

# Minutes of meeting held at YHA Cardiff on 6 February 2019 10.30am

## Present:

Gareth Newton (Chair), Catrin James, Rachel Burton, Paul O'Neil, Grant Poiner, Gill Price, Emma Chivers, Steve Drowley, Tim Opie, Hayden Llewellyn.

## In attendance:

Liz Rose (ETS Adviser)

## Apologies:

Cathie Robins-Talbot, Dafydd Baker, Josh Klein, Jo Sims, Donna Lemin, Ged Kerlake, David Algie, Colenzo Jarrett-Thorpe, Martin King-Sheard, Mike Greenaway.

## 1. WELCOME/INTRODUCTIONS

GN welcomed everyone to the meeting.

## 2. MINUTES OF THE LAST MEETING

The minutes of the previous meeting were approved as a true record.

## 3. MATTERS ARISING (which are not included on the Agenda)

**4.2 Estyn Report** – GN drafted a response from ETS and submitted to Estyn. Welsh Govt commissioned the Report and therefore may make a response.

**Action: GN to send email to DL to ask about the status of the Estyn Report and whether Welsh Govt will be responding. TO to ask informally.**

Actions 4.1, 4.2, 5.1, 8.1, 9.2 from the previous meeting had been achieved. Actions 4.4, 6.2, 6.3, 7.4, 10.3 were ongoing.

## 4. WELSH GOVERNMENT DEVELOPMENTS

4.1 **Interim Board** – unfortunately JS (who is on the Interim Board) sent apologies so no update was available. The Board has held a number of meetings and some members and DL recently visited Scotland to look at their structures and developments. Better communication on the work of the Board would be useful but it's early days and this may be released at the forthcoming national conference. Also, Keith Towler will be attending PYO and CWVYS meetings.

The announcement by Welsh Govt of an additional £10m funding has been welcomed. It covers: £3.85m reversal of the cut to YS Revenue Grant; £3.7 homelessness; £2.5m mental health. Funding has to be bid for by local authorities in partnership with the voluntary sector and through the Youth Engagement and Progression Frameworks. Bids also have to be signed off by relevant homelessness and mental health personnel. Concerns around capacity to respond effectively were noted, given the cuts to many local authority Youth Services, with centres closed and staff lost. While the extra support from Welsh Govt was welcomed, members queried the statutory requirements for local authorities and who holds them to account when cuts to general youth work seem to go unnoticed.

- 4.2 **Audit of Local Authority Youth Service** – no changes are currently planned for the Audit but content and design need rethinking in light of the sufficiency assessments and mapping of services across local authority and voluntary sectors. Only partial workforce data is available but this is important if the YS is to have the capacity to respond to the increase in funding. CJ confirmed that the vol sector does have the means to provide data as they have to do this for funding and other reasons.
- 4.3 **Other** – TO reported that he attended meetings with DL on 'Whole School Approach' which is a big piece of work with funding of £7m. A board has been established and TO represents WLGA. Sharon Lovell (on the IB) is also present.

## 5. EDUCATION WORKFORCE COUNCIL

- 5.1 HL circulated latest figures on registrants with a comparison for 2018. There has been a fall in some numbers which may be due to employers re-designating their employees so that they no longer need to register. Also not every Youth Service is located in Education Directorates so this requires EWC to liaise with general HR departments. EWC is concerned that LAs may be unaware of the legal requirements, or loopholes in legislation mean that registration can be avoided. These were pointed out to Welsh Govt in the letter sent by EWC last summer .
- 5.2 HL thanked ETS for providing responses to two consultations: the Code of Conduct and Interim Suspension Orders. The Code will be sent out to registrants in May and launched officially in September.
- 5.3 In addition to ongoing work on endorsing teacher training programmes, EWC is also looking at employment routes to qualification.
- 5.4 EWC has received increased funding from Welsh Govt to campaign to increase teacher numbers but has also asked about parallel functions for the other registrant categories. Promoting youth work would be welcomed by the sector.
- 5.5 Welsh Govt will continue to fund the Personal Learning Passport and has provided some additional funding to produce additional content/resources for all sectors. HL appealed for applications for this but noted the very tight deadline. There is pressure for trainees to have access to the PLP.

**Actions: GN to write to DL/MM about concerns that there has not been a response to HL's letter, which had been sent in autumn 2018 and had included issues raised by ETS.**

## 6 ETS WORK PROGRAMME FOR 2018/19

- 6.1 **Chair's Report** - GN reported that his activities since the last ETS meeting included: attending meetings of JETS, TAG, PYO regional group, and EWC; regular meetings with LR; drafting responses to Estyn and for EWC; attending the 'Professionally Speaking' EWC event; preparing a blog for EWC. He also met with Welsh Govt officials to review the ETS Grant where a small additional grant of £5k has been added for 2019-20 for a specific piece of work to be identified. GN gave background to his meeting with Huw Foster-Evans of NAEL and said there was a possibility of NAEL funding leadership training for youth workers but we need to propose an outline. EC offered to work with GN on this as she has conducted some previous relevant research.

**Action: GN to continue to involve all sectors and explore with Huw Foster Evans opportunities for leadership training for youth workers.**

- 6.2 **Youth Support Worker Endorsement Guidelines** – Joint NYA and Awarding Bodies had met recently and work is ongoing as reported previously, covering a review of existing qualifications and data collection issues.
- 6.3 **HE Guidelines to Professional Endorsement Refresh** – Initial changes have been made but it is difficult to update Section 1 on policy as the environment is currently in flux. It was agreed to wait for the final version of NOS but to finalise the rest of the section with caveats.  
**Action: LR to follow up.**
- 6.4 **Recruitment of staff** – Following a visit by GN to a PYOG meeting, a number of issues were identified relating to the recruitment of good quality staff. Some of the issues are:
- Short term contracts
  - A very low number of applications warranting short-listing
  - If/when reaching interview stage, individuals being surprised/reluctant to (or refusing) to work evenings and weekends
  - Lack of understanding of traditional Youth Work – not being familiar with key documents (eg YW Purposes & Principles)
  - Lack of willingness on behalf of students to seek employment in settings where traditional (open access) Youth Work takes place – many are perhaps not aware of this side of Youth Work and are only seeing opportunities in targeted work
  - Students completing courses and applying for posts at a younger age and often either not having the relevant (life and work) experience or skills required by employers and/or still have complex issues themselves which are not yet resolved
  - Applications not being received from wider afield i.e. an apparent unwillingness to move location
  - Students embarking on higher level quals without having developed the necessary basic skills to move on
  - Quality of placements not what they should be and institutions fitting a placement to the student (not getting the required range of experience)
- Further discussion was held and it was agreed that critical dialogue between the training and employment sectors was needed, but it is a two-way challenge with room for improvement on all sides.  
**Action: GN to host round table discussion between employers and TAG members to discuss further.**

## 7 ENDORSEMENT ACTIVITY

- 7.1 **Glyndŵr – PgDip** – LR attended the Academic validation event in Dec where the programme was validated with minor conditions. The requirement for an additional member of staff was noted. Panel members have been sought.  
**BA programme** – LR reported a request from GU for a minor modification which would increase the teaching hours on the levels 4, 5 & 6 placement modules from 10 to 30, without reducing the actual placement hours. This was seen as a positive development for students and agreed by members.
- 7.2 **Cardiff Metropolitan** – GP informed group that Cez James has been appointed as Programme Leader of the PgDip programme and thanked ETS for ensuring staffing requirements are being met.
- 7.3 **USW MA/PgDip** – Nothing to report. UWN is starting to engage employers in the redesign of the new BA programme for 2020.
- 7.4 **Trinity Saint David** – Both BA and PgDip/MA programmes are due for re-endorsement but staff have now requested a verification visit for a one-year extension due to the policy changes of new NOS and YW Strategy.  
**Action: LR and GN to discuss further.**

- 7.5 **OU – BA:** Nothing to report, very quiet, students are seeing out programme.
- 7.6 **Agored Cymru & ABC Awards** – an infographic has been produced from the annual monitoring data received from Agored.  
**Action: LR to share with group.**

## 8 JNC UPDATE

- 8.1 DA was unable to attend but had sent an update: there will be discussions on a without-prejudice basis between the Employers' Side and Staff Side in March/April on working time and apprenticeships in the sector; the LGA and NYA have been working in England on supporting those councils that are Apprenticeship Trailblazers; Siobhan Endean has replaced Colenzo Jarrett-Thorpe as the Staff Side Secretary.

## 9 JOINT ETS / SECTOR SKILLS SPECIALIST BODY UPDATE / WELSH GOVT PRIORITIES RE NOS & APPRENTICESHIPS

- 9.1 A full JETS meeting had taken place in January with all countries other than Northern Ireland represented. A report on the impact of open access youth work in Scotland is available.
- 9.2 LR provided an update on NOS developments, which is being led by CLD Standards Council Scotland. Online consultation had taken place in autumn and one stakeholder event in Dec. However, this was not well attended. A draft has now been produced for further online comment but there was concern about the lack of time to organise a sector response.  
**Action: LR will circulate the draft NOS with a commentary on the changes and ask NOS sub-group and ETS members for their response, collate any comments and respond to Ruth Roy, NOS review consultant.**
- 9.3 Skills Development Scotland are now tendering for work on updating Apprenticeship Frameworks, including the Wales version which is now out of date.  
**Action: LR to check with CLD Standards Council about any intention they have to bid for latest round of sector skills funding, which includes Apprenticeship Framework refresh.**

## 10 SECTOR FEEDBACK

- 10.1 **CWVYS** – CJ provided an update. The Workforce Development Group had raised issues similar to those at item 6.4. They are also establishing a training consortium to share training opportunities, CPD and buddying via a dynamic website. Three regional meetings – north, east and south Wales – will be held in Feb with Keith Towler attending each one. They will include a facilitated session on digital youth information and inputs from Future Generations staff, the Cranfield Trust and S Wales Police. Kath Allen has been appointed to oversee the allocation of funding provided by Police and Crime Commissioners for preventative work but the application process is not yet in place. WCVA is looking to relocate it's offices which has implications for CWVYS who are based there. CJ reported that commissioned research has just been published on the economic impact and contribution to the economy of the Urdd.
- 10.2 **Colegau Cymru** – RB reported that 200 learners had achieved the L2 Award since Sept and that EWC staff come to all courses at the end to talk about registration. Adult Learning Wales has good links with HEIs who either host standalone ALW YW courses or embed them within a Foundation year. There is also a wide representation of individuals, including learners from social services, PCSOs and the Police. Take up of

optional units on mental health and detached youth work has increased. ALW is working with Play Wales to develop pathways to playwork based on the YW structures and there is room for some crossover training as many projects work with younger age ranges so are looking for staff with play qualifications.

- 10.3 **Local authority** – funding matters were covered under 4.1. Questions were raised about the Quality Mark and it's future as the current tender is due to end. PO'N reported that a PSE Handbook for youth workers produced collaboratively with PYOs and Public Health Wales will be launched to coincide with the National YW Conference. It will be available and updatable online. TO noted that 2019 is the 75th anniversary of the 1944 Education Act and is an opportunity to promote youth work.

There are many policy developments that affect youth work. PYOs have consistently pressed for involvement in the new Curriculum developments and have secured a meeting with Lloyd Hopkin for the Health & Wellbeing Area of Learning. Welsh Govt has published a White Paper consultation, which seeks views on the proposals for legislation on the structure of the new curriculum framework. Working Wales (an ESF programme relating to employability and especially young people NEET) is being restructured and will be launched as a new programme involving the recruitment of 100 new Careers Wales advisors to provide local employability support. Youth Service re-structures is a standing item on PYO group.

- 10.4 **TAG Cymru** – the last meeting at Glyndwr University was attended by all HE providers (except OU) and ALW. All are delivering BA and Post-graduate programmes and a number now have Foundation certificate courses incorporating the Level 2 & 3 training. These serve students well in preparing them for HE study. Student finance for MA programmes is useful but the funding for PgDip would also be helpful.

**Action: LR to push again with Welsh Govt for possibility of funding of PgDip youth work quals**

Updates were given on individual HEIs and the fact that there is pressure on all staff to research and write and a number of staff are publishing papers (the Youthworkwales site is also a useful outlet).

SD queried the use of the all-Wales Level 6 Supervision module that had been developed some years ago as Cardiff Met now incorporates the concepts of supervision with the placement modules at Levels 4-6

**Action: LR check requirements for supervision within Sextion 3 of ETS Guidelines to HE**

- 10.5 **FAB Wales** – DB had sent apologies.

- 10.6 **Play Wales** – MG and MKS had sent apologies.

## 11 ANY OTHER BUSINESS

- 11.1 EC inquired about the status of the YW Code of Occupational Ethics as universities make use of this document (along with the EWC Code of Conduct) in their programmes.

**Action: LR to contact HL re status of current YW Code of Occupational Ethics and its relationship with Code of Conduct and to add to agenda of May meeting**

## 12 CONFIRMATION OF FUTURE MEETING DATES

Weds 15 May 2019

Weds 16 Oct 2019

**Action: LR circulate dates of next meetings and add to ETS web calendar**