

Wales update on current Youth Work Practice qualifications at Levels 2 & 3 (JNC Youth Support Worker) 2015

Background

Youth work helps young people learn about themselves, others and society, through non-formal 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.

A new suite of youth work qualifications at Level 2 and 3 have been developed to replace those that expired in January 2015. As before, these provide JNC Youth Support Worker recognition to those who complete them¹.

The development has been led by the NYA ETS Committee since June 2013 in partnership with ETS Wales, and has involved meetings with Awarding Organisations (AOs) from England and Wales along with a range of consultation activities to involve the youth work field. All AOs were invited to attend but only those intending to offer the youth work qualification have taken part.

All the interested AOs agreed to work together to develop **one** suite of qualifications each at level 2 and 3, endorsed by England and Wales' respective ETS committees on behalf of JNC. A key

¹ JNC recognition means that qualifications at this level are valid throughout the UK and Ireland.

decision in this process was to limit the use of the qualifications and units only to those AOs who were involved in their development so the following are authorised to provide the qualifications:

- ABC Awards
- Agored Cymru
- AIM Awards
- APT Awards
- Certa
- Laser Awards
- OCNWMR (West Midlands Region) & OCN London
- NOCN

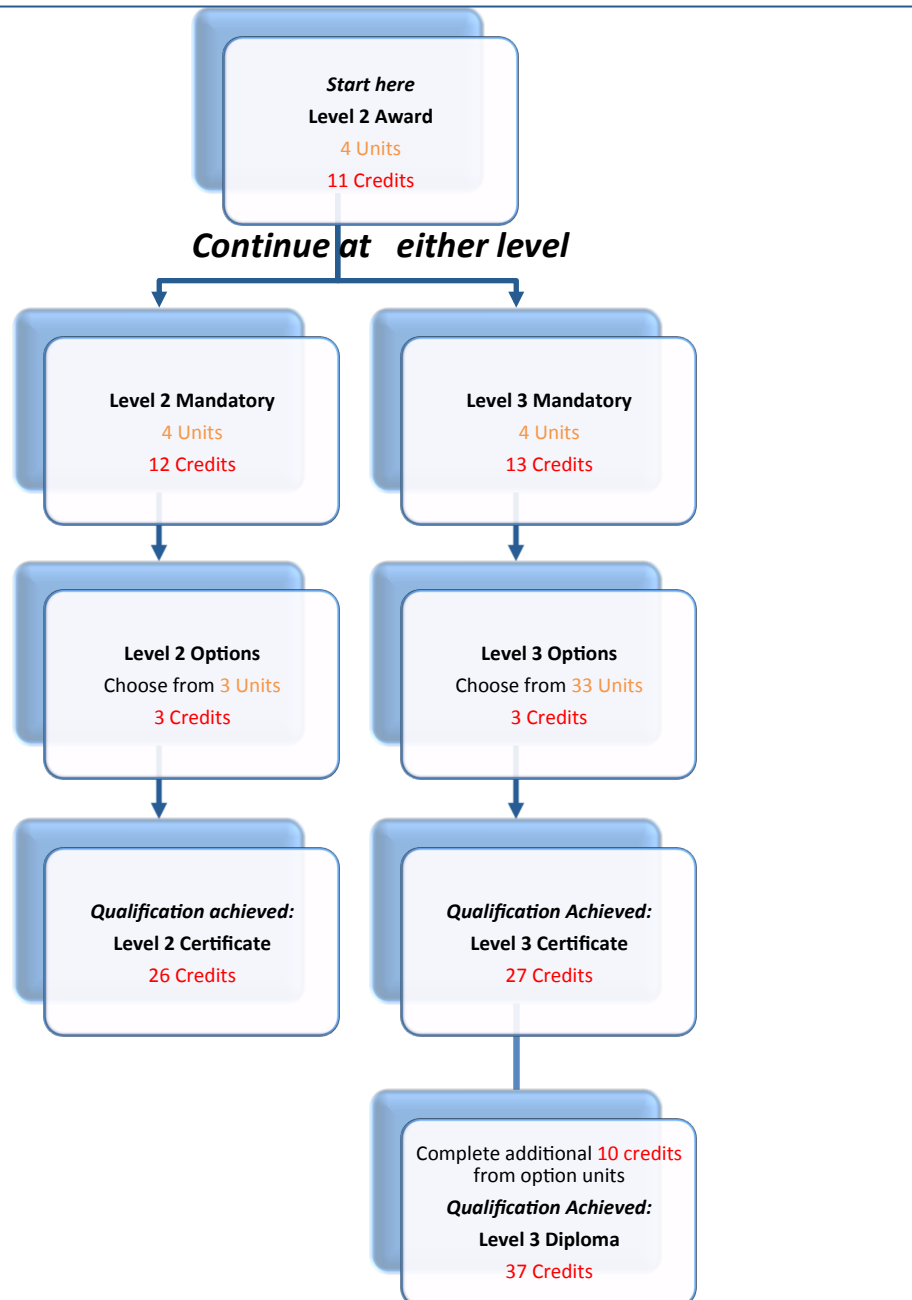
(City & Guilds were involved initially but later withdrew)

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

The qualifications are:

- Level 2 Award in Youth Work Practice
- Level 2 Certificate in Youth Work Practice
- Level 3 Certificate in Youth Work Practice
- Level 3 Diploma in Youth Work Practice

The summary structure and full frameworks are shown below.



Principles underpinning the development

The key principles underpinning the development of the new suite of qualifications 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.

This was overcome by structuring the qualification with a ‘spiky profile’ as shown, where all learners start at Level 2 and then diverge according to suitability, so that learners achieve either a Level 2 or Level 3 Certificate qualification.

Although learners can complete the Level 2 Award and not progress on to the Certificate, JNC recognition is only provided on completion of the Level 2 or Level 3 Certificate. Learners can achieve a Level 3 Diploma by completing further credits from the option units.

While the mandatory units cover core youth work skills, a wide range of option units has been included to ensure broad coverage of the range of settings and specialisms within which youth workers operate. Additional option units will 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 also includes 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.

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

Level 2 Award Mandatory

Undertaken by all Level 2 & 3 students

- Theory of Youth Work – **4 credits**
- Safeguarding in youth work setting – **3 credits**
- Young people's development – **2 credits**
- Engaging & communicating with YP – **2 credits**

11 Credits

Level 2 Mandatory

- Group work within youth work setting – **2 credits**
- Working with challenging behaviour within YW setting – **2 credits**
- Work based practice in YW – **6 credits**
- Reflective Practice within youth work setting – **2 credits**

12 Credits

Level 3 Mandatory

- Group work in youth work setting – **3 credits**
- Working with challenging behaviour in youth work setting – **2 credit**
- Reflective Practice within youth work setting – **2 credits**
- Work based practice in YW – **6 credits**

13 Credits

Level 2 Options

Select from a list of optional units a minimum of 3 credits

Total of 26 Credits for Level 2 Certificate

Level 3 Options

Select from a list of optional units a minimum of 3 credits

Total of 27 Credits for Level 3 Certificate + additional 10 Credits for Diploma Level

Level 2 Options:

- Key principles of supporting yp who misuse substances **2 Credits**
- Supporting YP with disabilities & additional educational needs in a YW setting **3 Credits**
- Supporting YP recreation & leisure within a youth work setting **3 Credits**
- Anti-discriminatory practice with YW **3 Credits**
- Employment Rights and Responsibilities (for Youth Work Apprenticeship) **3 Credits**

Level 3 Options:

- Detached and Outreach Youth Work – understanding + knowledge **4 Credits**
- Detached and Outreach Youth Work – Practice **3 Credits**
- Understanding Exchange Programmes in youth work setting **5 Credits**
- Implementing exchange programmes in youth work setting **6 Credits**
- Principles of supporting YP in relation to sexual health & risk of pregnancy **2 Credits**
- Youth Work referral and signposting in youth work setting **3 Credits**
- Support YP to develop, implement & review a plan of action **2 Credits**
- Facilitating YW trips & residential **6 Credits**
- Exploring faith & community values when working in a YW setting **3 Credits**
- **To be added later 'Fund Raising'**
- Understanding how to manage staff in a YW setting **3 Credits**
- Managing a performance within a YW setting **3 Credits**
- Managing a budget within a YW setting **2 Credits**
- Effective outcome based YW **2 Credits**
- Anti-discriminatory practice with YW **3 Credits**
- Supervision skills in a YW context **4 Credits**
- Caseload Management **3 credits**
- Developing interviewing skills for work with YP **3credits**
- Facilitating learning & development of YP through mentoring **4 Credits**
- Support young people who are asylum seekers **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 transition to independence **3 Credits**
- Support YP who are not in employment, education or training or excluded from school **3 Credits**
- Working with YP who are involved in anti-social and/or criminal activities **3 Credits**
- Understand how youth work can support YP with mental health problems **2 Credits**
- Understand how youth work can support young people experiencing poverty & disadvantage **3 Credits**
- Understand how youth work can support young people who misuse substances **2 Credits**
- Understand how youth work supports YP who are lesbian, gay, bisexual or transgender **2 Credits**
- Working effectively with vulnerable YP **3 Credits**
- YP participation in YW **3 Credits**
- Safe working in a gang related environment **3 Credits**
- Interpersonal communications skills in a gang related environment **5 Credits**
- Working locally with gangs within the national policy framework **4 Credits**
- Supporting YP with disabilities & additional needs within YW setting **3 Credits**

Summary of all mandatory units at Level 2 & 3

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

Progression: How the Level 2 & 3 Qualifications fit into the Wales Coherent Route of Recognised² Youth Work Qualifications

Qualification	Credits	JNC Recognition	Organisations that offer this qualification in Wales
Level 2 Award 16yrs+	The qualification is made up of 11 Credits so you will need to study for about 110 hours to achieve the Award.	No	
Level 2 Certificate 16yrs+	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 in Youth Work Practice, which must be completed successfully before you can progress onto the Level 2 Certificate.	Yes – Youth Support Worker Assistant	<ul style="list-style-type: none"> • YMCA Wales Community College • Individual local authorities
Level 3 Certificate 18yrs+	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 in Youth Work Practice. The Level 2 Award must be completed successfully before you can progress onto the Level 3 Certificate.	Yes – Youth Support Worker	<ul style="list-style-type: none"> • Torfaen Training (via the Youth Work Apprenticeship)
Level 3 Diploma 18yrs+	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 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.	Yes – Youth Support Worker on completion of L3 Certificate	<ul style="list-style-type: none"> • YMCA Wales Community College • Individual local authorities
Level 6 BA(Hons) Degree Youth & Community Work	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	Yes – Professionally Qualified Youth Worker on completion of full honours degree	<ul style="list-style-type: none"> • Cardiff Metropolitan University • Glyndwr University, Wrexham • Open University • University of South Wales, Newport • University of Wales Trinity Saint David, Carmarthen
Level 7 Post-Graduate Diploma Youth & Community Work	This Higher Education qualification is made up of 120 Credits at Level 7	Yes – Professionally Qualified Youth Worker	<ul style="list-style-type: none"> • Cardiff Metropolitan University • Glyndwr University, Wrexham • University of South Wales, Newport • University of Wales Trinity Saint David, Carmarthen

² 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. A JNC qualification is recognised across the UK and Ireland.

Key Duties within Recognised³ Youth Work Qualifications

Qualification	Who is this qualification for?	Key Duties
Level 2 Award 16yrs+	<p>Prepares you to begin working with young people in a range of youth work settings. It is suitable for you if you:</p> <ul style="list-style-type: none"> wish to progress to the Level 2 or Level 3 Certificate/ Diploma need some support with your learning have no formal qualification wish to return to learning would like to work with young people in the future are aged 16 and over. 	<p>The Level 2 Award in Youth Work Practice is suitable if you are a new Youth Work practitioner who is working in a role that provides or needs some support from a qualified practitioner. The Level 2 Award is a mandatory qualification for those wishing to progress on to either the JNC recognised Level 2 Certificate in Youth Work Practice or the Level 3 Certificate/ Diploma in Youth Work Practice.</p>
Level 2 Certificate 16yrs+	<p>Prepares you to assist in work with young people in a range of youth work settings. It is suitable for you if you:</p> <ul style="list-style-type: none"> need some support with your learning are not yet ready for study at Level 3 have no formal qualification wish to return to learning would like to assist in the delivery of work with young people are aged 16 and over. 	<p>The Level 2 Certificate in Youth Work Practice is the minimum qualification required for those wishing to work as a JNC qualified Youth Support Worker Assistant. This is for employees who assist in the delivery of operational youth work and who undertake duties under direction, where initiative and independent action is limited.</p> <p>Example of key duties include:</p> <ul style="list-style-type: none"> Working directly with young people to develop their social education by providing programmes of activities, services and facilities; Establishing contact with and guiding young people as part of local programmes; Assisting in the provision of advice and support to local community groups and agencies; Assisting in the motivation, retention, developing and support of staff and volunteers; Assisting with service development by contributing to planning, delivery and monitoring of local provisions; Day to day administration to ensure smooth running of services; Implementing equality and diversity policies.

³ For Level 2 Certificate and above, duties are taken from the Joint Negotiating Committee (JNC) for Youth & Community Work Agreement 2012

Qualification	Who is this qualification for?	Key Duties
Level 3 Certificate 18yrs+	Prepares you to lead work with young people in a range of youth work settings. It is suitable for you if you: <ul style="list-style-type: none"> • need minimal support with your learning • are not yet ready or have insufficient relevant experience and practice for study at university Higher Education level • wish to access a Higher Education youth work programme • have no formal qualification • wish to return to learning • would like to lead in the delivery of work with young people • are aged 18 and over. 	The Level 3 Certificate in Youth Work Practice 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"> • Working directly with young people to develop their social education by providing programmes of activities, services and facilities; • Establishing contact with and guiding young people as part of local programmes; • Providing advice and support to local community groups and agencies; • Assisting in the motivation, retention, developing and support of staff and volunteers; • Contributing to service development by planning, delivering and monitoring of local provisions; • Implementing equality and diversity policies; • Establishing and maintaining relationships with young people and community groups; • Maintaining quality of service provision including giving directions to other workers; • First line management responsibility for workers and volunteers, including recruiting, developing and initial disciplining of staff; • Initiating and monitoring developments of services, particularly with other agencies; • Performing and ensuring the discharge of administrative duties (including budget control, records keeping and health and safety).
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. As above plus <ul style="list-style-type: none"> • would like to lead in the delivery of work with young people and specialise in certain areas 	As above

Qualification	Who is this qualification for?	Key Duties
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. It is suitable for you if you: <ul style="list-style-type: none"> • have the Level 3 Certificate or Diploma in Youth Work Practice • have A levels or relevant experience 	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"> • Performing all the duties for youth and community support workers; • Managing and developing a range of services; • Managing and developing staff and facilities; • Working with other agencies to develop services across the community; • Design, lead and implement a youth work curriculum; • Leading project development and implementation.
Level 7 Post-Graduate Diploma 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. It is suitable for you if you: <ul style="list-style-type: none"> • hold a relevant graduate degree • have some experience of youth work 	As above

Youth Work Apprenticeship Framework Wales

The Level 2 qualification described here is also used for the Foundation Apprenticeship in Youth Work and the Level 3 qualification for the Apprenticeship in Youth Work. Further details of the Apprenticeship Framework is available on the ETS Wales website.

Further information

Full details of all the Level 2 and Level 3 units are available on the [Agored Cymru website](#)

Details of relevant training providers are available on the [ETS Wales website](#)