

TME TRAINING WEEK PRINCIPLES OF PRACTICE FROM TALENT MATCH YOUNG PEOPLE

1. VALUES:

- Diverse
- Respectful
- Relationship based
- Non-profit
- Youth-led
- Supportive/empowering
- Creative
- Open
- Honest and Trustworthy
- Friendly
- Dialogue-based
- Learning in a Community
- Linked to networks
- Developmental
- Inclusion
- Every voice is listened to and heard
- Challenging
- Satisfying and rewarding
- Activity-based (Action)
- Co-creating opportunities
- Passionate and determined people

2. ENVIRONMENT:

- Welcoming
- Safe
- Quiet spaces
- Access to ICT and internet
- Holistic approach to problem-solving
- Developing trust
- Building and maintaining strong relationships
- Rich in Creative Resources (People, Spaces and Equipment)

3. MENTORS/EMPLOYERS:

- Respectful, not judging
- Safe-guarding
- Health and Safety
- Holistic approach
- Keep paperwork and bureaucracy to a minimum

- Facilitating not directing
- Peer-to-peer
- Focus on developing transferable skills and career development
- Positive attitude to learning from mistakes
- Support work ethic and promote attitude to see structure as possibility or challenge
- Supporting and nurturing Leadership skills

4. **PROGRAMME:**

- Structured requiring discipline
- Realistic and firm deadlines
- Tolerance of learning through trial and error (making mistakes)
- Focused in the moment (what am I doing now?)
- Focused on projects (what am I/what are we trying to achieve?)
- Focused on possibilities (what can I do next/where can I go next)
- Space for individuals to find their own way
- Possibilities to develop own projects
- Always something to do (action)
- Opportunities to speak
- Opportunities to share
- Opportunities to learn
- Opportunities to take responsibility with support
- Opportunities to shadow
- Opportunities to lead
- Understanding how to improve relationships
- Opportunities to use initiative

5. **PEER MENTORS:**

- Enjoy supporting their peers and get paid
- Being paid to have fun
- Increasing self-confidence
- Building resilience
- Get feedback and use it to develop yourself
- Developing networks
- Overcoming barriers e.g. language, communication, etc.

6. **ALWAYS AVOID:**

- Over-promising and under-delivering
- Coercion
- Having too few options or opportunities
- Bad communication
- Negative, badly-constructed or irrelevant feedback
- Neglecting or dismissing people
- Being pessimistic

