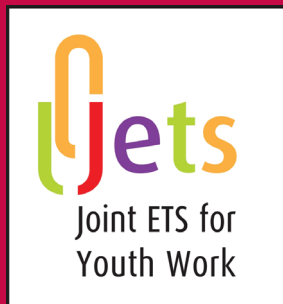


The Youth Work Profession

A guide for students and employers



Produced by the professional bodies that validate and endorse
youth work training across the UK and Ireland.

Wales edition February 2016

Who is this leaflet for?

This leaflet is primarily for students in the UK and Ireland who are undertaking recognised youth work qualifications. It may also be of use to employers and others who have an interest in youth work. Recognised qualifications are those that have been professionally validated or endorsed by Joint Education and Training Standards (JETTS) members. These qualifications may be at Further Education or Higher Education level.

Who are members of Joint ETS?

Joint ETS members are ETS England; North South ETS (all Ireland); ETS Wales; and Community Learning and Development Standards Council for Scotland.

What does professional recognition mean?

Professional bodies promote and further an occupation and the people who practice in it. They validate or endorse training to ensure that the qualifications on offer meet certain standards. For youth workers, this ensures that programmes of training are of a suitably consistent high quality, and are relevant to the needs of employers, youth workers themselves and the young people they work with.

How do I know if a qualification or programme is recognised?

Each Joint ETS member holds a list of professionally recognised qualifications on their website. These include current and past programmes.

Where can I use my recognised qualification?

Validated or endorsed youth work qualifications are a passport to the profession and a route to employment in the local authority and voluntary sector Youth Service. Other related sectors that work with young people also employ qualified youth workers as they value the skills that they bring.

Which countries recognise my qualification?

Validated or endorsed youth work qualifications are recognised throughout the UK and Ireland. Joint ETS members work collaboratively to ensure that developments in the UK and Ireland have parity. Therefore, holders of a professional youth work qualification validated or endorsed by any member of Joint ETS will automatically have their qualification recognised throughout the UK and Ireland via the *Joint ETS Mutual Recognition Protocol*.

What is a 'JNC Recognised' qualification?

In England and Wales youth work qualifications are sometimes known as 'JNC recognised'. The Joint Negotiating Committee (JNC) for Youth & Community Work covers England & Wales so a 'JNC recognised' qualification is one that has been validated by ETS England or endorsed by ETS Wales on behalf of the JNC.

The JNC is part of Local Government Employers; it comprises a staff side and an employers' side who meet to decide the qualifications, salary scales, terms and conditions of youth workers.

Although some employers in England and Wales may employ youth workers on locally agreed terms and conditions, JNC qualifications are still seen as the relevant national qualifying requirement.

How do qualifications reflect the needs of employers?

Youth Work qualifications are designed using documents produced by the sector. These include the UK-wide *National Occupational Standards (NOS) for Youth Work*, which are used at all levels, and the *QAA Youth & Community Work Subject Benchmark Statement*, which is also used for Higher Education qualifications. Country-specific policies also influence the content of qualifications.

What are Youth Work NOS?

NOS are National Occupational Standards which are developed by employers to define the competencies required to carry out the functions of a particular occupation's workforce in the UK.

The Youth Work NOS underpin recognised youth work qualifications.

The Youth Work NOS state that the key purpose of youth work is to...

'Enable young people to develop holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence and place in society and to reach their full potential.'

A suite of values has been agreed which distinguishes youth work from other, sometimes-related activities involving young people. These values are at the core of the work undertaken within youth work and underpin the standards, recognising that at the heart of all youth work is a young-person-led approach.

Youth Work Values are arranged under the following headings:

- Participation and active involvement
- Equity, diversity and inclusion
- Partnership with young people and others
- Personal, social and political development

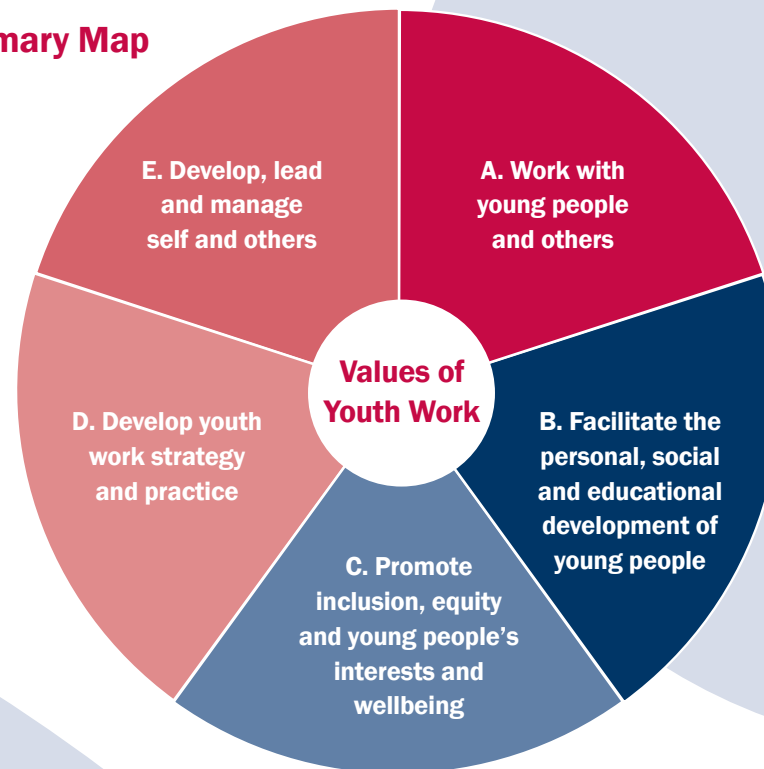
Summary Map

The following summary map identifies the functions and principal areas of the full range of activities undertaken by youth workers in achieving the key purpose of youth work. However, it is unlikely that any individual youth worker will do all of the activities.

The areas suggested are not of equal size or complexity, as they reflect activities and roles undertaken by individuals of varying levels of experience, responsibility and seniority.

National Occupational Standards for Youth Work 2012 available at <http://tinyurl.com/pr3lgoh> (English) <http://tinyurl.com/z35k6b6> (Cymraeg)

Summary Map



- A1** Build relationships and engage with young people
- A2** Engage with the local community
- A3** Build working relationships and networks

- B1** Facilitate learning and development of young people through youth work
- B2** Plan and implement learning activities in youth work
- B3** Promote young people's self awareness, confidence and participation
- B4** Promote access to information and support

- C1** Engage in critical dialogue and work with young people in promoting their rights

- C2** Safeguard the health and welfare of young people
- C3** Promote inclusion, equity and the valuing of diversity
- C4** Fulfill regulatory and organisational requirements

- D1** Establish and prioritise requirements for youth work
- D2** Plan and implement youthwork strategy
- D3** Monitor and evaluate the effectiveness of youth work strategy and plans

- E1** Manage yourself
- E2** Lead and manage others
- E3** Develop colleagues
- E4** Maintain health and safety in the workplace

Progression: the Coherent Route of Youth Work Qualifications in Wales

Qualification	Overview	JNC Recognition	Credits
Level 2 Award 16yrs+	Prepares you to begin working with young people in a range of youth work settings.	No	The qualification is made up of 11 Credits so you will need to study for about 110 hours to achieve the Award.
Level 2 Certificate 16yrs+	Prepares you to assist in work with young people in a range of youth work settings.	Yes – Youth Support Worker Assistant	The qualification is made up of 26 Credits so you will need to study for about 260 hours to achieve the Certificate. Eleven of these credits form the Level 2 Award in Youth Work Practice, which must be completed successfully before you can progress onto the Level 2 Certificate.
Level 3 Certificate 18yrs+	Prepares you to lead work with young people in a range of youth work settings.	Yes – Youth Support Worker	The qualification is made up of 27 Credits so you will need to study for about 270 hours to achieve the Certificate. Sixteen of these credits are at Level 3 while 11 are at Level 2, forming the Level 2 Award in Youth Work Practice. The Level 2 Award must be completed successfully before you can progress onto the Level 3 Certificate.
Level 3 Diploma 18yrs+	Prepares you to lead work with young people in a range of youth work settings and specialise in subjects that are particularly relevant to you or your work.	Yes – Youth Support Worker on completion of L3 Certificate	The qualification is made up of 37 Credits so you will need to study for about 370 hours to achieve the Diploma. 26 of these credits are at Level 3 while 11 are at Level 2, forming the Level 2 Award in Youth Work Practice. The Level 2 Award and Level 3 Certificate must be completed successfully before you can progress onto the Level 3 Diploma.
Level 6 BA(Hons) Degree Youth & Community Work	Prepares you to carry responsibility for the delivery, design, and development of youth work. You can also be expected to carry operational management responsibilities.	Yes – Professionally Qualified Youth Worker	This Higher Education qualification is made up of 360 Credits over three levels. Level 4: Certificate of Higher Education 120 Credits Level 5: Diploma of Higher Education/Foundation Degree 120 Credits Level 6: BA(Hons) Degree 120 Credits
Level 7 Post-Graduate Diploma Youth & Community Work	As above.	Yes – Professionally Qualified Youth Worker	This Higher Education qualification is made up of 120 Credits at Level 7.

In Wales, Level 2 and 3 qualifications are awarded by Agored Cymru and delivered by the YMCA Wales Community College or the local authority.

Level 6 and 7 programmes are available at Cardiff Metropolitan University; Glyndwr University (Wrexham); the Open University; University of Wales Trinity Saint David (Carmarthen); and University of South Wales (Newport).

In Wales...

The Welsh Government National Youth Work Strategy for Wales 2014-18 states that *...it is essential that youth work training meets minimum requirements for the profession and continues to be transferable into and outside of the UK.*

It also includes the target to *...increase the number of youth workers holding a JNC recognised youth work qualification.*

The Education Workforce Council proposes to register youth workers from 2017. Further information from www.ewc.wales

Further reading:

- Youth Work in Wales: Principles and Purposes
- National Youth Work Strategy for Wales 2014-2018
- Code of Occupational Ethics for the Youth Service in Wales
- Youth Engagement and Progression Framework

Available at: www.youthworkwales.org.uk / www.wales.gov.uk

Useful contacts:

Principal Youth Officers' Group (PYOG) is a professional learning community of serving principal youth officers within the 22 local authorities in Wales. www.wlga.gov.uk/youth-service

CWYS (the Council for Wales of Voluntary Youth Services) is the independent representative body for the voluntary youth work sector in Wales. www.cwvys.org.uk

Joint Education and Training Standards is the UK & Ireland forum that acts as the Sector Specialist Body for youth and community work.

Joint ETS is administered co-operatively by its members:

- ETS (England) www.nya.org.uk
- North-South ETS (All Ireland)
www.ycni.org/nsets/NSETS.html
- ETS (Wales) www.etswales.org.uk
- Community Learning and Development Standards Council for Scotland www.cldstandardscouncil.org.uk

