around volunteer engagement.
- Offer flexible what, provisions for carers, digital opportunities and support.
- Offer more flexible and digital (online) opportunities for young students.
- Provide more volunteering opportunities, ensuring that positions are made accessible.
- Work with young people, local partners, charities to understand what opportunities are available and how to access them.
- Invite YouthVIP team to audit what we do.



The aims of the YouthVIP Summit were to enable young people to highlight to the sector, and people of influence, the importance of volunteering in young people's lives and the vital role that young people can play in volunteering in Scotland. This included what they gain from volunteering, from skills development to lifelong skills, as well as the opportunity to meet and learn from other young

people and their experiences. The event helped connect a network of organisations to engage and support ensuring a legacy for YouthVIP and the young people at its heart by seeing young people across Scotland feel empowered to make lasting change that benefits their confidence, development, and social skills.



“Listen to young people and direct opportunities towards their needs.”



## CELEBRATION SESSION MARCH 2024

In March 2024 Young Scot held a YouthVIP Panel meeting with 8 members of the YouthVIP Panel at their office in Edinburgh. The focus of the session was to give the panel members the opportunity to reflect on their journey through the project and what they have achieved. The YouthVIP Panel reflected on their project journey including how they found out about the opportunity to join the YouthVIP Panel, the experiences they have gained while on the YouthVIP Panel, the best thing about being a member of the YouthVIP Panel, the most challenging part of their panel experience and how it has impacted their thoughts on volunteering.

The young people also reflected on the activity they have been involved in and delivered during this phase of the project. This included panel meetings both in-person and online, external partner events, the YouthVIP Summit, content campaign, YouthVIP website development and launch, delivery of school's resource and meeting with Shirley-Anne Somerville, Cabinet Secretary for Social Justice. They were able to express their views on what they had enjoyed, what skills they had developed from taking part in these as well as identifying areas that could be improved.

The panel conducted some future vision planning, thinking about all the events and activities they had been involved in and began to identify areas they would like to see the project focus on going forward. They were also asked to reflect on their experience of working with each partner on the project and shared their views on what they enjoyed, what could be improved and areas they would like to be involved in the future.

'I am now considering doing a degree in communications/ external relations as a result of the training from Young Scot TrainingFest and my experience on the YouthVIP Panel. I have realised how much I enjoy working with others and presenting which has led me to consider doing a degree which relates to this.' – YouthVIP Panel Member

'Since being on Young Scot panels, I have realised how varied volunteering can be and how many opportunities are out there. I have also experienced first-hand the benefits volunteering can have – improving my confidence, stepping out my comfort zone, developing and learning new skills.' – YouthVIP Panel Member



**Legacy Group  
of Young  
People**

'It's made me think of a more policy and advocacy career path to champion fair and equal opportunities for young people and communities'

## MEETING WITH CABINET SECRETARY FOR SOCIAL JUSTICE



**Legacy Group  
of Young  
People**

In June 2023 five panel members attended the Young Scot and YouthLink Scotland office to meet with Shirley Anne-Somerville, Cabinet Secretary for Social Justice. The YouthVIP Panel members were joined by Chief Executives of Volunteering Matters, YouthLink Scotland and Young Scot as well as Scottish Government officials to speak with Cabinet Secretary about their experience of being part of the YouthVIP Project, the impact volunteering has had on their lives and their hopes for the future of volunteering in Scotland.

The young people were able to share the impact YouthVIP has made on them, others, and the impact they hope to continue to make across Scotland as the project moves into a new phase. The organisations present were also able to share the work they are doing to support the young people on the panel alongside the work they do through their services to support young people

in Scotland.

The consortium partners strengthened dialogue between the Scottish Government and young people (as shown below), providing a platform for young people's voices to be heard, amplified and influence through supporting the Youth Panel.

One of the YouthVIP Panel members was given the opportunity to share their story of the impact of youth volunteering on their journey with the Cross Party Group (CPG) in the Scottish Government as part of a Volunteering Scotland Cross Party Group in March 2024. This was exceptionally well received and prompted some very positive and valid talking points thereafter in the Q&A chat room and after the meeting itself in the lobby with some of the Cross Party group members asking about future participation and more local involvement.



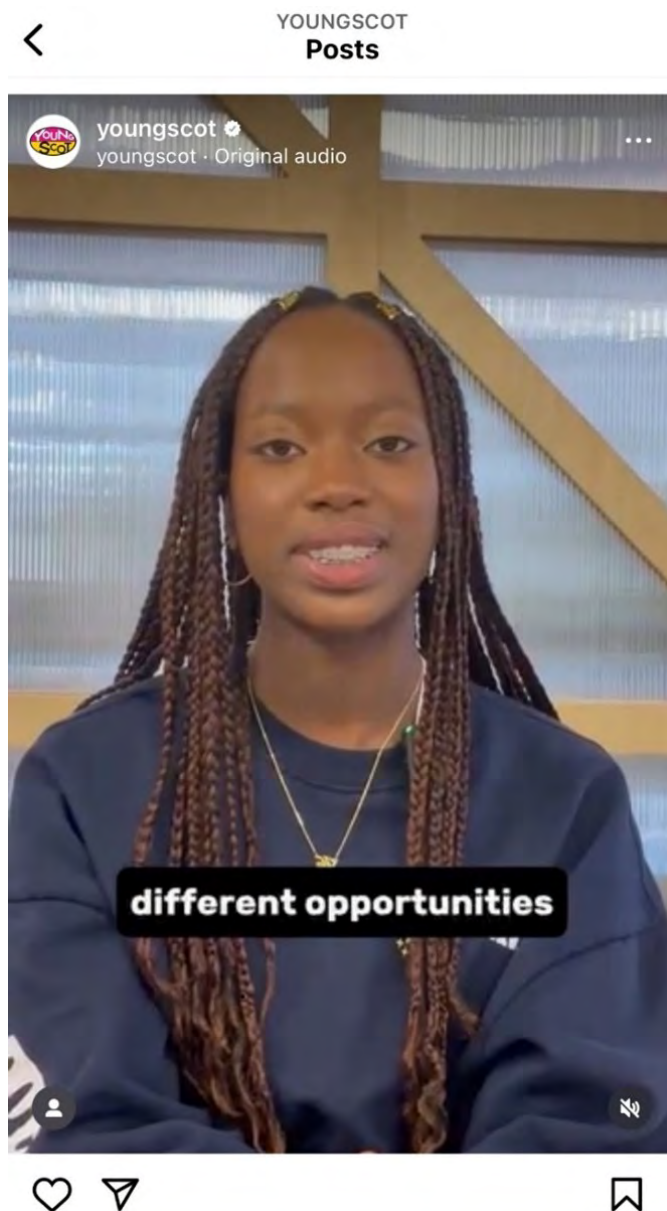


## NATIONAL CONTENT CAMPAIGN NOVEMBER 2023

Building on the success of the #VolunteeringMakesMe campaign in 2022, the YouthVIP Panel again developed and created content to tie in with #Iwill week. The panel worked with Young Scot's Content Team to plan and develop content that would be showcased on Young Scot's social media channels.

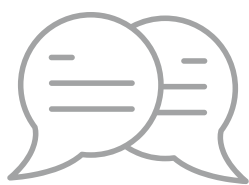
The YouthVIP Panel focussed on sharing their experiences of 'why we enjoy volunteering' and the 'benefits of volunteering', showing young people across Scotland why it is important to volunteer and the skills development, opportunities and experience you get from this. The panel also filmed 'a day in the life' as they attended and delivered the national YouthVIP Summit.

The Campaign was delivered across Young Scot's social media channels between the 20th and 24th November 2023. Below show the top-level insights from the campaign.



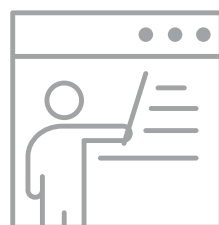
**3,132**

Total views across all platforms



**293**

Total engagements across all platforms



**9,919**

Total impressions across all platforms



**2,540**

Total reach across all platforms

The background of the page is a photograph of a meeting or conference, overlaid with a semi-transparent red filter. In the foreground, a person's hands are visible, one holding a smartphone. The scene is dimly lit, with the primary light source being the red overlay. The overall mood is professional and focused.

## 5. FINDINGS AND FINAL THOUGHTS

As we hope we have exemplified throughout this report, the partnership has continued to build momentum in our efforts to realise the 13 recommendations of YouthVIP. We are thrilled to have confirmation of funding for 24/25, which will allow us to strive further to embed the recommendations across Scotland, providing real and lasting change for youth volunteering nationally.

This year has highlighted the interest and value of our work across a number of areas, including within different policy areas of Government. The YouthVIP brand continues to grow as a standalone entity, and one that can be tailored to specific areas of interest (i.e. disability, religion, care experience etc.) with the backbone remaining the voice

and experience of the young person.

We have moved into 24/25 excited for the future of YouthVIP, striving to provide sustainability for youth volunteering, to be able to continue to grow, and be engaging, supportive, inclusive and meaningful for all young people in Scotland. Most importantly, we will keep young people at the heart of our work, remaining accountable to their vision and recommendations.

We recognise the need to continue to make connections across policy areas, and partners, highlighting how and where YouthVIP is relevant, and needed. We strive for YouthVIP to be seen as best practice in youth volunteering, offering tools and resources so that organisations

and communities are confident in "owning" YouthVIP well beyond the efforts of our current consortium.

The last three years have not been a straightforward journey, with constant learning, reflection, and adaptation required, particularly due to the pandemic. The landscape we operate within, and the landscape that we seek to embed YouthVIP within, has forever changed, and so has our approach and support to communities and young people.

That shift from organisations/ structures being supported, to becoming the supporters takes time, and capacity. The last three years have not been a straightforward journey, with constant learning, reflection, and adaptation required, particularly due to the pandemic. The landscape we operate within, and the landscape that we seek to embed YouthVIP within, has forever changed, and so has our approach and support to communities and young people. We have

moved into 23/24 excited for the future of YouthVIP, striving to provide sustainability for youth volunteering, to be able to continue to grow, and be engaging, supportive, inclusive and meaningful for all young people in Scotland.

Most importantly, we will keep young people at the heart of our work, remaining accountable to their vision and recommendations.





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