

Training to work in Youth Work (IAS-011: YC)



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Youth and community work offers young people planned and spontaneous programmes of personal and social development. The needs of young people are addressed by many organisations, including:

- Youth clubs
- Uniformed and non-uniformed organisations
- Faith-based groups
- Specialised centres for sporting or art activities
- Information and advice centres
- Voluntary service
- Detached outreach and project work
- Work in schools and colleges.
- Connexions Personal Advisor (would need further training)

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1) Entry into Youth Work

There are currently three main routes to gain the qualifications needed to work in the sector; there are also many opportunities for volunteers.

Volunteers

This route allows you to experience working with young people without making a final commitment to a formal career in this area. It will provide you with the experience and skills needed in youth work. Many organisations provide volunteer placements with inductions; some also cover travel expenses and all organisations will want you to undergo a Criminal Records Bureau screening – (CRB) check. There are several points of information and a list of these organisations etc is provided on the contacts list at the back of this information sheet.

Routes to gain qualifications

- a) Graduate and postgraduate qualifications lead to students becoming professional youth workers. The qualifications must be recognised by the Joint Negotiating Committee for Youth and Community Workers (JNC) in order to be professionally validated. Students

combine study at university with work experience and so learn theory alongside the practice of youth work throughout the course.

From 2010, youth work became a graduate profession, meaning that only honours degrees will lead to JNC recognition. You can take a youth work degree that is JNC recognised. Alternatively you can take an honours degree in a related subject (for example, social sciences) and then complete a post graduate qualification in Youth Work that has been recognised by the JNC.

- b) Youth Support Worker qualifications are available for individuals who wish to study up to Level 3 of the NQF, i.e. to 'A' level / NVQ 3 standard. Several awarding bodies, such as the City and Guilds of London Institute (commonly called, City & Guilds), have developed courses, which are offered by local colleges in conjunction with local employers. Students on these courses are generally employed in youth work and study part-time, so will be learning and applying that knowledge to their working life. Some students enter this route on an unpaid, voluntary basis, depending on circumstances.
- c) New Apprenticeship schemes are now operational in England, Scotland and Wales, but are given slightly different titles. These enable entrants to work in the Youth and Community sector whilst gaining qualifications in youth work and in Key Skills. The schemes take between 12 months and 24 months and are open to entrants who are 16 years or older.

Anyone working with young people is expected to have a First Aid certificate and receive Child Protection training. Everyone will be subjected screening by the criminal records bureau (CRB), or an equivalent organisation.

2) Funding for training

Funding will be by employers or by the individuals themselves. Bursaries are available from certain organisations, but there are no government incentive schemes.

3) The Job

Posts in the Youth and Community sector can be full-time, part-time or voluntary. **Full-time workers** are often responsible for centre management. They divide their time between administrative duties, supervising part-time and voluntary youth workers, and directing work with young people. They may also liaise with, and support, part-time and voluntary workers who run youth clubs in other venues. A great deal of the face-to-face youth work is carried out by **part-time** and **voluntary workers**, who greatly outnumber full-time staff.

Some youth workers are '**detached**'. They are not based in a centre, but meet young people in the streets, arcades, shopping centres, pubs and cafes that they frequent. Here, they work with their young clients on the central issues affecting their lives.

Some youth workers are based in schools and colleges, where they divide their time between youth work, teaching or pastoral duties; yet others are based in a neighbourhood or district, working, for example, on housing estates. Some youth services employ outreach workers, whose aim is to encourage young people to make use of youth provision.

Youth workers also work with other related professionals. These include people working in youth justice, careers and social services, and health and housing organisations.

Salaries range from £14,000 for a first post/trainee to around £24,000 across the UK. However senior managers and project managers can ear between £30,000 - £36,000 depending on role. (These figures are based on 2009-2010 salaries)

4) Organisations that employ Youth and Community Workers

Organisations employing or utilising Youth and Community workers include:

- Local Education Authorities (LEAs), which have Youth and Community departments
- Schools
- Voluntary organisations
- Religious organisations
- Colleges
- Youth Justice
- Health Authorities
- Leisure
- Housing
- Sports and Arts organisations
- Connexions

5) Work and Work Experience

Paid and voluntary work can provide relevant experience. The following sources might be helpful in finding a job or voluntary placement.

- Local Authority – the National Youth Agency (www.nya.org.uk) has a list of Local Authority agencies.
- Local press will frequently contain advertised positions.
- The Wednesday edition of *The Guardian* (<http://jobs.guardian.co.uk>)
- The periodical, *Young People Now*, (Haymarket Publications: subscriptions 0208 606 7500) (www.ypnmagazine.co.uk)
- Various websites, including
 - www.communitycare.co.uk
 - www.Jobs4youthwork.co.uk
 - www.Jobcentreplus.gov.uk
 - www.youthlink.co.uk (Scotland)
 - www.redgoldfish.co.uk

6) Further Training Opportunities

The Leadership Enhancement Programme is for the local authority leader charged with developing integrated youth support services and a third sector strategic partner; The Leadership Enhancement Programme provides two places for each local authority area in England: One place is for the person in the local authority who is charged with making Integrated Youth Support Services a reality. This could be the named Head of Integrated Youth Support Services, or it may be a manager who reports to the Head, but is actually doing the daily work of developing the service; The other place is for a strategic leader working in a third

sector organisation which delivers significant services to young people in partnership with the local authority, and/or plays a strategic role in relation to services for young people. Participation in the programme will therefore involve one leader from the local authority and one leader from a partner third sector organisation, working and learning together as a pair.

The Leadership Development Programme is for emerging leaders in all sectors; the programme uses action learning to enable participants to focus on real work. It is not time away from work but high quality time focused on doing the job more effectively. In Action Learning, participants working in groups, supported by a facilitator, learn with and from each other. The process involves working on real problems and engaging the group in questioning each problem. Participants identify actions to resolve the problems, try them out, and bring back to the group their reflections on progress. Discussions focus on: what worked and what did not; the divergence between actual and expected results; participants' own development, attitudes and actions. New resources such as theories, models and examples can be introduced where these will help the groups to resolve their issues.

Programme structure

The Leadership Enhancement Programme will comprise:

- Pre-course reading, reflection and self assessment;
- Five one day meetings in an action learning group of about 12 people. The learning groups will meet at approximately five week intervals;
- Application of learning to real work issues between each group meeting; 360 degree appraisal and one to one feedback;
- Peer Learning – visit to a different service; talk to stake-holders; identify lessons for own service and how to apply them;

7) How to apply

If you are a strategic third sector manager and want to take part you should either contact: the Head of the IYSS locally or FPM Training on 0116 249 5000

The Management Development Programme is for front-line managers in all sectors. The Management Development Programme (MDP) will help to build relevant knowledge, skills and behaviours among front-line managers of services for young people. The programme will ensure staff can provide a distinctive, high quality service which leads to positive outcomes for young people. This will be achieved by working with examples of real, day-to-day challenges and opportunities in services for young people. The fully funded programme is contextualised to work with young people. It has been designed and developed by specialists from across the whole of the youth workforce and is not a generic management development programme. The learning in the programme will link to the latest developments including the National Professional Development Framework for leaders and managers of services for children and young people and will draw from the Championing Children framework.

The programmes are tailored to the real world of services for young people across all disciplines and sectors. They are not general management programmes. The programme is for front-line managers in organisations in the public, independent and third sectors providing services mainly for young people. The managers will be responsible for front-line staff, including personal advisers, youth workers, drugs and alcohol workers, learning mentors, youth justice staff, education welfare officers, health workers, housing workers and those working with care leavers. Front-line managers directly manage paid staff (full and part-time) and/or volunteers who work directly with young people. They may also manage resources and/or do face to face work with young people.

8) National Occupational Standards (NOS)

National Occupational Standards are the first and last word in what an individual needs to know, do or understand, in order to carry out a particular job effectively. Qualifications are based on these standards. You can view these on the UK Standards website at: www.ukstandards.org

9) Validating Bodies

If you take a qualification that has been approved by the Joint Negotiating Committee for Youth and Community Workers (JNC) you will gain the “Nationally Qualified Status” The JNC also negotiates national salary rates for youth workers.

a) England

NYA – National Youth Agency may professionally validate the HE qualifications.

b) Scotland

Community Education Validation and Endorsement (CEVE) is the professional recognition body for qualifications in Scotland. You can gain more information from Youth Link Scotland (www.youthlink.co.uk). The apprenticeships are run through LLUK.

c) Wales

Training needs are addressed by the Staff College, which also accredits courses in the principality. You can gain more information from

<http://new.wales.gov.uk/topics/educationandskills/?lang=en>

http://new.wales.gov.uk/topics/educationandskills/policy_strategy_and_planning/extending_entitlement/?lang=en

d) Northern Ireland

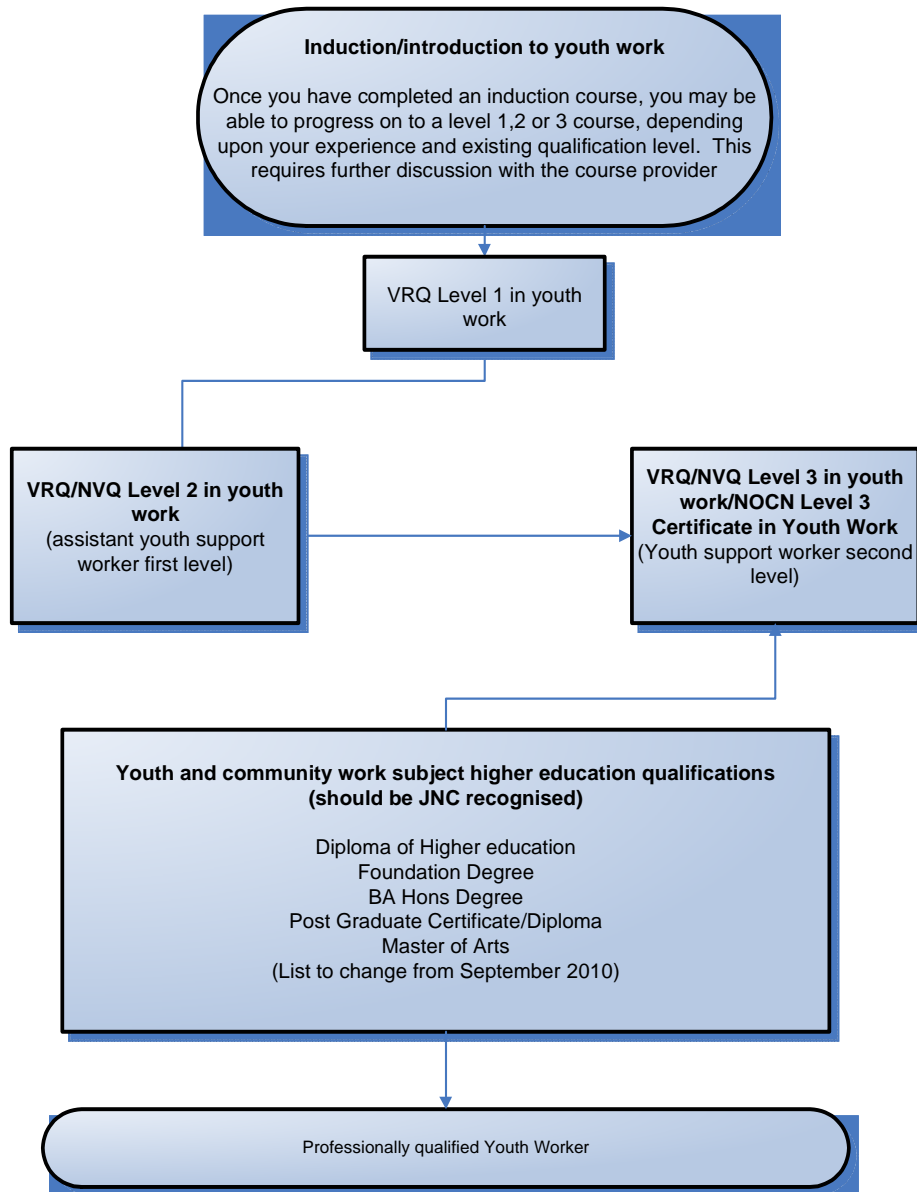
Training needs are identified, and bursaries are made, by the Youth Council for Northern Ireland. You can gain more information from <http://www.ycni.org>

10) Awarding Bodies

Individual Universities gain accreditation for their degree courses through the Joint Negotiating Committee for Youth and Community Workers (JNC).

City and Guilds:	www.city-and-guilds.co.uk	01480 308330
NOCN (National Open College Network):	www.nocn.org.uk	01332 268080
Awarding Body Consortium:	www.abcawards.co.uk	01823 365436

Progression Route Diagram



10) Further Information

National Association of Youth and Community Officers: www.nayceo.org.uk

This organisation offers support to Youth Workers, especially Managers.

National Council for Voluntary Youth Services (NCVYS): www.ncvys.org.uk

National Youth Agency: www.nya.org.uk

Eastgate House
19-23 Humberstone Road
Leicester
LE5 3GJ
Tel: 0116 242 7350

Youth Active

www.youthactive.org

Youthnet

www.youthnet.org

Volunteering opportunities may be found through:

www.Do-it.org.uk

www.millenniumvolunteers.gov.uk/

www.support4learning.org.uk (provides links to many organisations)

www.volunteering-ni.org/

www.volunteerscotland.info/index.php

www.volunteering-wales.net/index.html

National Council for Voluntary organisations (NCVO)

www.ncvo-vol.org.uk

Tel 0800 2798798

Community Service Volunteers:

www.csv.org.uk

Volunteering Website for 16-25 year olds:

www.vinspired.com

Volunteering England:

www.volunteeringengland.org.uk

Charity Recruitment Agencies

www.charitypeople.co.uk

www.jobincharities.co.uk

www.charitycareers.co.uk

www.charityjob.co.uk

www.goodmoves.org.uk

Welsh Youth Agency:

wya@wya.org.uk

Leslie Court

Lon-y-Llyn

Caerphilly

CF83

Tel: 029 20 855700

YouthLink Scotland:

info@youthlink.co.uk

Rosebery House

9 Haymarket Terrace

Edinburgh

EH12 5EZ

Tel: 0131 313 2488

Youth Council of Northern Ireland:

<http://www.ycni.org/>

Forest View

Purdey's Lane

Belfast BT87AR

Tel: 028 9064 3882

“Young People Now” (Periodical)

Haymarket publications <http://www.ypnmagazine.co.uk/jobs/index.cfm>