YOUNG PROGRAMME

DEVELOPING NEW TALENT

Young Scotland and Northern Ireland Programme

18-21 November 2025

Ayr

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The Young Programme's aims are to enhance communication skills, inspire confidence, and broaden the intellectual horizons of people in the early years of their careers. These core objectives are at the heart of all of our events.

Public speaking, often seen as intimidating, is a key focus, with expert coaching to help participants overcome their fears – boosting confidence and improving presentational skills. Invaluable advice is given to enhance communication skills in a range of styles. By removing participants from their everyday work environment, the programme allows them to focus on their development without typical workplace distractions. Moreover, participants gain valuable networking opportunities by connecting with individuals from diverse fields and backgrounds.

A central part of all of our courses is the presentation by each delegate of a 900-word paper ('Argument') on a topic – of the delegate's choice – of current interest or controversy. Researched, written and submitted in advance, the paper is delivered during the event.

And there's much more, including:

Guest speakers sharing their extraordinary life experiences in the Testimony session

90-Second Challenge, in which delegates ask themselves a question on a subject of their own choice and answer it without notes

Group Challenge, in which delegates are divided into small discussion groups, allocated a topic, and given a short time to prepare an informal presentation

and **Yes, No, Don't Know**, the major debate on a big issue of the day

The entire event adds up to a rich and unique experience.

Everyone who completes the course will receive a certificate – in recognition of an outstanding achievement. In addition, based mainly on the Argument paper, the **Scotland and Northern Ireland Young Thinker of the Year** title will be awarded to a delegate on the final evening. There will also be an award for Best Group in the Group Challenge.

At a glance

How does the programme benefit our delegate and our organisation?
By nominating a member or members of staff to take part in a Young Programme event, you will:

- Enhance their communication skills and presentational abilities
- Inspire them to have confidence in themselves
- Expose them to a wide range of ideas, thoughts and life experiences

Where and when?
The Young Scotland and Northern Ireland Programme will be held from **18-21 November 2025** in Western House Hotel, Ayr. The opening session is at 3pm on the first afternoon, and check-out is on Friday morning after breakfast. Courtesy transport will be provided between Glasgow Airport and the hotel for those flying in to Glasgow Airport from Belfast. Information on recommended flights will be provided in due course.

Who's eligible?
People aged 18 or over who are considered by their employers to be in the early stages of their careers. There is no upper age limit.

What is the delegate fee?
£1380 + VAT (total £1656) per delegate. This includes accommodation (single room occupancy) for three nights, all meals, and enrolment fee.

What information will delegates receive in advance?
A pack including full details of the event and travel advice will be sent to all delegates on the booking closing date.

How do we register?
Book online at **www.youngprogramme.org**. Closing date: **Tuesday 7 October 2025**.

If you have any questions about the programme, please don't hesitate to get in touch by emailing **enquiries@youngprogramme.org**

How to book

Go to our website – **www.youngprogramme.org** – and click on 'Upcoming Events' to select the event and complete the booking form. This brochure is also available on the website.

The cost per delegate is £1380 plus VAT (total: £1656). This covers three nights' accommodation and all meals at Western House Hotel, Ayr, and is inclusive of enrolment fee.

Closing date for booking:
Tuesday 7 October 2025

A delegate pack containing guidance on writing the Argument paper, information on other aspects of the course, travel details, etc will be sent to all delegates on that date. The name/s of your delegates must be received no later than the above closing date.

If you would like to discuss any aspect of the event, please email us: **enquiries@youngprogramme.org**.

Please note that the event may become fully booked before the closing date. If places become limited, a notice will be posted on our website.

Cancellation Policy
If a delegate is unable to attend a course, you may substitute, by prior arrangement and after notifying us, someone else from your organisation. If a delegate is unable to attend, and you are not in a position to substitute the place to another person, then the following charges apply:
More than six weeks before the course: no charge
Six to four weeks before the course: 20% of the fee
Four to two weeks before the course: 50% of the fee
Less than 14 days before the course: 100% of the fee

Some of the organisations which took part in our events last year:

Bar Standards Board; The British Academy; British Red Cross; Burnley Borough Council; City of London Corporation; Cornwall Council; Crown Office and Procurator Fiscal Service; Department of Housing, Local Government and Heritage (Ireland); Department of Justice (Ireland); Dublin City Council; Fife Council; Fingal County Council; Highlands and Islands Enterprise; Home Office; London Borough of Islington; Manchester City Council; Moredun Research Institute; National Council for Curriculum and Assessment (Ireland); Northern Ireland Audit Office; Northern Ireland Civil Service; Pension Protection Fund; Registers of Scotland; Scottish Government; Scottish Water; Social Security Scotland; SSPCA; UK Export Finance.

The Young Scotland and Northern Programme is part of the Young Programme charity group of events and is organised by:

Young Programme Events Ltd
Suite 221, Liberator House, Prestwick Airport, Prestwick KA9 2PT

Tel: 01292 478510 email: enquiries@youngprogramme.org
web: www.youngprogramme.org

Company No. (Young Programme Events Ltd): SC445624
VAT Registration No. (Young Programme Events Ltd): GB 164 5662 91
Charity No. Young Programme Ltd: SC036433
email: enquiries@youngprogramme.org
web: www.youngprogramme.org