

Sustainability, employability and youth work: developing skills for a sustainable and just future

21 February 2023



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Welcome!

- Please introduce yourself in the chat box
- Mute your audio
- Put any questions in the chat box
- We will be recording the main webinar but not group discussions

Learning for Sustainability Scotland & YouthLink Scotland

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1. Welcome and introduction

Betsy King
Learning for Sustainability Scotland



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Aims of today's session:

- **Consider** the skills, values, knowledge and confidence young people need to contribute to a just and sustainable future
- **Explore how** youth workers and teachers can support young people to engage with 'green jobs' and improve employability

Session overview

16:00 Welcome and introduction

16:05 Sustainability, employability and youthwork:

- ‘The Current Context for ‘green skills’ and LfS in Scotland’ *Ian Menzies, Education Scotland*
- ‘Connecting sustainability, employability and youthwork’ *Naomi Dixon, YouthLink Scotland*
- ‘Supporting young people to engage with sustainability and future employability’ *Jennifer Ba, SCOREscotland*

16:35 Group conversations

16:50 Summary and next steps

17:00 Close

Over to you...

What does the phrase 'green skills' mean to you?

- Go to www.menti.com or click on the link in the chat.
- Enter the code: **84 11 39 9**
- Answer the question – you have three opportunities if you wish.

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2. Sustainability, employability and youthwork

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The current context for ‘green skills’ and LfS in Scotland

Ian Menzies, Senior Education Officer, Education Scotland



Green skills
and LfS



Education
Scotland
Foghlam Alba



Nature and climate emergency

Annual woodland creation to 18,000 hectares a year by 2024 and restore 250,000 hectares of degraded peatlands by 2030



**Net Zero by 2045
Reduce emissions by 75% by 2030**

Green jobs

Demand for green jobs is growing. Of the total 2.5m jobs in Scotland, just over 100,000 (109,645) are new and emerging green jobs

Green jobs are better paid. Median advertised wages are higher in green jobs than in non-green jobs in Scotland - £29,673 versus £23,837



Climate Emergency Skills Action Plan 2020-2025

Key Issues And Priority Actions



Skills
Development
Scotland



Scottish Government
Riaghaltas na h-Alba
gov.scot

[climate-emergency-skills-action-plan-2020-2025.pdf \(skillsdevelopmentscotland.co.uk\)](https://www.skillsdevelopmentscotland.co.uk/climate-emergency-skills-action-plan-2020-2025.pdf)

Over the next five years,
our £100 million

Green Jobs Fund

will help businesses to
create green employment and
opportunities for individuals to
retrain and upskill in new and
high-growth areas.



For Scotland's learners, with Scotland's educators

New and emerging jobs that relate directly to the transition to net zero

- Hydrogen cell technicians
- Carbon monitoring technicians
- Urban miners



Jobs affected by the transition to net zero that will need enhanced skills or competencies

- Architects
- Environmental consultants



Existing jobs that will be needed in greater numbers as the result of the transition to net zero

- Insulation installers
- Energy assessors
- Designers





Offshore Energy Sector (NSTD Integrated People and Skills Strategy)

2022 to 2050 Jobs Estimates by Sector – Direct & Indirect Employment

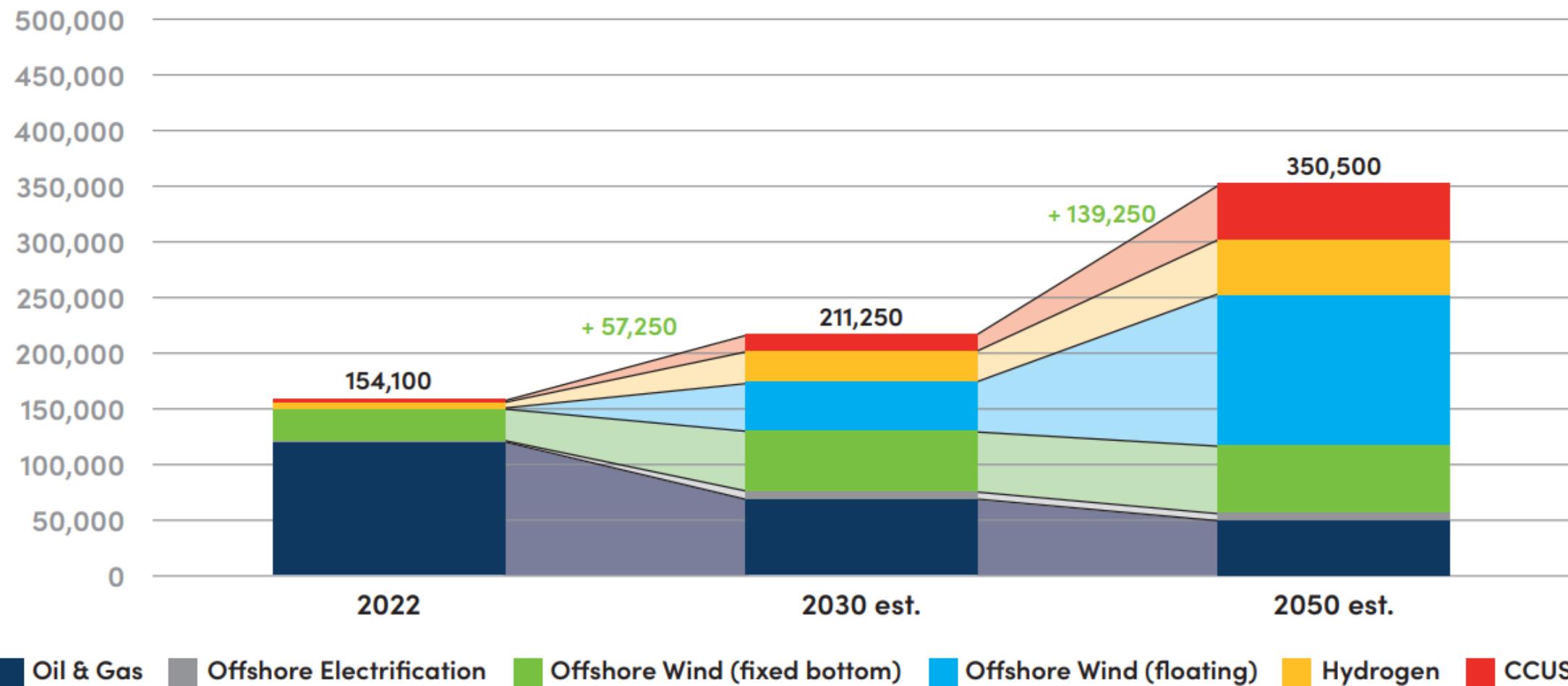
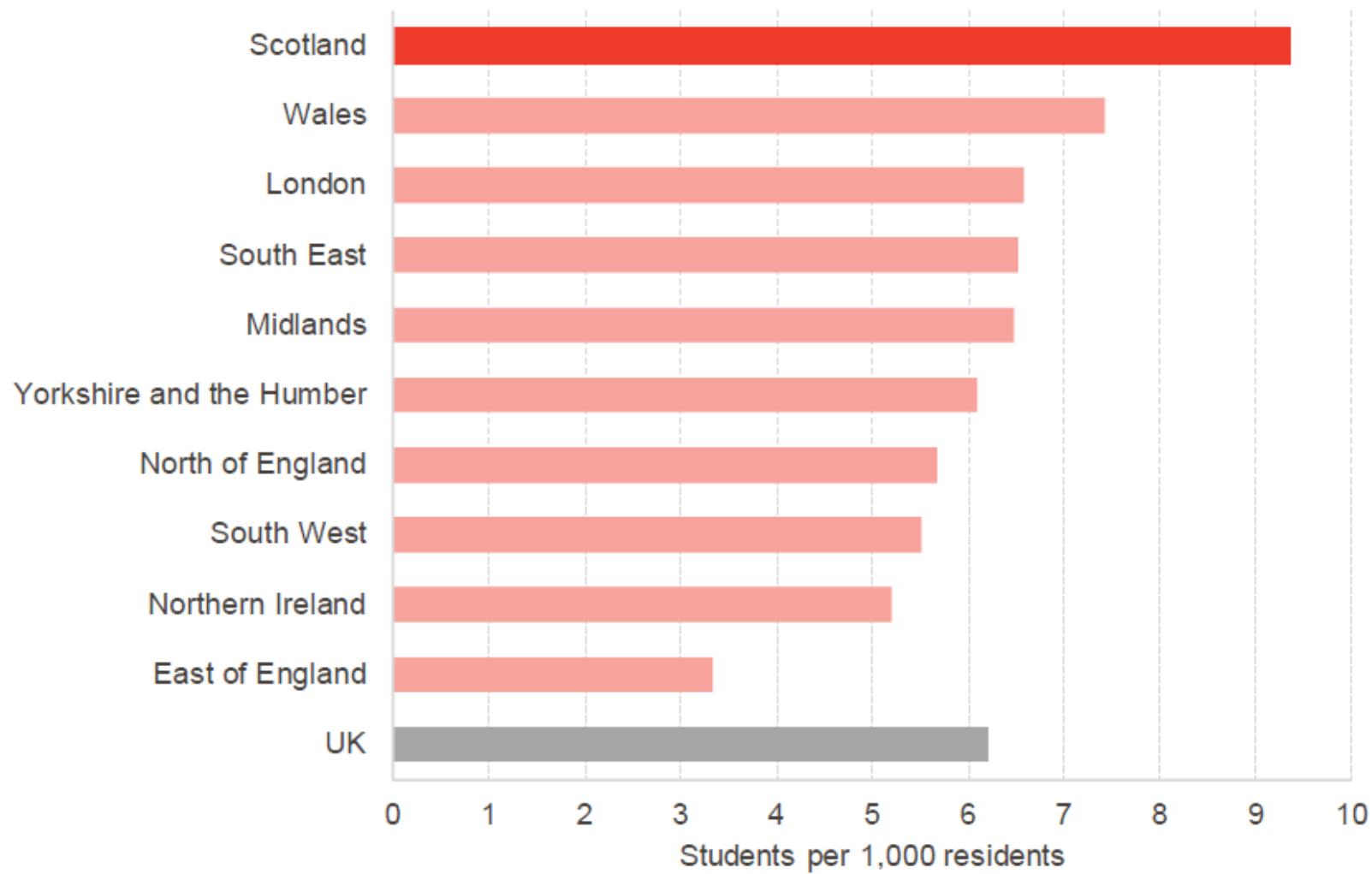
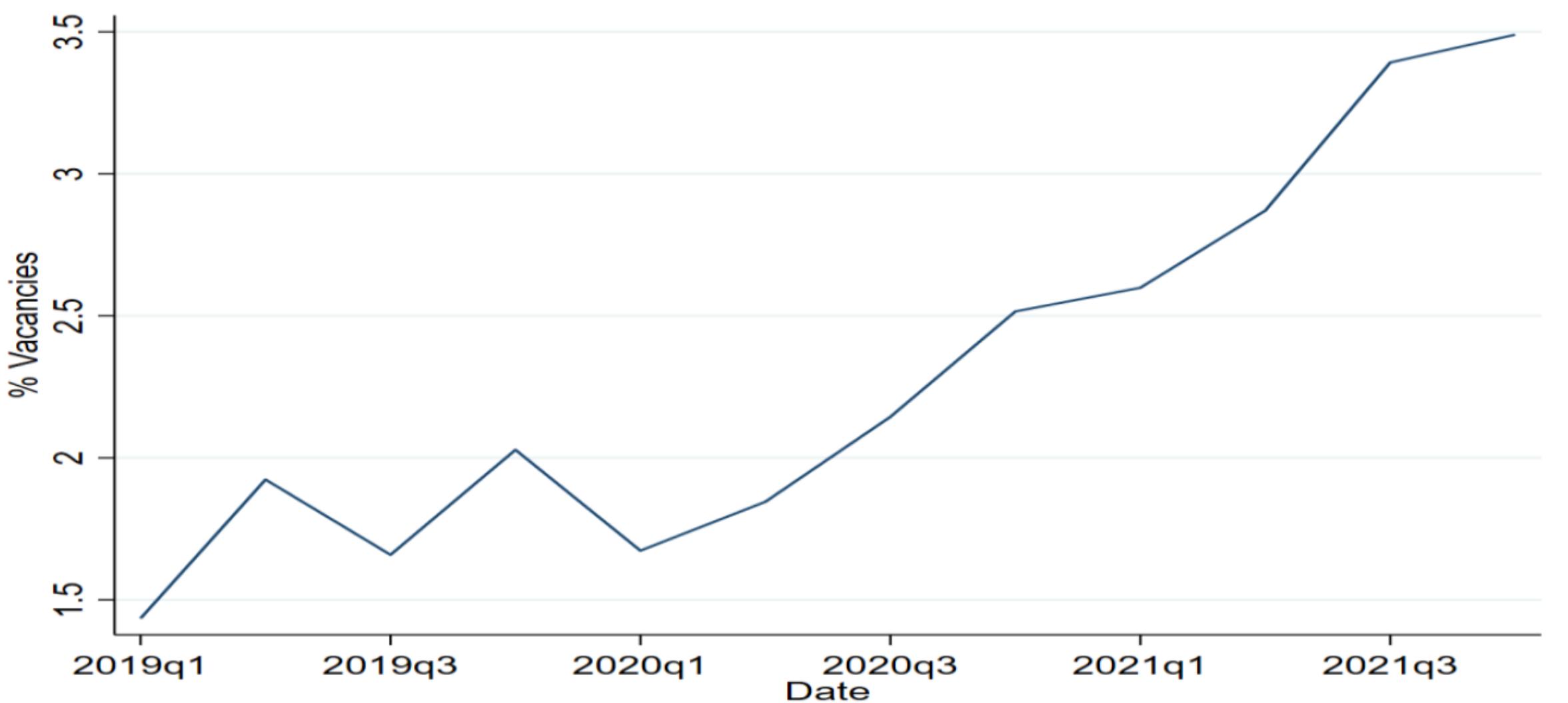


Chart 15: Higher education students in green-related subjects, 2020/21



Source: HESA, ONS

Figure 5.8: Key green words mentioned in job descriptions in Scotland, February 2019 to January 2022

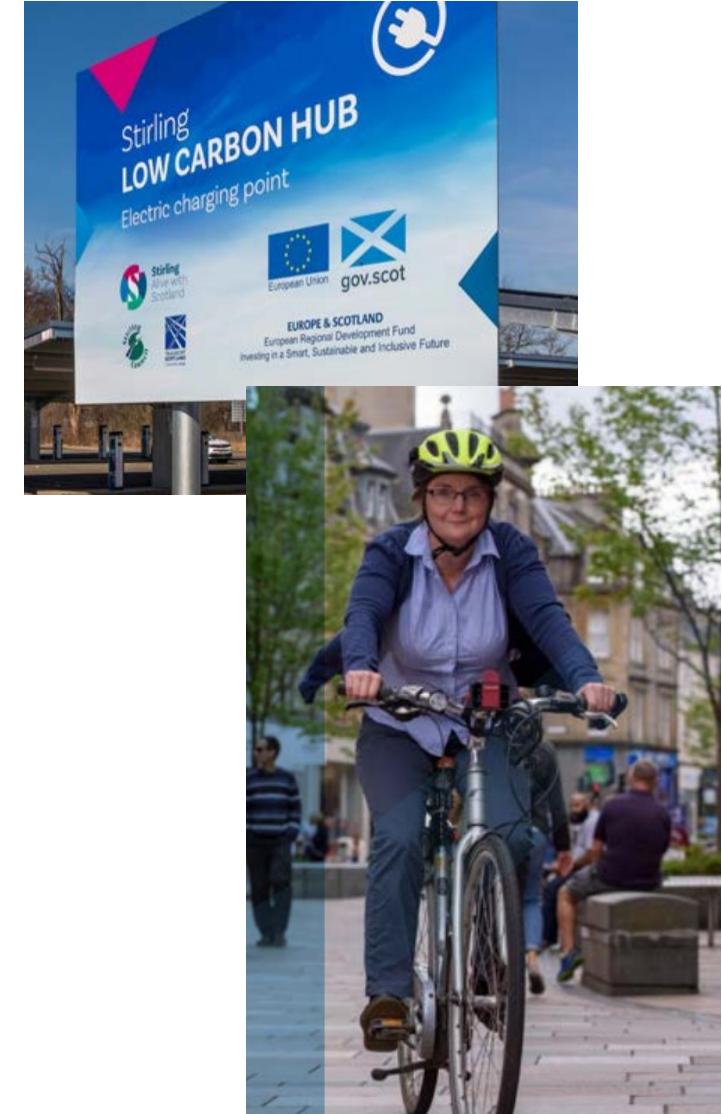


Source: IER

Stirling & Clacks City Region Deal

£214 million over 10 years unlocking £640 million of private investment and creating 5000 new jobs

- Active travel – 50km of walking, cycling and wheeling
- Low-carbon energy projects
- Scotland's International Environment Centre
- Digital hubs – environmental data
- National Aquaculture Innovation Hub



<https://www.stirling.gov.uk/media/prfewk0g/city-deal-annual-report3.pdf>



UNITED KINGDOM, SCOTLAND

DEVELOPING THE YOUNG WORKFORCE STRATEGY (2014-2021)

SILVER AWARD WINNER

FUTURE POLICY AWARD 2019

DECENT AND SUSTAINABLE JOBS FOR YOUTH ECONOMIC EMPOWERMENT

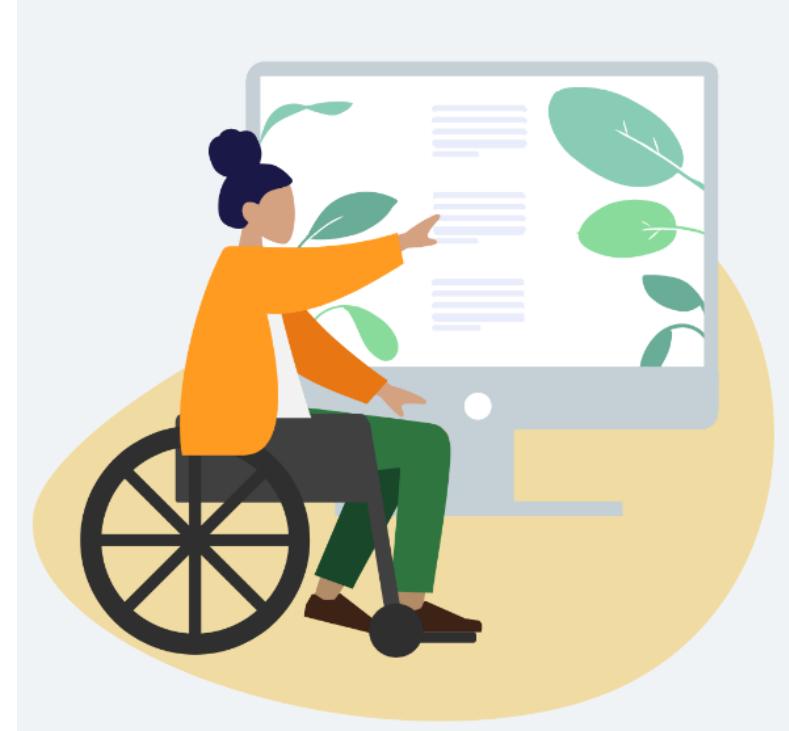


<https://www.youtube.com/watch?v=iXY7bNLs1Eo>

Green job workforce academy

The Green Jobs Workforce Academy has been set up by the Scottish Government to help Scotland reach net zero.

Scotland needs to develop the future workforce to have the right skills for green jobs. This means schools, colleges, universities and employers will need to offer courses to meet these needs.



<https://careers.myworldofwork.co.uk/green-jobs-workforce-academy>

[Green Jobs in Scotland | Skills Development Scotland](#)

Keep up to date



LfS Blog

<https://blogs.glowscotland.org.uk/glowblogs/lfsblog/>



LfS Summary Page

<https://education.gov.scot/improvement/learning-resources/a-summary-of-learning-for-sustainability-resources/>



LfS, COP26 and outdoor learning resources

<https://wakelet.com/wake/dx8-511rFvLFU03clV9eh>



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Connecting sustainability, employability and youthwork

Naomi Dixon, YouthLink Scotland



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Connecting sustainability, employability and youth work



Naomi Dixon,
YouthLink Scotland

Our Bright Future and YouthLink Scotland

- Led by the Wildlife Trusts
- Brought together the youth and environmental sectors
- 31 projects across the UK
- Helped young people aged 11-24 gain vital skills and experience and improve wellbeing
- Ran from 2016 – 2022



Ask 1: More time spent learning in and about nature

Ask 2: Support to get into environmental jobs

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Impact of OBF: Skills and Employability

Skills development

- **More motivated** to make a difference
- More confident and better equipped to act on motivation, actively leading environmental change

Job and work readiness

- **84%** stated that Our Bright Future had improved their hopes for the future
- **Just under a third** of young people linked their success in securing jobs or further study to taking part

- Experiences gained have provided young people with “**something to talk about**” in job interviews and applications, both when applying for opportunities within and outside of the environmental sector(s)
- Young people gained a wide range of qualifications, including nationally recognised awards
- **40%** of alumni surveyed stated Our Bright Future influenced them to pursue an environmental career

What supported skills development?

A wide range of options to appeal to a range of interests and baseline skill-levels

Experienced, appropriately skilled staff to enthuse, involve and support young people

Gaining 'real-life' experiences and skills by working together to design and deliver campaigns or projects

Public speaking opportunities

For some young people, **a longer duration of support** to enable time for outcomes to be realised

Networking with likeminded people and professionals

Approaches which encouraged **youth voice and empowerment**

Flexible, bespoke provision, tailored to the needs and aspirations of the young people

A high staff to participant ratio, to provide adequate support for those with low confidence / complex needs

Intensive support with **confidence building**

Actively **removing engagement barriers** e.g., through grants and removing logistical barriers

Practical opportunities to input into decision making to be able to **influence meaningful change**

What supported young people to become work ready?

Practical and professional experiences and opportunities to **interact professionally with those in power**

Access to and support to develop **professional networks**, often through seminars or events

Paid work within and outside of project organisations (particularly for young people under pressure to bring in household income)

Activities that **complement the school curriculum** (particularly for young people in alternative educational provision)

Supported opportunities to lead and **take ownership** of project activities / campaigns / social action / entrepreneurial projects

Specific **careers and employability support** (e.g., interview practice and job search support)

Ongoing support after starting work (particularly for young people with support needs)

Support to gain confidence and evidence of skills through **formal qualifications**

Structured, accredited opportunities linked with known barriers to entering the environmental sector

New experiences and challenges that build confidence and can be used in job applications and interviews

Consistent mentoring support

Opportunities to develop **peer networks** and meet like-minded young people

Opportunities for the youth work sector and young people

- YouthLink Scotland central bank of resources e.g. [Green Employability research](#) and [What is a Green Job?](#)
- Green jobs for nature
- CIEEM
- Green jobs workforce academy
- My Climate Path
 - Climate Heroes
- Graduate schemes and apprenticeships
 - New to Nature
- Nature based awards
 - The Duke of Edinburgh
 - The John Muir Award
 - RSPB Wild Challenge
 - The Junior Rangers Award
 - KSB Green Flag Award



Newly Integrated National Youth Work Outcomes and Skills Framework

- Articulates the contribution of youth work in Scotland
- Valuable tool for planning and evaluating your work with young people
- Provides structure for reflective learning
- Useful when measuring sustainable skills development

National Youth Work Outcomes and Skills Framework

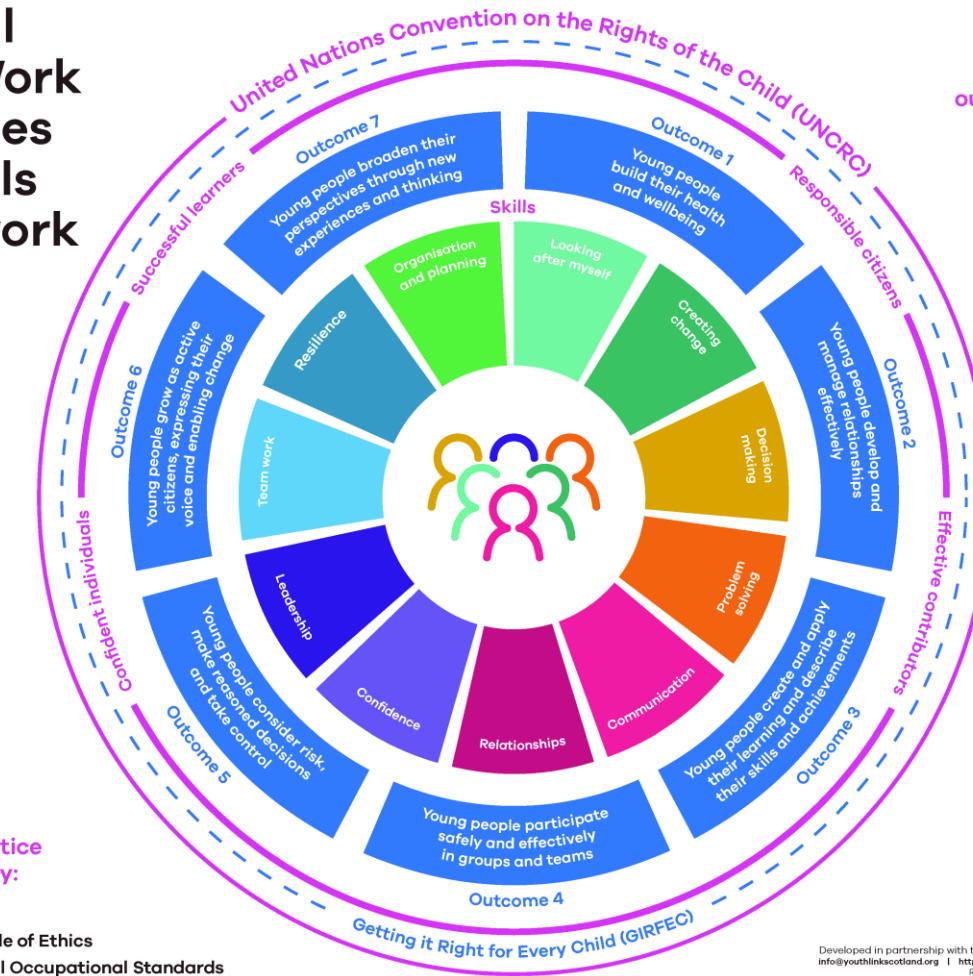
Nature and Purpose of Youth Work:

Youth work is an educational practice that contributes to young people's learning and development. It is an inclusive and empowering approach where:

- The work must build from where young people are
- Young people and youth workers are recognised as partners in a learning process
- Young people choose to participate

Youth Work practice is underpinned by:

- CLD Competences
- CLD Values and Code of Ethics
- Youth Work National Occupational Standards



Youth Work plays a key role in delivering Scotland's national outcomes, in particular:

Children and Young People
We grow up loved, safe and respected so that we realise our full potential

Education
We are well educated, skilled and able to contribute to society

Health
We are healthy and active

Any questions? Get in touch

Email Naomi: ndixon@youthlinkscotland.org

Visit: <https://www.youthlinkscotland.org/programmes/learning-for-sustainability/>

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Supporting young people to engage with sustainability and future employability

Jennifer Ba, SCOREscotland



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Sustainability, employability and youth work with SCOREscotland

Strengthening Communities for Race Equality Scotland



Current services

- Knots and Crosses Children's Club
- Knots and crosses Youth club
- Aerial Trapeze with All or Nothing Aerial Company
- Basketball at St Augustine's
- CommUnity Youth Voices
- Bike Library



Children's work







Youth Work

Moneymatix



FROM ALL BACKGROUNDS • CREATIN



Scottish Golf





The importance of employability support for Black and Minority Ethnic young people

Climate Justice & Sustainability





CommUnity Youth Voices and The Duke of Edinburgh Award

Residential





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Presenter Q&A

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3. Group Discussions:

'What are the opportunities and challenges of engaging young people with 'green skills' and 'green careers'?

Over to you...

'What are the opportunities and challenges of engaging young people with 'green skills' and 'green careers?'

- Click on the Jamboard link in the chat**
- Go to the page that corresponds to your group number**
- Appoint a group facilitator**
- Discuss the question**
- Record your thoughts using the 'sticky note' function.**

- Decide on one opportunity and one challenge to share with everyone.**

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4. Summary

Each group facilitator to share:

- **one key challenge**
- **one key opportunity**

Over to you...

What do the phrases ‘green skills’ or a ‘green career’ mean to you *now*?

- Go to www.menti.com or click on the link in the chat.
- Enter the code: **84 11 39 9**
- Answer the question – you have three opportunities if you wish.

Further reading, resources and opportunities

- ['Green Employability in the Youth Work Sector' report](#)
- ['Green Jobs in Scotland' research](#)
- ['What is a Green Job?'](#)
- [Youthwork skills framework](#)
- [Commission for Land-Based Learning Review report](#)
- [Climate Emergency Skills Action Plan](#)
- ['Nature Resoration Jobs and Skills' conference \(13 March\)](#)
- ['Learning for a Sustainable Future' free online course \(starts 13 March\)](#)

Thank you and goodbye

Keep in touch:

www.learningforsustainabilityscotland.org

www.youthlinkscotland.org

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