

WHAT DO  
YOUNG PEOPLE  
NEED TO  
THRIVE?

Systems Leadership  
Young People's Programme



# Systems Leadership 2

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A group of leaders working for the second time to build systems leadership skills and capabilities. Desire to build design capabilities into learning.

# WHERE DID WE START?

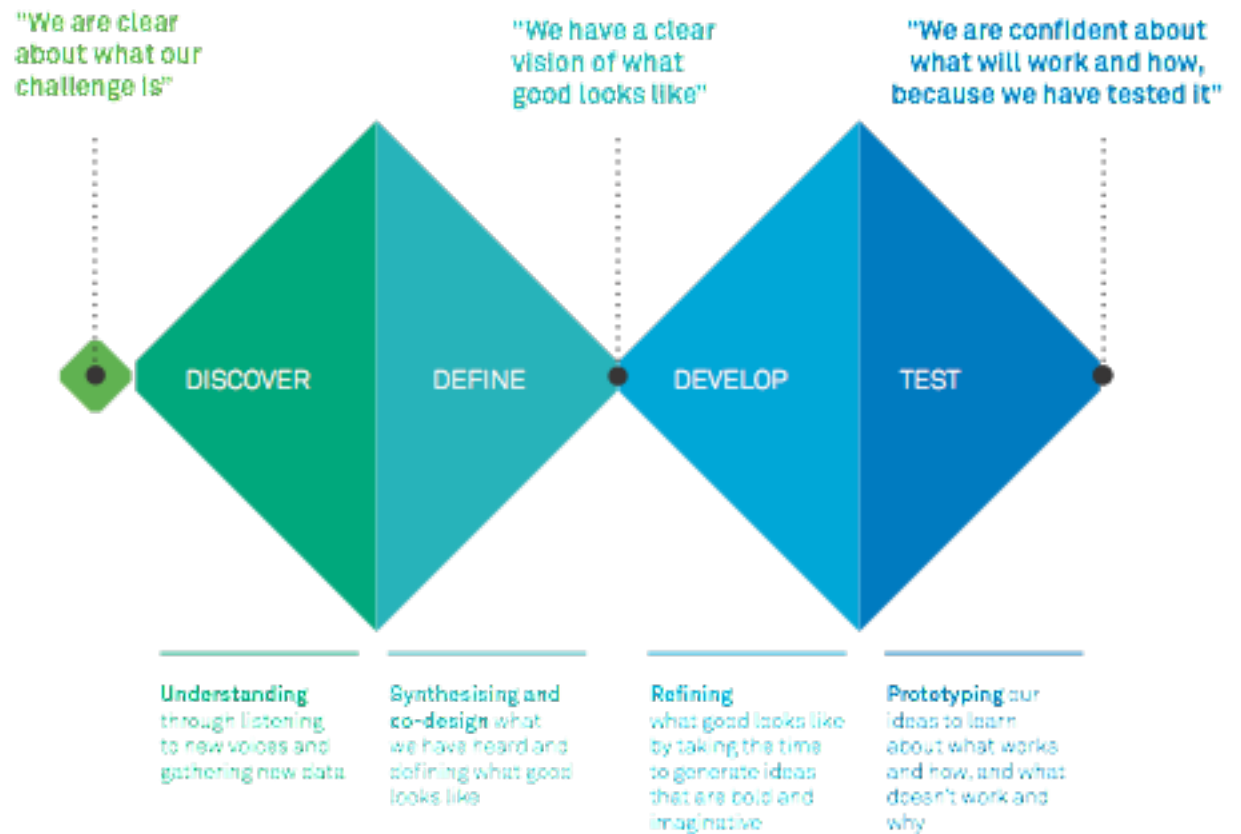
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We wanted to build a Local Vision to ensure Young People in Worthing have what they need to thrive.

# THRIVING YOUTH

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## WHAT DO YOUNG PEOPLE NEED TO THRIVE IN WORTHING?



In December 2016, as part of the Systems Leadership Local Vision work, a group of Local Partners embarked on an exciting project following a user-centered methodology to understand and identify opportunities to help young people to thrive, and to respond to them in a creative way.

# ETHNOGRAPHY TRAINING

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1st NOV

## Aim

- Introduction to ethnography
- Define enquiry themes and research questions
- Agree on segmentation
- Plan for recruitment and next steps

## Resources

- Ethnography guide + slides
- Session plan + training materials (badges, personas, themes and example research tools)

# RESOURCES

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segmentation: who do we want to speak to?





# ETHNOGRAPHIC RESEARCH

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NOV & DEC

## Aim

- Understand the challenge in more detail from the perspective of the people who live it on a day to day basis

## Resources

- Ethnography guide
- Recruitment materials: Flyer, telephone script
- Research materials: Consent form, research questions, research tools, write-up structure

# THRIVING YOUTH

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WHAT DO  
YOUNG PEOPLE  
NEED TO  
THRIVE IN  
WORTHING?

OPPORTUNITIES  
TO FIND WHAT  
YOU LOVE!

FEELING LIKE  
YOU BELONG  
(GOOD  
RELATIONSHIPS)

SEEING ME AS A  
WHOLE PERSON

BEING READY  
FOR THE FUTURE  
& INDEPENDENT

TAKE TIME FOR  
YOURSELF

The ingredients of what young people need to thrive have emerged from the ethnographic research carried out by Local Vision partners and two synthesis sessions in December 2016 and January 2017.



# THRIVING YOUTH

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WHAT DO YOUNG PEOPLE NEED TO THRIVE?

OPPORTUNITIES  
TO FIND WHAT  
YOU LOVE!

**“My life needs to have a sense of purpose  
to justify living”**

Exposing young people to multiple experiences to  
challenge preconceptions and open up new horizons.  
What makes people hook into their passion?



# THRIVING YOUTH

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## WHAT DO YOUNG PEOPLE NEED TO THRIVE?



FEELING LIKE  
YOU BELONG; GOOD  
RELATIONSHIPS

**“There’s someone there for me!”**


Having stable predictable relationships, the ones that you can trust will be there next week. Faith and grandparents help young people to feel like they belong. Some intimate relationships can also be problematic. Having a network formed by strong and weak ties provides access to multiple experiences, support and informal information (jobs, college, parties,...). Young people build a network in college.



# THRIVING YOUTH

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## WHAT DO YOUNG PEOPLE NEED TO THRIVE?



SEEING ME AS A  
WHOLE PERSON

Professionals understanding the person holistically, seeing people as individuals. Professionals who take time and see the person behind the label. Professionals being prepared to go the extra mile. Strong long-term support. Personalisation and having options is key (housing, personal budget,...)

People react differently to labels like 'dyslexia'. It can be good: helps people understand what makes them who they are; bad: people get stuck with it and it becomes a barrier moving forward; ugly: other people's assumptions and judgements make it become a barrier (stigma).

# THRIVING YOUTH

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## WHAT DO YOUNG PEOPLE NEED TO THRIVE?



BEING READY  
FOR THE FUTURE  
& INDEPENDENT

Knowing what support is out there and who to ask for help. Help that is appropriate and appealing so young people are interested in asking. Consistency of relationships and financial capacity help people be ready for the future.


Being self aware that when moments of change happen, it's ok to feel anxious and there are ways around it. Consistency of professionals and people knowing what to offer and being aware help.




# THRIVING YOUTH

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## WHAT DO YOUNG PEOPLE NEED TO THRIVE?



TAKE TIME FOR  
YOURSELF



Having time to learn about themselves, banking good stuff and reflecting in the past. Understanding your personal story and how it manifests in you. Developing a sense of yourself in the world. What helps people understand their personal story?

Accepting things will go wrong and learn how to cope with it. To grow, having boundaries is as important as allowing young people to make mistakes.



# CO-DESIGN SESSION WITH YP

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12th JUN

## Aim

- Interrogate and validate our design principles 'what helps YP to thrive'
- engage with young people in a meaningful way
- come up with ideas to help people find something they love doing / thrive

## Resources

- Session plan + training materials (refined emerging themes in cards, horizon scans, idea template, co-design guidance)

## Reflections

YP are keen to take part and want to continue to be involved

We need to reach to other YP and run a similar session

YP as facilitators

College as a setting works well (YP feel at ease) - go where YP are

# WHAT WE DID

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## SHARING & CONTEXT

Introduction about our work and reflecting on experiences of being part in the project.

Today you are here as designers!

What does Thriving mean to you?

What's your experience of transitions?

## THRIVING INGREDIENTS

Reviewing design principles

Your feedback is gold!

## IDEAS TIME!

Coming up with ideas to help YP to thrive.

We need your help!

What helped you find something you love?

What would help YP during transitions, taking into account the ingredients identified?

# UNDERSTANDING TRANSITIONS

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## What do Young People think of transitions?

### From Secondary School to College

#### What helps?

- Transition days at School
- Going to the new College one day a week
- Staying on Sixth Form preparing
- Meeting teachers before moving to College
- Noticing bullying
- Adult treatment
- Knowing more than one person at College

#### What's difficult?

- Being bullied
- Being kicked out of school 14-16 and not having an intro to college

### From College into Work

#### What helps?

- Being ready to move into employment

#### What's difficult?

- Anxiety about not fitting in "I worry about meeting new people"
- Travelling independently
- Having the ambition of working on your own - knowing what this world is like

# NEXT STEPS

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## **Test (& learn) about how we develop ideas in partnership with YP**

- Agree on ideas to move forward
- Invite YP to create a plan to develop their idea and identify the support needed

## **Test how we co-facilitate sessions with YP**

- Identify other possible YP groups to run the session
- Run co-design session (train the trainer) with YP who have offered to co-facilitate it

## **Define idea criteria**

- Agree on shared criteria of what makes a good idea

Thank you!

