

CASE STUDY

Music Radio Show — Live'N'Up

Focus of the project

Live'N'Up works on the frontline with young people from isolated rural areas; through their music and radio programmes they support young people to cultivate their communication skills and create a sense of community. Based in Taunton and Deane and West Somerset, Live'N'Up hold a twice monthly radio show, featuring recorded and live music performed by young people, aged between 12 and 19. The radio shows have been running for almost 2 years now and they enable young people to express themselves emotionally and creatively, as well as building their confidence.

Methodology

The project represents a great example of doing more with less, as it is run by unpaid volunteers and the radio station makes no charge for the use of their studio. The shows are presented by young people, and feature local music from their peers, as well as news items, interviews and discussion. The presenters, as well as being young musicians, technicians, dj's etc, are also trained up to mentor new volunteers in broadcasting, allowing them to pass on their learning. The idea came from a contact the Live'N'Up music project had with a local community radio station, 10radio, and it enables the young people to reach a wider audience via the internet. They receive a lot of messages via email when the broadcasts go out, with requests for pieces of music from new unsigned musicians across the South West.

The project as a whole has been running for 3 years; during that time they have organized 68 gigs, involving 104 different bands, solo artists, dj's etc, a total of 275 different musicians, from an area including Bristol in the North, down to Exeter, over to Minehead in the West and Frome in the East. The young people are from differing backgrounds, the project breaks down these barriers allowing them to come together much more than if they were in a school setting. Adults are on hand at the studio only as part of the station's health and safety regulations, so it is the young people that lead on every aspect of the radio show.

Benefits for young people

The project enables young people from isolated rural areas to come together to communicate with one another and young people from across their region. This work represents real value for money as all involved are volunteering their time and facilities. The young people are able to gain confidence and learn transferable skills that will serve them well in a future career. They are able to gain work experience and work together as a team to create something they can be proud of. The project as a whole serves to keep young people across a rural area informed whilst creating a sense of community.

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WORKFORCE DEVELOPMENT



Investing in your workforce is more important than ever

During these times of spending cuts and less charitable income, it is very easy for employers to stop investing in the development of their staff and volunteers. But an organisation that is committed to workforce development is more likely to survive these turbulent times. NCVYS's Workforce Development Officer, Nichola Brown, explains more.

There are loads of reasons why workforce development is important. Firstly, an organisation needs to deliver high quality services and be able to measure the impact it makes. It needs to do this of course to ensure young people get the best service they deserve, but also to stay ahead of the competition. Therefore highly skilled and knowledgeable staff and volunteers are vital to achieve this. Secondly, commissioners are increasingly asking organisations to evidence that their workforce is being developed. A workforce development strategy therefore needs to be in place. Workforce development is not a luxury, it is a necessity – but it need not cost the earth. And remember when submitting any funding bids to include the cost of workforce development within the project costs

Feedback from NCVYS's Workforce Development Reference Group and a recent workforce development survey, shows the creative and innovative ways organisations are going about developing their workforce. Although qualifications and training are the main approaches to workforce development, there are many other less costly approaches organisations have implemented, which include: supervision, induction, appraisals, mentoring and coaching.

In June, Nichola attended a YMCA conference and one of the delegates reported how in their YMCA they had introduced peer observations. In a book, youth practitioners had to note two good things their colleague had done well and one thing which could be improved. A simple, cheap, but yet effective approach to workforce development.

One of the main findings from the feedback from members was the need to collaborate in order to maximise the sectors own resources. There are some local networks who have implemented web systems to broker collaboration e.g. advertise

spare training places, offer workshadowing opportunities, share assessors. Salford CVS previously had funding to operate such a system and East Sussex CVYS with partners is developing its Swap Shop – go to <http://www.skill-share.net/swapshop/swapshop.php> for more information.

NCVYS can also play a role in brokering partnerships at a national level. Requests for collaboration can be placed within the monthly e-bulletin Snippets or we can put people in touch directly with other members. Alternatively, members can log in to the on-line community Share Street, administered by the Children's Workforce Development Council - <https://sharestreet.cwdcouncil.org.uk/>

We know that people gain a lot by talking to one another face to face and so any ways organisations can facilitate the exchange of practice between practitioners, managers or workforce development specialists, would be helpful. A wealth of knowledge and experience already exists within a network or organisation. This type of activity could be built in to other events whether it be a staff residential, a development day or team meeting.

So what is NCVYS doing to support workforce development?

Nichola works to support the young people's voluntary and community sector by providing a range of services including an enquiry service and an e-bulletin Snippets. The e-bulletin outlines the latest workforce development news but also includes details of any government funded programmes. Over the past four years, Nichola has developed a great range of resources such as the Funding Guide to Workforce Development (expected to be updated in the autumn) and careers material to promote volunteering and working in the sector. These can be accessed from the publications web page at www.ncvys.org.uk/Publications.html.

NCVYS also relays the barriers to workforce development and issues to Sector Skills Councils and Government Departments and tries to lobby for solutions. NCVYS hopes to be able to announce some new services, including a possible grant scheme. Later this year we will also be launching Progress, a NCVYS-led consortium

project, providing subsidised training for the voluntary and community sector young people's workforce in England.

Progress seeks to deliver 25,000 accredited training opportunities to staff and volunteers working front-line with young people. Learners will be able to select from a range of units at levels 2 and 3 which are accredited against the Qualifications and Credit Framework. The units will match the following five training priorities:

- Facilitating the learning and development of young people
- Safeguarding the health and welfare of young people
- Maintaining health and safety in the workplace
- Promoting access to information and support
- Promoting equality and the valuing of diversity

Keep an eye on future bulletins from NCVYS for further details of how staff, volunteers and voluntary organisations can access and benefit from the Progress project.

What's on the policy horizon?

It is clear from current policy consultation papers emerging from the Government that funding for apprenticeships will remain and be expanded. There are other national skills priorities, which can be found within the Voluntary Sector Skills Landscape paper on the Skills-Third Sector web site www.skillsthirdsector.org.uk

The sector may also benefit from a Communities First Fund to set up National Centres for Community Organising to train 5,000 community organisers and a National Citizen Service for 16 year olds.

Whatever government funded opportunities emerge, be sure NCVYS will aim to be there to inform you via its monthly e-bulletin Snippets and the funding update web page: [>> funding.](http://www.ncvys.org.uk)

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