

JLGB

AIMING HIGH FOR JEWISH YOUTH

**Creating a National Framework
for Accredited Leadership Training,
Skills Development
and Lifelong Learning**

Over 115 Years Experience of Training and Developing Young Jewish People

The **JLGB**

(Jewish Lads' & Girls' Brigade) is a modern, thriving and innovative national voluntary youth organisation and is a model of professional youth work in the 21st century.

Through a safe and structured environment, the JLGB offers young people of all abilities the opportunity to enrich their lives through a diverse range of positive experiences, exciting activities, leadership training and skills development programmes.

The JLGB works with young Jewish people aged 8-25 from across the UK and is privileged to have over 300 adult volunteer leaders who support weekly group activities, regional events and national summer and winter camps. The JLGB is also the only Jewish Operating Authority for the Duke of Edinburgh's Award and has been since its inception in 1956.

Central to the ethos of the JLGB is active citizenship and giving back to society. The JLGB encourages young people's involvement in volunteering, inter-faith and inter-generational projects in both the Jewish and wider communities.



Aiming High for Young Jewish People

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“At JLGB, I’m given a huge amount of responsibility for planning sessions and outings (such as volunteering in a care home or the local Holocaust Survivors’ Centre). I joined JLGB five years ago as a shy young girl, terrified to even introduce myself, let alone run a session. Being given opportunities to lead has already been hugely fulfilling and has greatly improved my confidence.”



Introduction

The JLGB is a modern, thriving and inspirational national voluntary youth organisation giving young Jewish people fantastic opportunities to develop their skills and personalities in a fun, safe and friendly Jewish environment.

In July 2007 with funding from the Department for Education's *Children, Young People and Families grant*, the JLGB became an approved centre for the National Open College Network (NOCN) to deliver nationally accredited courses and qualifications.

NOCN is the UK's foremost provider of high-quality, flexible credit-based qualifications. By linking its training with NOCN, the JLGB is the first Jewish voluntary youth organisation to offer nationally accredited training qualifications to young Jewish people.

This approved accreditation has enabled the JLGB to create an array of modular training opportunities for young people and adult volunteers. The JLGB has worked extremely hard to achieve

this recognition and to meet the required standards and it now has eighteen bespoke NOCN accredited modules at three levels for ages 14 to 25 years old.

Over the last 12 months it has become apparent that in order to enable more young people to participate and gain the relevant accredited qualifications, the JLGB needs to



build its capacity even further by using its national framework to create a new infrastructure to cascade accreditation provision across the UK.

Prior to NOCN accreditation, the JLGB consulted with many other national voluntary organisations who have developed integrated accredited training programmes, these included: the Church Lads' & Church Girls' Brigade, the Boys' Brigade, the Scouts Association, the Duke of Edinburgh's Award and the Army Cadet Force.

One crucially important feature common to all these organisations is that each has its own full-time professional Training Coordinator. The creation of a similar provision would offer the JLGB significant benefits that would have a direct impact on enhancing its training and accreditation programmes for young people and our committed volunteer workforce.

A full-time professional Training Coordinator will enable us to provide tailor-made training and development programmes to reflect the specific needs of our members at local, regional and national levels. It will also increase the number of young Jewish people and adult volunteers able to gain completed qualifications by helping to encourage, motivate and provide the necessary support needed to complete their portfolios of evidence for full accreditation.

We have seen with our unique Duke of Edinburgh's Award provision, that with the aid of grant funding, the appointment of a professional Expedition Coordinator has dramatically increased the uptake in the Award by over 200%. An achievement



This document explains why the JLGB want to appoint a full-time professional Training Coordinator. The JLGB will also build the additional capacity it needs to deliver a national framework for high quality accredited leadership training, skills development and lifelong learning for young people across the UK Jewish community.

that volunteers alone were understandably never able to achieve.

The appointment of a full-time professional Training Coordinator will enable the JLGB to develop this exciting and vital provision further in a more targeted and coherent way.

The Benefits of Accredited Training

“ I have devoted a large amount of my time to JLGB and I’d love to use what I’ve already achieved to improve my CV and UCAS form further. I think that an accredited training qualification is a fantastic incentive for my peers as we apply for university. ”




JLGB accredited qualifications cover a vast range of transferable life skills, all of which are vital for young people’s further education and future career opportunities. Examples of these skills are:

- Personal development and social awareness
- Peer leadership, teamwork and communication
- Activity organisation, event planning and risk assessment
- Situation management, safeguarding and child protection
- Money management and informed decision making
- Cultural identity, heritage and peoplehood
- Citizenship, social action and intergenerational programming
- Motivational techniques and presentation skills

In today’s highly competitive world, transferable skills are an excellent addition to a young person’s CV or UCAS form. The JLGB has considerable anecdotal evidence to reinforce this opinion that has been gained from our many years of providing a variety of programmes and accredited awards to the Jewish community.

The NOCN accredited training that the JLGB offers is non-academic, vocational and informal so anyone can gain qualifications regardless of ability. JLGB training also gives young Jewish people the opportunity to make new friends across the UK and to take part in challenging teambuilding activities and leadership programmes. Most importantly, young Jewish people are able to enjoy their participation in a fun, safe and culturally sensitive environment.





Sarah Lasher with
Martyn Lewis (NCVO)
and Henry Minkoff
(CAC) at the JVN
Awards 2010

Sarah Lasher is the National President of the JLGB Youth Forum. She was recently awarded the Jewish Volunteer Network's "Young Volunteer of the Year Award". Sarah is a perfect example of why the JLGB want to create a national framework for accredited leadership training, skills development and lifelong learning.



The capacity of this national framework for accreditation will enable the JLGB to offer qualifications to the entire UK Jewish community. We have already received interest from schools, synagogues and youth groups working with young people to be able to access this provision via the JLGB.

JLGB Accredited Training Programmes Expanded

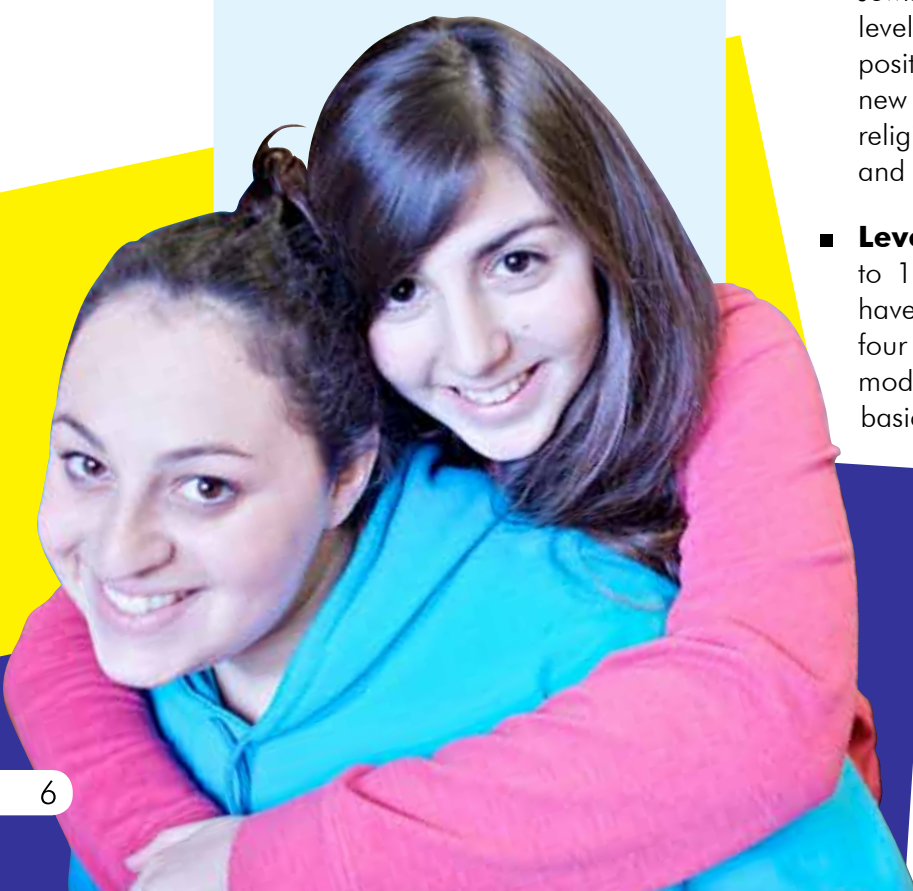
“As I am just about to begin the application process for university, I’m thrilled to be able to include the NOCN accredited JLGB training on my CV and UCAS form - university places and jobs are so competitive and I’m hoping that this extra qualification will give me and my peers an ‘edge’ and something to show for all our hard work and commitment.”

Young People (14-17 years)

JLGB members learn leadership skills from almost the first day they join, but their training begins in earnest when they reach the age of 14 and are eligible for enrolment on the JLGB Young Leadership Development Course. Courses are delivered through training weekends, local group practice, mentoring, feedback and assessments.

These courses, all accredited by the National Open College Network (NOCN), are comprised of core modules in organisational skills, interpersonal skills and JLGB-specific skills. There are three progressive levels that are linked to further promotion and responsibilities within the JLGB:

- **Entry Level** is delivered to young people from the age of 14, and gradually introduces them to the idea of structured training and assessment. There are four modules: Introduction to the JLGB; Citizenship and Social Action; Leadership Development and Organisational Skills.
- **Level 1** is delivered to young people aged 15 to 16 where further leadership and organisational skills modules continue to build on from the Entry Level course. Two new modules discuss Communication & Teamwork Skills and Cultural/Jewish Identity & Peoplehood. The focus at this level is to develop young people’s ability to run positive and structured activities by using their new skills of session planning, risk assessment, religious requirements and positive feedback and evaluation.
- **Level 2** is delivered to young people aged 16 to 17 by further expanding on the skills they have learned so far. This course builds on the four modules in Level 1 and introduces further modules – Situation Management (including basic child protection), Presentation Skills and Motivation Techniques. A strong focus of this level concentrates on independent self-evaluation and the ability for participants to lead and work with their peers to provide balanced, high quality programmes for the children they work with.



Since November 2008, with support from the Jewish Youth Fund (JYF), the JLGB has now delivered six subsidised National Leadership Development Courses allowing for the training and development of over 300 young Jewish people from across the UK.

The great strength of our unique accredited training is that it is delivered mainly by JLGB volunteers, many of whom have been involved with the JLGB for years. Their enthusiasm and 'JLGB' experience shows just how much the JLGB has helped so many people over so many years to develop their transferable skills not just as youth leaders, but for their advancement at college, university and in the workplace.

The funding we received from the JYF acted as the catalyst that enabled the JLGB to remap and create this new and exciting accredited provision. It also enabled us to re-invigorate and transform the direct delivery of a first-class training provision for young Jewish people.

After the much heralded success of these training programmes, we are now ready to expand and build our capacity to create a National Framework to deliver accredited leadership training, skills development and lifelong learning for young Jewish people.



JLGB Adult Volunteer Steven Weller facilitating a discussion at the JLGB Leadership development weekend funded by the Jewish Youth Fund



Young Volunteers (18+ years)

For those aged 18 and over and wishing to become adult volunteer leaders in JLGB, our young volunteer Leaders' Training Course is now also accredited by the NOCN.

Through NOCN modules covering personal development, leadership skills, first aid, safeguarding and child protection, the course ensures that both young people moving up the JLGB leadership structure as well as new adult entrants acquire the knowledge and skills to become responsible adult volunteer leaders with the JLGB.

The NOCN-accredited course is a natural extension of the pre-accreditation course the JLGB ran successfully for many years. The new accredited course asks trainees to provide evidence showing that they have understood and put into practice the training they have received by gathering relevant materials needed for assessment by external NOCN moderators.

New volunteer leaders also receive plenty of 'on-the-job' training by shadowing and helping to facilitate weekly JLGB youth groups and other regional and national activities, events and camps.

The Importance of Culturally Sensitive training

“Being Jewish means there are a number of activities that run locally in my area but which we cannot take part in because they are on Saturday, our Sabbath. I thought this was a shame and wanted to do something to make sure that members of JLGB are able to participate fully in modern and exciting youth activities and thought that one way to do this is to run them ourselves with the help of JLGB.”

As an ethnic minority, Jewish young people are often marginalised and disadvantaged in accessing statutory youth provision and local authority services as they often do not meet Jewish cultural and religious needs. The JLGB exists to provide culturally sensitive and positive activities for Jewish young people at local, regional and national levels – a service to the community it has provided for over 115 years.

Since the Duke of Edinburgh's Award began in 1956, the JLGB has acted as its only Jewish National Operating Authority, providing Sabbath-friendly and kosher expedition training and assessments to thousands of young Jewish people. Likewise, our NOCN accreditation and culturally sensitive delivery of training and skills development programmes for young Jewish people and adult volunteers is a unique service to the Jewish community.

Jewish observance is of paramount importance to many Jewish families. Parents may only permit their children to take part in activities if their religious needs are guaranteed. All JLGB activities are fully compliant with Jewish law with regard to Sabbath observance and Kosher dietary requirements. The Sabbath is the most important day of the Jewish week and we ensure that all young people and adult volunteer leaders are able to observe the Sabbath and enjoy the special traditions in a relaxed and fulfilling family atmosphere.

The JLGB also understand the importance of single gender youth provision when working with Ultra-Orthodox Jewish communities, and like our Duke of Edinburgh's Award provision, all our Accredited

Youth Leadership programmes can be adapted to meet needs of the entire spectrum of the Jewish community.

Many of the accredited modules offered by the JLGB include units which engage young people with their cultural heritage. The training combined with the skills



The Jewish community, although one of the smallest ethnic minority groups in the UK, has produced some of the most successful educators, businessmen and women, professionals and entertainment personalities. It is through the work of the JLGB that many of these people first received the opportunities to develop their leadership, managerial, communication and people skills that helped to put them where they are today.

Celebrating the festival of Chanukah at the JLGB National Debating Competition.



we help them to develop, both encourages and educates them in how to add Jewish content and learning outcomes to the programmes and activities they will organise for their peers and younger JLGB members.

Additionally, there are many modules and units which discuss citizenship and social action that look at shared Jewish values and British traditions helping young people to understand the responsibilities that they and the Jewish community have in the wider community in which we live.

Although a faith-based organisation, the JLGB strongly believes that young Jewish people should engage in volunteering and social action projects and that they understand the importance of social cohesion, inter-generational work and inter-faith activity and dialogue.

6th Form students learning about volunteering through JLGB School Volunteering Fairs in partnership with the Jewish Volunteering Network.



Empowering Young People Through Youth Participation

“ I have been involved with the JLGB since I was 11 years old and have come through the organisation. I am now the Youth Representative for my local JLGB group. I have learned many skills especially the leadership skills through JLGB that have enabled me to take on this new role and I’m looking forward to learning lots more different skills. ”



In January 2008 the JLGB surveyed over 120 young people about what more they wanted from the JLGB. The key findings included more outdoor activities; increased opportunities to make friends; more regional residential weekends, and an overwhelming request for the JLGB training to be accredited at a national level.

For many years the JLGB was managed and administered as two regions, London and the Provinces. However, following these findings and further studies in current Jewish community demographics, in September 2009 the JLGB changed its national structure into eight smaller focused regions that better reflected the diverse nature of today’s Jewish community. The aim of this restructuring was to give more participation and direct involvement to our adult volunteers and young leaders at local, regional and national level.

Whilst adhering to national JLGB aims and objectives, each region is now able to plan and deliver activities and programmes relevant to their own local community and regional needs. By empowering local communities and devolving local decision making, we hoped to ensure and have seen that our work with young people has become much more effective than it ever has before.

In May 2010 the JLGB held a Youth Conference, funded by the Speaking Out Project (a project jointly run by The National Council for Voluntary Youth Services) to discuss enhancing youth participation within the JLGB and to begin the establishment of a JLGB Youth Forum. Since this conference, the JLGB has made great strides in involving young people far more than ever before at every level of our work.

As part of the reorganisation, the JLGB embarked on an ambitious plan to appoint eight young people, aged 16-18, to represent their region as well as appointing eight Regional Volunteer Managers aged 25-30.

In August 2010 every local JLGB group across the UK nominated a youth representative to be their regional voice as we began to build a JLGB National Youth Forum. To complement this initiative we are working towards the National Youth Association's "Hear by Right" standards, using its recommendations to create a true shared Youth Representation and Participation Framework of empowerment at local, regional and national levels.

SPEAKING OUT

Supporting the Sector to Influence Policy

“ We’ve been collecting feedback and ideas from local young leaders around the country and the main comment is that they now feel they are having more of a say in the future of leadership training, the future of JLGB and our reputation in the local community. We’re constantly seeing more young volunteers offering to help with the running of local groups. ”

“ JLGB is working more closely with the eight regional Youth Representatives, especially with helping to deliver new and exciting training and I will be involved in this! I plan to continue to use and develop my skills in order that I can give as much back to JLGB and the wider community as they have given to me. ”



The Development of Online E-Training



As highlighted in our survey of young people, access to good quality programmes and training was high on the list of requests by our members. The vast majority of young people now use the internet as their primary social contact and the JLGB has set up a series of social networks – Twitter, Facebook and YouTube – and is in the process of making all our accredited training modules integrated into individual online skills profiles. We are also developing mobile phone applications so that young people and volunteer leaders can instantly access and upload the most up-to-date information wherever they are.

At the beginning of 2010 the NOCN also set up systems so that all registrations and portfolio evidence can be submitted online, thereby reducing their carbon footprint and the amount of paper-generated evidence for the assessors.

By using these database driven online systems, we are now better able to track the progress of all our young people and adult volunteers from their initial enrolment until they cross the finish line and achieve full accreditation. This will also allow course tutors to directly encourage, mentor, monitor, feedback and support all those enrolled with their submissions of evidence (which can also be reviewed and approved online) before submitting to the NOCN for accreditation.

We are aware that not every young person we engage with has access to the internet or the use of a computer at home. Therefore it is our aim to ensure that every local JLGB group is equipped with a laptop capable of internet access so that there are no barriers to young people's participation or progress in completing their online portfolio of evidence.

Screenshots of JLGB online skills profiles

The image displays two overlapping screenshots of the JLGB online skills profiles system. The top screenshot shows the 'JLGB SENIORS' login page with the slogan 'IT'S YOUR LIFE - SO LIVE IT!'. It includes a 'LOGIN' section for users like 'H. Stefan Clark' and a 'MAIN MENU' with options such as Home, Personal Details, Enrolment, and NOCN. A 'Session List' table is visible, showing various training sessions with columns for Session, Level, Date, Tutor, and Progress. The bottom screenshot shows the 'Session Evidence - Getting to Know You' page, which includes a date field (2010-11-05), a tutor name (B. Stanner), and a section for submitting evidence.

Session	Level	Date	Tutor	Progress
Getting to Know You	Cpt	2010-11-05	B. Stanner	details
Game Theory	Cpt	2010-11-05	B. Stanner	details
Why JLGB?	Cpt	2010-11-05	A. Grace	details
What Makes a Good Leader?	Cpt	2010-11-05	C. Grace	details
Know Yourself	Cpt	2010-11-05	C. Grace	details
Wave the Flag, Bang the Drum	Cpt	2010-11-05	B. Stanner	details
Get involved	Cpt	2010-11-05	A. Grace	details

Workforce Development: The Training of Adult Volunteers and Volunteer Managers

Within the JLGB all local adult leaders, regional managers and trustees are volunteers. They come from a wide variety of backgrounds from across the UK, including students, parents and grandparents all whom collectively volunteer over 75,000 hours a year for the JLGB. The JLGB is proud that a vast number of these volunteers are former JLGB members who have remained involved or returned to the JLGB to give back to today's generation of young Jewish people in the same way their JLGB leaders did for them.

The JLGB is honoured to have over 300 dedicated, hard-working volunteers across the UK who are always motivated and ready to coach, train and mentor the next generation of committed, forward-thinking young Jewish people. It is therefore vital that the JLGB not only trains and develops young people, but also provides our adult volunteer leaders, regional managers and trustees with up-to-date, relevant training of the highest quality. This will enable our volunteers to cascade and deliver consistently high quality training, programmes and activities in

a safe environment to hundreds of young people across the UK. Additionally our volunteers will gain further transferable and career enhancing skills that will be of added value in the workplace.

Therefore, our next phase in accredited training provision is to develop new modules for our training programmes for adult volunteers and regional managers, covering topics such as:

- Management training
- PR, publicity and brand awareness
- Online administration and digital media training
- Financial management and book keeping skills
- Health & Safety and risk assessment procedures
- Marketing and recruitment of young people and adult volunteers
- Chairing meetings, delegation and time management
- Dealing with challenging and difficult behaviour
- Adapting programmes for young people with individual and specific needs
- Understanding NOCN Assessment and evidence collation
- Tackling and understanding local community needs and issues
- Health and Hygiene certification (with Kosher dietary requirements)
- Mentoring, coaching and empowering young people

We wish to deliver the above modules at NOCN Levels 2 & 3 (which is the equivalent of NVQ levels 2 & 3 or Higher & Advanced Diploma Level). Having adult volunteers with recognised national qualifications not only increases the collective JLGB skill set but also offers those involved increased opportunities for career enhancement in their daily working lives.

In June 2008 the National Council for Voluntary Youth Services (NCVYS), awarded a Kitemark® to the JLGB as a "safe" organisation. The accreditation is given to organisations that have developed policies and good practices, including safeguarding and child protection that meets the 'Keeping It Safe' standards. In addition all our adult volunteers have enhanced CRB checks.

We believe, that if our young leaders and adult volunteers feel undervalued, they may not continue to run our programmes and activities and without them it would be almost impossible to run the JLGB. We therefore want to invest not only in our young people, but also our adult volunteer leaders and regional volunteer managers through this exciting and innovative accredited Leadership Training and Skills Development framework.

In December 2010 the JLGB became a national provider of 'Progress', a project being delivered on behalf of the Children's Workforce Development Council (CWDC). Led by the National Council for Voluntary Youth Services (NCVYS), the purpose of 'Progress' is to build workforce capacity by enhancing the skills and training of those working with young people in the voluntary and community sector.

The programme aims to develop a more skilled, confident workforce that works in an effective and coherent way to deliver the best possible outcomes for young people. Using NOCN units linked to the new Qualifications and Credit Framework (QCF), the JLGB will use 'Progress' as the catalyst to build the capacity it needs to enable volunteers working with young Jewish people to access a greater number of high quality subsidised accredited training opportunities.

NOCN Assessors

The vital link between the delivery of training and gaining final accreditation is the role of NOCN qualified Internal Assessors. As our training capacity increases, we wish to appoint at least eight volunteers – one for each JLGB region – who will be trained by NOCN to become qualified Internal Assessors. The Internal Assessor's role is to ensure that each participant's portfolio meets the criteria laid down by NOCN before it is assessed by an External Assessor for final award approval.

This NOCN Internal Assessors Qualification is gained through NOCN training and is a nationally accredited qualification. Having an Assessor in each region will ensure that every participant can have support at regional level. In time we would like to offer this qualification to local group leaders as we increase the intake of young people and adult volunteers enrolled in accredited programmes.

Once a recognised NOCN Centre has successfully delivered successive accredited courses over a 12 month period, it can apply to award national credits directly without the need for additional assessment of an external assessor. This is one of our main aims over the coming year so that we will be in position to offer accredited training to other youth and communal organisations who wish to access accreditation for their members, volunteers, trustees and professional staff.



Achievable Goals and Targets

“ JLGB leaders (who are all volunteers), are excellent at delivering the training, yet I know that it can be difficult for them to get to all eight regions regularly. If we were able to have one dedicated professional coordinating this training, I can see this improving the number of my friends able to participate with accelerated and consistent improvement of our leadership skills. ”



We have set ourselves some ambitious goals and targets but with the appointment of a full-time professional Training Coordinator and part-time Administrator, we aim to achieve and increase the number of young people and adult volunteers who:

- Gain NOCN accredited qualifications, helping them gain greater employment opportunities
- Complete qualifications against the numbers enrolled in courses
- Become further involved in positive youth work provision and volunteering, specifically in areas of inter-generational and inter-faith work in the wider community
- Develop their skills as leaders, peer educators and mentors
- Gain transferable skills and self-confidence which will help them as young adults
- Remain involved with the JLGB as adult volunteers and their community in leadership roles

The appointment of a full-time professional Training Coordinator will significantly enhance and complement the JLGB's professional staff team. It also helps to raise the profile of the JLGB to other educational providers and potential funders by showing that the JLGB regards training as the mainstay of its work not just in the short term but in the medium to long term also.

Therefore, it will enable us to access:

- High-quality external training that would normally be delivered on weekdays rather than weekends, therefore precluding volunteers who work during the week from attending
- Constantly changing policies and procedures in Child Protection, Health & Safety legislation and Risk Assessment
- Identify specific funding set aside for young people and volunteers training
- Opportunities to network with professionals in similar youth and communal organisations
- More JLGB volunteer leaders across all eight JLGB regions, enabling us to build capacity and to cascade training to our volunteers equally and consistently across the UK

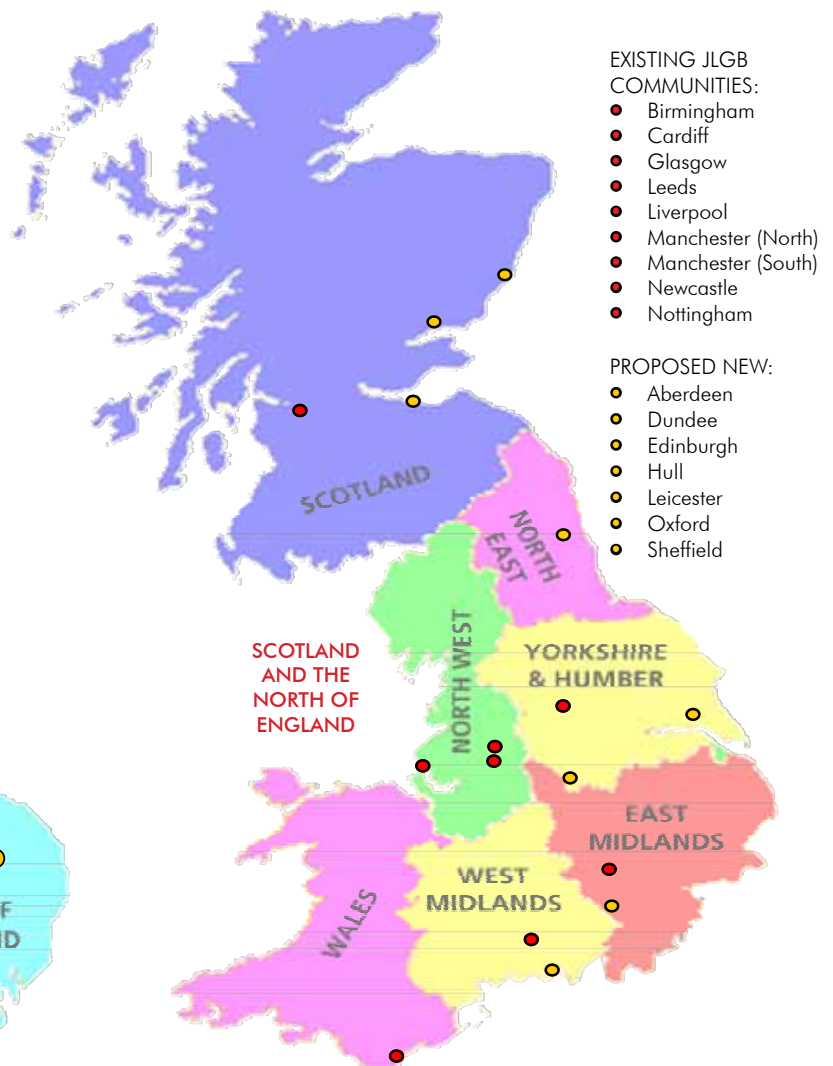
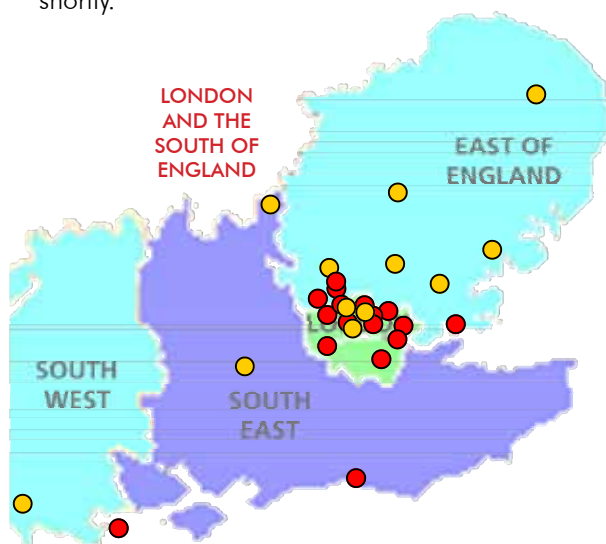
PROJECTED TARGETS AT ALL DEVELOPMENTAL LEVELS

	Year One	Year Two	Year Three	TOTAL PER LEVEL
Entry Level	40	60	80	180
Level One	60	70	90	220
Level Two	30	50	70	150
Junior Leaders	20	30	50	100
Adult Volunteers	40	60	90	190
Volunteer Managers	10	20	30	60
Internal Assessors	5	10	20	35
OVERALL TOTAL	205	300	430	935

JLGB 'BITE SIZE' PROGRAMMES

We can see from our work in small Jewish communities such as Cardiff, Liverpool and Glasgow how the JLGB national network acts a vital lifeline for young Jewish people. There are however, even smaller communities that may not be able to sustain a 'traditional' JLGB group but could still benefit from the vast array of exciting programmes, activities and awards that the JLGB has to offer.

The JLGB Development team have been in contact, or have received interest, from many of these small communities to offer a variety of what we call JLGB 'Bite Size' programmes. This has seen the successful launch of 'Bite Size' programmes in both the Brighton and Newcastle communities, with other communities due to come online shortly.



EXISTING JLGB COMMUNITIES:

- Birmingham
- Cardiff
- Glasgow
- Leeds
- Liverpool
- Manchester (North)
- Manchester (South)
- Newcastle
- Nottingham

PROPOSED NEW:

- Aberdeen
- Dundee
- Edinburgh
- Hull
- Leicester
- Oxford
- Sheffield

EXISTING JLGB COMMUNITIES:

- Borehamwood
- Bournemouth
- Brighton
- Bromley
- Bushey
- Edgware
- Hendon
- Ilford
- Kingston
- Radlett
- Redbridge
- Southend
- Southgate
- Stanmore
- Woodford

PROPOSED NEW:

- Cambridge
- Chelmsford
- Colchester
- Finchley
- Exeter
- Hackney
- Hampstead & Highgate
- Harlow
- Luton
- Norwich
- Reading/Maidenhead
- St Albans

JLGB Jewish Identity
Coordinator Antony Grace,
delivering a session on
volunteering and citizenship
to pupils at JFS.



The specific role of a full-time professional Training Coordinator will be to deliver accredited training modules to young people, young leaders and adult volunteers, as well as through Jewish schools, youth groups, synagogues and communities.

They will be responsible for:

1. Designing programme templates and training session plans to ensure that each training unit and module meets its stated criteria.
2. Contributing to the direct delivery of all courses and modules to young people and volunteer leaders enrolled in our training programmes.
3. Training and cascading information and courses to local and regional volunteer managers, trainers and assessors to ensure consistency and continuity to all levels of the JLGB.
4. Supporting young people in reaching and completing NOCN Accreditation Standards.
5. Recruiting additional participants, trainers and speakers for the specific programmes.
6. Identifying and engaging with new communities so that we reach the greatest number of participants that can access this training provision.
7. Coordinating, managing and collating the input from specialist workers and other trainers to ensure that all hand-outs and evidence comply with NOCN criteria and are accessible online to all participants.
8. Participating in the development of online systems relating to Leadership NOCN Accreditation for young people.

The Role of a Full-time Professional Training Coordinator

The appointed professional Training Coordinator will be an experienced trainer with extensive knowledge of youth work. He/she will also have a good understanding of Judaism and the need for cultural sensitivity within a youth work arena.

“ I would also like to see more training to help others less fortunate than ourselves, especially those with special needs. For example, a ten year old autistic girl is a member at my local JLGB group and I would love to learn better ways to interact with her and give her more chance to have opportunities to lead. ”



A young girl with glasses and a red helmet is climbing a green rope. She is wearing a pink hoodie and is smiling. The background is a blurred outdoor setting with greenery.

Welfare Support Services

The JLGB has always ensured that no young person or volunteer leader is prevented from participating in any JLGB programmes due to personal, financial or family circumstances. Last year the JLGB awarded more than £20,000 in welfare grants, so that young Jewish people could take part in JLGB activities, leadership training weekends and adventure camps.

Over 30% of the young people and volunteer leaders we engaged with received a variety of financial subsidies or individual welfare support. Year on year, the amount of bursaries the JLGB has awarded to children, young people and families in need has grown, a trend that is increasing in this difficult financial climate.

The budget plan builds in a range of bursaries and subsidies to cover the varied costs for young people and volunteer leaders to fully participate in our accredited Leadership and Development Training programmes. Every request for financial or welfare support is dealt with in the strictest of confidence.

Working closely with Special Educational Needs (SEN) schools such as Langdon College, the JLGB continues to grow its provision for children with physical and learning disabilities so that EVERY child really does matter. The JLGB offers specially adapted programmes for children with specific individual needs and our leadership programmes are accessible and inclusive to empower children with physical and learning disabilities.

A Sustainable Financial Plan

Set out on the opposite page is a comprehensive budget to establish a national framework for accredited training for young people across the UK Jewish community. The full cost recovery budget is set out over a three year period as we firmly believe that a project of this significance has to have progressive targets and continuity funding.

“ On speaking to my friends and younger members of the JLGB, I felt that although many great activities are available through JLGB, there were lots more that we would like to do but the cost means that the JLGB can't put them on for us. Also because lots of parents are now finding it hard to find the money to let their children take part in these activities, we could help to subsidise them. I thought that if we could get a grant towards these activities, we would be able to offer more to our members. ”



To achieve the goals set out in this document we will identify specific trust funds and potential donors who have an interest in youth leadership and skills development training. Our main aim will be to make the post of Training Coordinator a sustainable permanent role within the JLGB as this is a key element in building our capacity. In these uncertain times we see the need for a highly subsidised provision for leadership training, skills development and lifelong learning for young Jewish people as the top priority for the JLGB and the wider community in general.

This project will continue to expand and grow as it becomes fully embedded and integrated, not only into the JLGB national framework but at grass roots level where we will have a major and direct impact on the lives of hundreds of young people. We hope to track the progress of these young people to further show the benefits of positive activity, training and development programmes as early intervention and primary prevention for those most at risk.

We will further develop our volunteer leaders to PTLLS standard (Preparing to Teach in the Lifelong Learning Sector) and extend and offer an even wider variety of development opportunities through specific NOCN Accredited modules such as Outdoor & Adventure Activity and Music Performance & Instruction. The JLGB is the only Jewish organisation offering young people with no previous experience the opportunity to learn basic musical skills and, thereafter, continue training to become advanced musicians.

The JLGB is confident that the better the leadership training we provide, the better our volunteer leaders will become. The better our leaders, the more young people we can train and develop, creating better citizens and a better future for our community and wider society.

FULL COST RECOVERY BUDGET

EXPENDITURE	Year 1	Year 2	Year 3	Total
Professional Staffing Costs				
National Training Coordinator	£25,000	£25,500	£26,010	£76,510
Part-time Admin Assistant	£13,500	£13,770	£14,045	£41,315
Office costs (IT, internet, telephone)	£2,500	£1,500	£1,000	£5,000
Travel expenses	£2,000	£1,500	£1,250	£4,750
Training and Skills Development	£1,500	£1,500	£1,500	£4,500
Young Leadership Development				
NOCN accreditation costs	£3,250	£4,500	£6,000	£13,750
Training resources and materials	£1,000	£1,500	£2,000	£4,500
Sundry costs	£400	£600	£800	£1,800
Residential costs (inc. travel)	£12,000	£18,000	£24,000	£54,000
Junior Leader Training				
NOCN accreditation costs	£500	£750	£1,250	£2,500
Training resources and materials	£500	£500	£500	£1,500
Sundry costs	£400	£450	£500	£1,350
Venue hire	£800	£800	£800	£2,400
Residential costs (inc. travel)	£2,000	£3,000	£5,000	£10,000
Adult Volunteer Training				
NOCN accreditation costs	£1,000	£1,500	£2,250	£4,750
Training resources and materials	£2,000	£2,500	£3,000	£7,500
External trainer costs	£3,000	£4,000	£5,000	£12,000
Sundry costs	£400	£500	£600	£1,500
Venue hire	£1,200	£1,350	£1,500	£4,050
Residential costs (inc. travel)	£4,000	£6,000	£9,000	£19,000
Volunteer Management Training				
NOCN accreditation costs	£375	£750	£1,250	£2,375
Training resources and materials	£500	£750	£1,000	£2,250
Internal Assessor Training	£2,000	£2,500	£3,000	£7,500
Sundry costs	£400	£450	£500	£1,350
Venue hire	£800	£1,000	£1,200	£3,000
Residential costs (inc. travel)	£1,500	£3,000	£5,000	£9,500
TOTAL EXPENDITURE	£82,525	£98,170	£117,955	£298,650

INCOME	Year 1	Year 2	Year 3	Total
Young Leadership Development	£7,800	£10,800	£14,400	£33,000
Junior Leader Training	£1,200	£1,800	£3,000	£6,000
Adult Volunteer Training	£3,200	£4,800	£7,200	£15,200
Volunteer Management Training	£1,200	£2,400	£4,000	£7,600
TOTAL INCOME	£13,400	£19,800	£28,600	£61,800

TOTAL PROJECT COSTS	£69,125	£78,370	£89,355	£236,850
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Note

All NOCN accreditation costs will be subsidised at varying levels, ensuring that no person will miss out on any of these accredited programmes due to financial or family circumstances.

Helping put young people at the forefront of the Jewish Community

"The JLGB is not a 'one hit' organisation. It embraces young people and carries them through their journey into adulthood and beyond, equipping them with the skills and confidence needed to become unique, successful and skilled individuals."

Neil Martin - JLGB Chief Executive

"JLGB is a youth organisation that ticks all the boxes! Valued by the community it serves, it combines tradition with cutting edge provision, always making sure that young people themselves have a say and a stake in shaping the service they receive. Above all, the JLGB is a true example of what is needed today; volunteers with little or no support from local or national government making a huge difference to the lives of young people from a marginalised community. Our 'Big Society' would be impoverished without them."

Susanne Rauprich - Chief Executive - The National Council for Voluntary Youth Services (NCVYS)

"The JLGB has a distinguished history, inspiring countless young people to be involved in our community. Many generations of young leaders have learned through their involvement in the JLGB the qualities, skills and attributes of good leadership. A good leader creates followers but a great leader creates leaders. The JLGB has created leaders who have contributed much to the Jewish community and society in general."

Rabbi The Lord Sacks - Chief Rabbi of the United Hebrew Congregations of the Commonwealth

"It is always heartening to hear about the work of organisations such as the JLGB that provides young people with the important opportunities to develop their skills and self-confidence and to positively contribute to their communities."

The Rt Hon David Cameron MP - Prime Minister

"There is nothing more important in life and in our community than taking care of our youngsters. To see them grow and develop, to see their pride in being Jewish, as well as being active citizens in wider society, I think is really outstanding- it is a true privilege to be your President."

The Lord Levy - JLGB President



V Inspiring a new generation of young volunteers

Department for
Education



Jewish  Youth
Fund



SPEAKING OUT
Supporting the Sector to Influence Policy

The JLGB provides positive activities through:

- Accredited Leadership Training
- Citizenship & Service to the Community
- Musical Instrument Tuition & Performance
- The Duke of Edinburgh's Award
- Active & Healthy Programmes
- Spring, Summer & Winter Camps
- Inter-generational & Inter-faith Activity
- Personal & Social Development
- Jewish Identity & Peoplehood



Developing Visionary Leaders for the Future!



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