

## Joint Negotiating Committee (JNC<sup>1</sup>) Youth Support Worker qualifications at Levels 2 & 3 and how they fit with JNC Professional Youth Worker qualifications in Wales

### The JNC qualifications are:

#### JNC Assistant Youth Support Worker

- **Level 2 Certificate in Youth Work Practice (Wales)/(England)**

#### JNC Youth Support Worker:

- **Level 3 Certificate in Youth Work Practice (Wales)/(England)**
- **Level 3 Diploma in Youth Work Practice (Wales)/(England)**

#### JNC Professional Youth Worker:

- **Level 6 Bachelor's Degree with Honours**
- **Level 7 Post-graduate Diploma**

### Background

This paper covers all JNC youth work qualifications with particular focus on the qualifications for Youth Support Workers.

Youth work helps young people learn about themselves, others and society, through non-formal and informal educational activities which combine enjoyment, challenge and learning. Youth workers work typically with young people aged between 11 and 25. Their work seeks to promote young people's personal and social development and enable them to have a voice, influence and place in their communities and society as a whole. (NOS, 2019)

The new suite of youth work qualifications at Level 2 and Level 3, first developed in 2015, have been updated and are available from 1 April 2020. As before, those at Certificate level provide JNC Youth Support Worker and JNC Assistant Youth Support Worker recognition to those who complete them.

The development has been led by the NYA ETS Committee in partnership with ETS Wales, and has involved meetings with Awarding Organisations/Bodies (AO/Bs) from England and Wales along with a range of consultation activities to involve the youth work field.

<sup>1</sup> ETS Wales and NYA ETS Committee England endorse qualifications on behalf of the Joint Negotiating Committee (JNC) for Youth & Community Work. The JNC also agrees the national salary scales, terms and conditions and qualification levels for youth workers across England and Wales. JNC recognition means that qualifications are valid and transportable throughout the UK and Ireland and permit registration with the Education Workforce Council Wales.

As before, there will be **one** set of qualifications each at Level 2 and Level 3, endorsed by England and Wales' respective ETS committees on behalf of JNC. All AO/Bs were invited to attend but the use of the qualifications and units is limited to those AO/Bs who were involved in their development. The following AO/Bs are authorised to provide the qualifications suite:

- Agored Cymru
- AIM Qualifications and Assessment Group
- The NOCN Group
- Open College Network West Midlands
- Open Awards
- Prince's Trust
- Skills and Education Group (SEG) Awards

Only Agored Cymru and SEG Awards offer the courses in Wales.

In providing these qualifications, the AO/Bs agree to meet the requirements of the [Assessment Strategy](#) which describes how the suite should be delivered, including the necessary qualifications to be held by those tutoring, assessing and assuring quality.

The updated qualifications comprise core and optional units based on the National Occupational Standards (NOS) for Youth Work 2019 and feedback from consultation in order to make them fit for purpose and meet the needs of different policy contexts and settings.

This briefing paper covers:

- qualification frameworks
- the structure of the qualifications suite
- titles of mandatory and optional units within the qualifications
- what learning is covered by the different qualifications
- how they fit into the wider coherent route of youth work qualifications
- key duties expected by JNC at the different levels of qualification
- further information.

## Qualification Frameworks – the difficulty and length of qualifications

National qualifications frameworks are recognised systems designed to provide a flexible and simple method for comparing qualifications.

The Framework in Wales is called the Credit and Qualifications Framework for Wales (CQFW) and qualifications are regulated by Qualifications Wales.

In England it is called the Regulated Qualifications Framework (RQF) and qualifications in this framework are regulated by Ofqual.

Units and qualifications are allocated a **level** and **credit**, corresponding to their national framework.

- The **level** = the **challenge** or difficulty of the award (ranging from entry levels and then levels 1-8).
- The Total Qualification Time (**TQT**) and **Credit** = the average **length of time** a learner will take to complete a unit or qualification (1 credit = notionally 10 hours).

Further Education qualifications can use the following terms in their title, as an indication of their size:

- Award - 1-12 credits (10 – 120 TQT hours)
- Certificate - 13-36 credits (121 – 369 TQT hours)
- Diploma - 37+ credits (370 or more TQT hours)

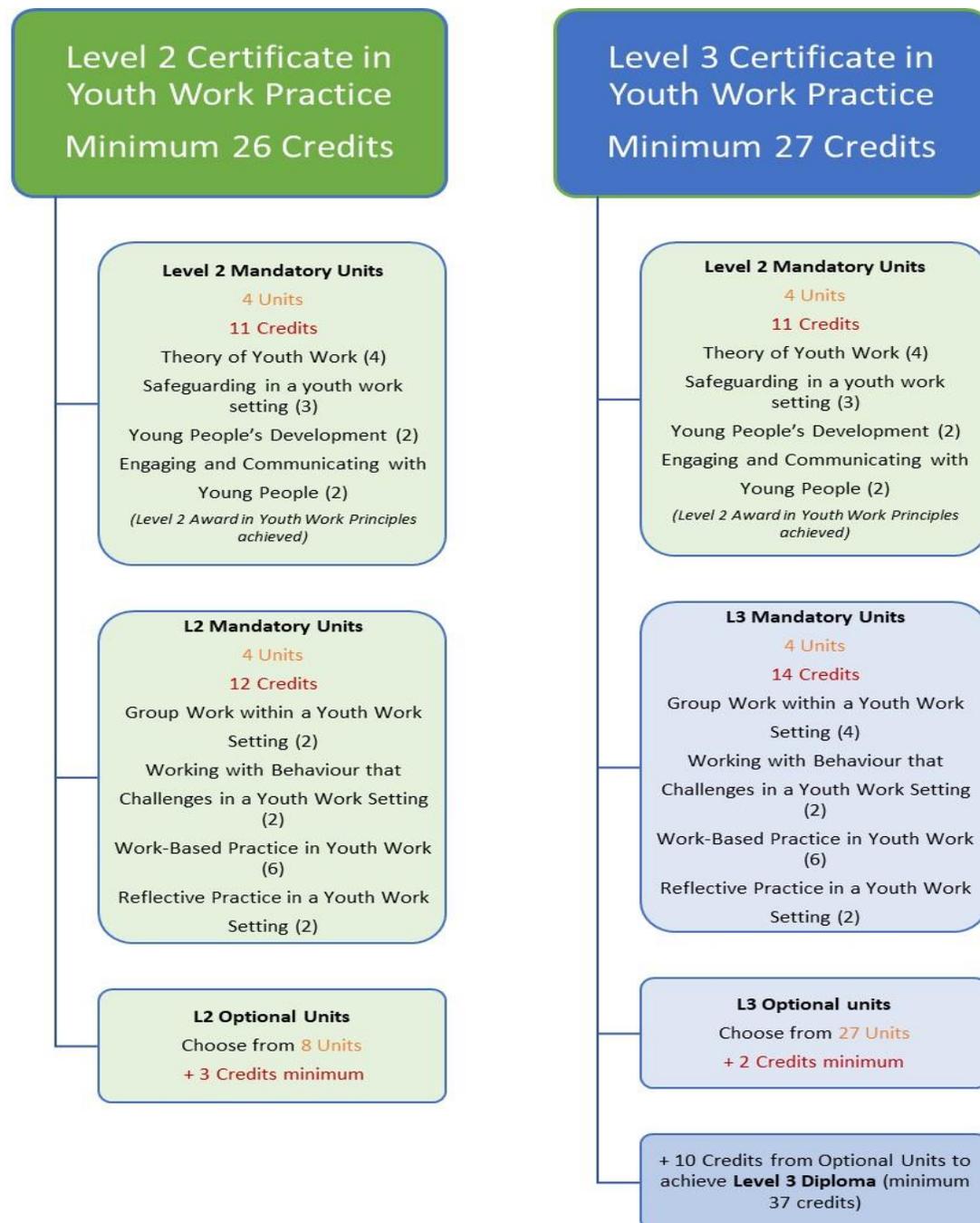
(at Higher Education, the terms Certificate and Diploma are used in a different way)

For the JNC Youth Work qualifications, the credit values and TQT hours are:

- **Level 2 Certificate in Youth Work Practice – 26 Credits, 260 TQT hours**
- **Level 3 Certificate in Youth Work Practice – 27 Credits, 270 TQT hours**
- **Level 3 Diploma in Youth Work Practice – 37 Credits, 370 TQT hours**



## Structure of Youth Work Practice Qualifications Suite at Level 2 and Level 3



### Principles underpinning the development

The key principles underpinning the development of the original suite of qualifications in 2014 were to address concerns around duplication of learning from Level 2 to Level 3 while simultaneously ensuring that those who completed only the Level 3 did not miss out on any of the essential learning at Level 2. These principles have been upheld in the refresh and the structure has not changed.

All learners will still need to complete 11 Credits at Level 2 before completing additional credits to obtain either a Level 2 or Level 3 Certificate qualification. Completion of the first 11 Credits allows learners who do not achieve the Certificate to leave with a smaller qualification – a Level 2 Award in Youth Work Principles. It also allows an assessment to be made about the suitability of a learner to complete either the Level 2 or Level 3 Certificate.

Although learners can complete the Level 2 Award and not progress on to the Certificate, JNC Youth Support Worker recognition is only provided on completion of the Level 3 Certificate.

While the mandatory units cover core youth work skills, a wide range of optional units has been included to ensure broad coverage of the range of settings and specialisms within which youth workers operate. Learners who go on to complete the Level 3 Diploma can specialise in subjects that are particularly relevant to their work. Additional optional units can also be added as necessary.

The term 'youth work settings' has been used throughout the qualifications to distinguish this learning from general 'work with young people' which may be used by a range of other disciplines. 'Youth work settings' can include traditional settings (such as open access or club based) but can also include the range of wider settings (such as schools or health) where youth workers may be employed and where they base their work on youth work principles, values and methods.

As before, the qualifications will be available in English and Welsh.

## Unit Titles of Youth Work Practice Qualifications at Level 2 and Level 3

### Level 2 Certificate Mandatory Units:

- Theory of Youth Work **4 Credits**
- Safeguarding in a Youth Work Setting **3 Credits**
- Young People's Development **2 Credits**
- Engaging and Communicating with Young People **2 Credits**

### Level 2 Certificate Additional Mandatory Units:

- Group Work within a Youth Work Setting **2 Credits**
- Working with Behaviour that Challenges in a Youth Work Setting **2 Credits**
- Work-based Practice in Youth Work **6 Credits**
- Reflective Practice in a Youth Work Setting **2 Credits**

### Level 2 Certificate Optional Units:

- Key principles and values of working with young people who misuse substances **3 Credits**
- Supporting young people with disabilities and/or diverse learning needs in a youth work setting **3 Credits**
- Supporting young people's recreation & leisure within a youth work setting **3 Credits**
- Anti-discriminatory practice in youth work **3 Credits**
- Exploring Values, Beliefs and Spiritual Development within a Youth Work Setting **3 Credits**
- Youth Work in Digital Spaces and Places **2 Credits**
- Trauma informed Approaches to Youth Work **3 Credits**
- Social Action **2 Credits**

### Level 2 Mandatory Units in the Level 3 Certificate:

- Theory of Youth Work **4 Credits**
- Safeguarding in a Youth Work Setting **3 Credits**
- Young People's Development **2 Credits**
- Engaging and Communicating with Young People **2 Credits**

### Level 3 Certificate Additional Mandatory Units:

- Group Work within a Youth Work Setting **4 Credits**
- Working with Behaviour that Challenges in a Youth Work Setting **2 Credits**
- Work-based Practice in Youth Work **6 Credits**
- Reflective Practice in a Youth Work Setting **2 Credits**

### Level 3 Certificate / Diploma Optional Units:

- Detached and Outreach Youth Work **6 Credits**
- YW in digital spaces and places **2 Credits**
- Principles of supporting YP in relation to relationships and sexual health **2 Credits**
- Referrals and signposting in youth work settings **2 Credits**
- Social action **3 Credits**
- Facilitating YW trips & residentials **4 Credits**
- Exploring values, beliefs and spiritual development within a YW setting **3 Credits**
- Understanding how to manage staff in a YW setting **3 Credits**
- Managing a performance in a YW setting **3 Credits**
- Managing a budget within a YW setting **2 Credits**
- Effective outcomes based YW **3 Credits**
- Anti-discriminatory practice in YW **3 Credits**
- Supervision in a YW context **3 Credits**
- Facilitating the learning & development of YP through mentoring **3 Credits**
- Support young people who are refugees or seeking asylum **3 Credits**
- Support YP to achieve their learning potential **3 Credits**
- Supporting YP who are looked after or are leaving care **3 Credits**
- Support YP's transition to independence **2 Credits**
- Support YP who are not in employment, education or training or that have been excluded from school **2 Credits**
- Work with YP to reduce involvement in and impact of youth violence, criminal activities and exploitation **3 Credits**
- Understand how youth work can support YP's mental health and wellbeing **2 Credits**
- Understand how youth work can support young people who are experiencing poverty **3 Credits**
- Understand how youth work can support young people who misuse substances **3 Credits**
- Understand how youth work supports YP who are lesbian, gay, bisexual, transgender + **2 Credits**
- Trauma informed approached to YW **4 Credits**
- YP's participation in YW **2 Credits**
- Supporting YP with disabilities & additional learning needs within a YW setting **3 credits**

## Description and content of the different qualifications

Qualification	Overview	What the qualification covers
<b>Level 2 Award in Youth Work Principles</b> 16yrs+	<b>Introduction</b> to working with young people in a range of youth work settings.	You will learn: <ul style="list-style-type: none"> <li>• Key purpose of youth work</li> <li>• Key principles and values of youth work</li> <li>• Where youth work takes place</li> <li>• How to safeguard young people in youth work</li> <li>• How young people develop</li> <li>• The role of youth work in supporting young people's development to adulthood</li> <li>• Understanding rights</li> <li>• Engaging and communicating with young people.</li> </ul>
<b>Level 2 Certificate in Youth Work Practice</b> 16yrs+	Prepares you to <b>assist</b> in work with young people in a range of youth work settings.	You will learn as per the Level 2 Award plus: <ul style="list-style-type: none"> <li>• Strategies for assisting with effective group work</li> <li>• How to recognise conflict and challenging behaviour by young people</li> <li>• How to assist with work-based practice under supervision (min 40 hours of practice)</li> <li>• How to reflect on your practice</li> <li>• Specific youth work related topics according to options selected.</li> </ul>
<b>Level 3 Certificate in Youth Work Practice</b> 18yrs+	Prepares you to <b>lead</b> work with young people in a range of youth work settings.	You will learn as per the Level 2 Award plus: <ul style="list-style-type: none"> <li>• Strategies for leading effective group work</li> <li>• How to work with young people to manage conflict and challenging behaviour</li> <li>• How to lead work-based practice under supervision (min 60 hours of practice)</li> <li>• How to reflect on your practice at an appropriate level</li> <li>• Specific youth work related topics according to options selected.</li> </ul>
<b>Level 3 Diploma in Youth Work Practice</b> 18yrs+	Prepares you to <b>lead</b> work with young people in a range of youth work settings and <b>specialise</b> in subjects that are particularly relevant to you or your work.	You will learn as above plus: <ul style="list-style-type: none"> <li>• Additional specific topics according to your interests and employment needs.</li> </ul>

## Progression: How the Level 2 & 3 Qualifications fit into the Wales Coherent Route of Recognised Youth Work Qualifications

Qualification	Credits	JNC Recognition / EWC Registration	Organisations that offer this qualification in Wales
<b>Level 2 Award in Youth Work Principles</b> 16yrs+	The qualification is made up of 11 Credits so you will need to study for about 110 hours to achieve the Award in Youth Work Principles.	<b>No</b>	
<b>Level 2 Certificate in Youth Work Practice</b> 16yrs+	The qualification is made up of 26 Credits so you will need to study for about 260 hours to achieve the Certificate. The Level 2 Award in Youth Work Principles must be completed successfully before you can progress onto the Level 2 Certificate.	<b>Yes –</b> JNC Assistant Youth Support Worker & EWC registration	<ul style="list-style-type: none"> <li>• Addysg Oedolion Cymru   Adult Learning Wales</li> <li>• Individual local authorities</li> </ul>
<b>Level 3 Certificate in Youth Work Practice</b> 18yrs+	The qualification is made up of 27 Credits so you will need to study for about 270 hours to achieve the Certificate. The Level 2 Award in Youth Work Principles must be completed successfully before you can progress onto the Level 3 Certificate.	<b>Yes –</b> JNC Youth Support Worker & EWC registration	
<b>Level 3 Diploma in Youth Work Practice</b> 18yrs+	The qualification is made up of 37 Credits so you will need to study for about 370 hours to achieve the Diploma. The Level 3 Certificate must be completed successfully before you can progress onto the Level 3 Diploma.	<b>Yes –</b> JNC Youth Support Worker on completion of L3 Certificate & EWC registration	
<b>Level 6 BA(Hons) Degree Youth &amp; Community Work</b>	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	<b>Yes –</b> JNC Professionally Qualified Youth Worker on completion of full honours degree & EWC registration	<ul style="list-style-type: none"> <li>• Cardiff Metropolitan University</li> <li>• Wrexham Glyndwr University</li> <li>• University of South Wales, Newport</li> <li>• University of Wales Trinity Saint David, Carmarthen</li> </ul>
<b>Level 7 Post-Graduate Diploma / MA Youth &amp; Community Work</b>	This Higher Education qualification is made up of 120 Credits at Level 7 You may wish to go on to complete a Masters degree (total 180 credits) but professional qualification is attained at PgDip level.	<b>Yes –</b> JNC Professionally Qualified Youth Worker & EWC registration	<ul style="list-style-type: none"> <li>• Cardiff Metropolitan University</li> <li>• Wrexham Glyndwr University</li> <li>• University of South Wales, Newport</li> <li>• University of Wales Trinity Saint David, Carmarthen</li> </ul>

## Key Duties within Recognised<sup>1</sup> Youth Work Qualifications

Qualification	Who is this qualification for?	JNC Key Duties
<b>Level 2 Award in Youth Work Principles</b> <b>16yrs+</b>	Introduces you to the <b>principles</b> of working with young people in a range of youth work settings. It is suitable for you if you: <ul style="list-style-type: none"> <li>wish to progress to the Level 2 or Level 3 Certificate/ Diploma</li> <li>need some support with your learning</li> <li>have no formal qualification</li> <li>wish to return to learning</li> <li>would like to work with young people in the future</li> <li>are aged 16 and over.</li> </ul>	None at this level. The <b>Level 2 Award in Youth Work Principles</b> is suitable as an <b>introduction</b> to youth work. The Level 2 Award is incorporated into the JNC recognised Level 2 Certificate in Youth Work Practice and the Level 3 Certificate/ Diploma in Youth Work Practice.
<b>Level 2 Certificate in Youth Work Practice</b> <b>16yrs+</b>	Prepares you to <b>assist</b> in work with young people in a range of youth work settings. It is suitable for you if you: <ul style="list-style-type: none"> <li>need some support with your learning</li> <li>are not yet ready for study at Level 3</li> <li>have no formal qualification</li> <li>wish to return to learning</li> <li>would like to assist in the delivery of work with young people</li> <li>are aged 16 and over.</li> </ul>	The <b>Level 2 Certificate in Youth Work Practice</b> is the minimum qualification required for those wishing to work as a JNC qualified Assistant Youth Support Worker. This is for employees who <b>assist</b> in the delivery of operational youth work and who undertake duties under direction, where initiative and independent action is limited. Example of key duties include: <ul style="list-style-type: none"> <li>Working directly with young people to develop their social education by providing programmes of activities, services and facilities;</li> <li>Establishing contact with and guiding young people as part of local programmes;</li> <li>Assisting in the provision of advice and support to local community groups and agencies;</li> <li>Assisting in the motivation, retention, developing and support of staff and volunteers;</li> <li>Assisting with service development by contributing to planning, delivery and monitoring of local provisions;</li> <li>Day to day administration to ensure smooth running of services;</li> <li>Implementing equality and diversity policies.</li> </ul>
<b>Level 3 Certificate in Youth Work Practice</b> <b>18yrs+</b>	Prepares you to <b>lead</b> work with young people in a range of youth work settings. It is suitable for you if you: <ul style="list-style-type: none"> <li>need minimal support with your learning</li> <li>are not yet ready or have insufficient relevant experience and practice for study at university Higher Education level</li> </ul>	The <b>Level 3 Certificate in Youth Work Practice</b> is the qualification required for those wishing to work as a JNC qualified Youth Support Worker. This is for employees who deliver operational youth work and who undertake duties on their own initiative or who carry supervisory responsibility for small projects, such as one night a week clubs. Workers with these responsibilities will receive leadership and operational guidance from professionally qualified youth workers. Example of key duties include: <ul style="list-style-type: none"> <li>Working directly with young people to develop their social education by providing programmes of activities, services and facilities;</li> </ul>

<sup>1</sup> For Level 2 Certificate and above, duties are taken from the Joint Negotiating Committee (JNC) for Youth & Community Work Agreement 2016

Qualification	Who is this qualification for?	JNC Key Duties
	<ul style="list-style-type: none"> <li>• wish to access a Higher Education youth work programme</li> <li>• have no formal qualification</li> <li>• wish to return to learning</li> <li>• would like to lead in the delivery of work with young people</li> <li>• are aged 18 and over.</li> </ul>	<ul style="list-style-type: none"> <li>• Establishing contact with and guiding young people as part of local programmes;</li> <li>• Providing advice and support to local community groups and agencies;</li> <li>• Assisting in the motivation, retention, developing and support of staff and volunteers;</li> <li>• Contributing to service development by planning, delivering and monitoring of local provisions;</li> <li>• Implementing equality and diversity policies;</li> <li>• Establishing and maintaining relationships with young people and community groups;</li> <li>• Maintaining quality of service provision including giving directions to other workers;</li> <li>• First line management responsibility for workers and volunteers, including recruiting, developing and initial disciplining of staff;</li> <li>• Initiating and monitoring developments of services, particularly with other agencies;</li> <li>• Performing and ensuring the discharge of administrative duties (including budget control, records keeping and health and safety).</li> </ul>
<b>Level 3 Diploma in Youth Work Practice</b> <b>18yrs+</b>	Prepares you to <b>lead</b> work with young people in a range of youth work settings and <b>specialise</b> in subjects that are particularly relevant to you or your work. As above plus <ul style="list-style-type: none"> <li>• would like to lead in the delivery of work with young people and specialise in certain areas</li> </ul>	As above.
<b>Level 6 BA(Hons) Degree Youth &amp; Community Work</b>	Prepares you to carry responsibility for the delivery, design, and development of youth work. You can also be expected to carry operational management responsibilities. It is suitable for you if you: <ul style="list-style-type: none"> <li>• have the Level 3 Certificate or Diploma in Youth Work Practice</li> <li>• have A levels or relevant experience</li> </ul>	The BA(Hons) Degree is the qualification required for those wishing to work as a JNC qualified Professional Youth and Community Worker. This is for employees who carry responsibility for the delivery, design, and development of youth work. Professionally qualified youth and community workers can also be expected to carry operational management and strategic responsibilities. Example of Key Duties: <ul style="list-style-type: none"> <li>• Performing all the duties for youth and community support workers;</li> <li>• Managing and developing a range of services;</li> <li>• Managing and developing staff and facilities;</li> <li>• Working with other agencies to develop services across the community;</li> <li>• Designing, leading and implementing a youth work curriculum;</li> <li>• Leading project development and implementation.</li> </ul>
<b>Level 7 Post-Graduate Diploma Youth &amp; Community Work</b>	Prepares you to carry responsibility for the delivery, design, and development of youth work. You can also be expected to carry operational management responsibilities. It is suitable for you if you: <ul style="list-style-type: none"> <li>• hold a relevant graduate degree</li> <li>• have some experience of youth work</li> </ul>	As above

## The Education Workforce Council

From 2017 the Education Workforce Council (EWC) in Wales has had a legal duty to register qualified Youth Support Workers and Youth Workers alongside Teachers, Teaching Assistants and workers in other education settings. Holders of JNC recognised Youth Support Worker and Professional Youth Worker qualifications are eligible to register with EWC and for certain employers, such as local authorities in Wales and voluntary bodies, this is a legal requirement.

## Renaming the Level 2 Award

The 2015-20 Level 2 **Award in Youth Work Practice** was renamed the Level 2 **Award in Youth Work Principles** in the updated suite in order to meet Ofqual/Qualifications Wales requirements that the title of a qualification reflects the knowledge, skills and understanding which will be assessed as part of that qualification. The original Award had 'Practice' in the title but because this qualification and its replacement includes no supervised practice requirements, in order to comply with these regulatory requirements, the title was changed to reflect its more knowledge-based content as an introductory qualification to youth work. The other three qualifications in the suite (Level 2 Certificate, Level 3 Certificate, Level 3 Diploma) all include practice units.

## Progression for holders of the 2015-20 Level 2 Award in Youth Work Practice

Arrangements are in place to meet regulatory requirements so that holders of the old Level 2 Award in Youth Work Practice will be able to progress to the new Level 2 or Level 3 Certificate in Youth Work Practice.

## Apprenticeships

The 2015-20 Level 2 and Level 3 Certificate qualifications were used in the Youth Work Apprenticeship Framework. Options are currently being explored on how the new qualifications can be used for apprenticeships in future.

## Further information

- Full details of all the Level 2 and Level 3 units can be found from the Awarding Bodies [Agored Cymru](#) and [SEG](#).
- Details of relevant training providers are available on the [ETS Wales website](#)
- National Occupational Standards 2019 are available [here](#)
- Registration with the [Education Workforce Council](#)