

NEW ALTERNATIVE
EDUCATION PROGRAMME 2020/2021



A WORK EXPERIENCE AND SELF DEVELOPMENT
PROGRAMME FOR YOUNG WOMEN.

TURTLE DOVE
CAMBRIDGE 

WHO WE ARE AND OUR WORK TO DATE?

Turtle Dove Cambridge is a female only Social Enterprise. We officially launched in June 2015, following a successful pilot.

Turtle Dove offers a combination of youth support and work experience for young women who have experienced negative life experiences and therefore are at risk of becoming or are already not in education, employment or training (NEET).

We do this by providing young women between 14 – 23 years old with opportunities in hospitality, working as part of a team. Our team support young women to assist in small-scale events.

To date we have worked with 84 young women at over 200 events and opportunities.

Our referring agencies have included Cambridgeshire County Council, CPFT, Housing Providers and Social Care.

Of the young women we have reviewed to date outcomes have included:

79% felt they now had more work experience to put on their CV, and therefore 68% were more likely to apply for work or volunteering opportunities. Some of the skills which they felt had particularly improved were around **teamwork (63%) and communication (58%)** and therefore **their confidence had increased by 63%.** One of the softer outcomes from their participation with Turtle Dove was around the fact that **58% felt that they now had a network of friends/support around them.**

Turtle Dove's team is comprised of experienced youth workers, counsellors and an Educational Psychologist. We also have a part-time staff member who is our Emotional Support worker; they support the young women outside of the events and work experience.

WHY YOUNG WOMEN ONLY?

There are twice as many young women not currently searching for jobs compared to their male peers (inactive NEETs).

We create a safe female-oriented space offering young women an opportunity to flourish away from the pressure of their male contemporaries, around whom research shows they often don't perform to the best of their abilities. This enables young women to build up the confidence they can rely on when fulfilling roles in society.

Many of the young women we work with have experienced domestic violence, sexual abuse and peer-on-peer sexual violence and so are in need of a female only space & female role models to feel safe and be able to learn.

WHAT WILL OUR *NEW* ALTERNATIVE EDUCATION PROGRAMME LOOK LIKE?

The programme will be a combination of 1:1 support addressing emotional resilience, personal development, wellbeing and mental health issues as well as practical work experience with our team at events and restaurants.

We will work with small groups of young women from different schools.

We want to ensure we are offering a work-like experience so it is important we are not working with already established peer groups.



The work experience and self development aspects of the programme will cover a combination of the below topics:

- Event setting up and associated tasks
- Food service
- Beverage preparation and service
- Clearing up
- Dishwashing and packing up
- Time keeping
- Communication skills
- Team skills
- Emotional resilience
- Goals and aspirations

There will also be an opportunity to take part in additional modules in:

- Team-work and Team Building
- Customer care
- Food Safety
- Introduction to Hospitality Operations



Scan here
to watch our
animated video



WHAT ELSE CAN WE PROVIDE?

- Initial referral meeting to assess young women's suitability, needs, goals and aspirations
- Home visit if necessary
- Transport if necessary
- Post intervention report
- Access to a network of other organisations and resources
- Opportunity for young woman to engage post intervention
- References on request

OTHER OPPORTUNITIES COMING UP WITH US?

- Partnership with CambsCuisine who are providing some of the work experience and learning opportunities
- Potential involvement in a University research project

LENGTH OF OFFER?

We are offering an 8 – 10 week intervention with a minimum of 2 hours per fortnight.

TOOLS WE USE TO SUPPORT OUR WORK?

We will measure both the learners work related and emotional wellbeing with a combination of the below:

- Turtle Dove Cambridge's Likert Scale (Measuring work readiness)
- Sense of Agency Scale (Measuring Autonomy)
- Warwick (Measuring Wellbeing)
- General Self Efficacy Scale / Resiliency Scales

We use Upshot to report on the above as well as:

- Number of work experience hours engaged in
- Hours of emotional support offered

WHO RECOMMENDS US?



"I have attended several events that the Turtle Dove team have been present at. They always provide a polite and professional service. The work that Kate does is fantastic and Turtle Dove provides great opportunities and experience for young women. I have since referred a young woman - the process of referring was smooth and little work for the potentially life changing experience that the young woman is now gaining and I have seen her grow in confidence since she has been part of Turtle Dove. What a fantastic team!"

Steph Burwitz, Children and Young People's Participation Service (CHYPPS)



"It is a great Partnership"

Julie Palmer, Support Worker, Whitworth House,
Orwell Housing



"I think your work is essential"

Catherine Fraser-Andrews, Former
Assistant headteacher and SENDCo,
Pilgrim PRU, Darwin Centre for
Young People



*"A brilliantly conceived and run
organisation, doing wonderful things"*

Tim Cracknell, Manager, Get Into
Employment and Training (GET
group)

COST?

This will vary on the level and hours of engagement.
Please get in touch for more information.

WANT TO KNOW MORE?

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