Background of Group and Key Tasks

The Interim Youth Work Board has worked with young people and the sector to develop and publish a Youth Work Strategy identifying a shared vision for youth work with five supporting areas. The Workforce Development Strategy Participation Group (SPG), facilitated by ETS Wales, has the responsibility for working towards the vision and commitments set out in Aim 3 of the strategy: Voluntary and paid professional youth work staff are supported throughout their careers to improve their practice. There include commitments to:

- Develop, publish and implement a Workforce Development Plan for a diverse but united sector at all tiers (including, for example, young person, apprentice, volunteer, trustee, paid youth worker, service manager)
- Understand and respond to existing Welsh language training needs
- Ensure the training of professionally qualified youth workers addresses what young people need today and the contexts in which youth work takes place
- Review and update the Coherent Route of Recognised Youth Work Qualifications to improve progression
- Begin development of a programme of leadership for senior leaders in the youth work sector, and engage with the National Academy for Educational Leadership to consider its eligibility for endorsement
- Improve the information available to us about the workforce (both voluntary and local authority) by strengthening the auditing of provision and skills
- Consider the future role of registration in professionalising and supporting voluntary and paid professional youth work staff in Wales
- Further support networking, identification and sharing of best practice through a strengthened Youth Work Quality Mark, youth work conferences, events and the Youth Work Excellence Awards
Members of the group

Jo Sims - Blaenau Gwent Youth Service, Interim Youth Work Board member (Chair)
Rachel Burton - Adult Learning Wales
Emma Chivers – University of South Wales
Steve Drowley – Education Training Standards (ETS) Wales Chair
Sion Edwards – Wrexham Venture
Catrin James – Urdd Gobaith Cymru, Welsh Language Task & Finish Group
Gethin Jones – Ceredigion Youth Service
Josh Klein – Monmouthshire Youth Service
Hayden Llewellyn – Education Workforce Council
Paul O'Neil – Caerphilly Youth Service
Grant Poiner – Boys' and Girls' Clubs of Wales
Gill Price – Cardiff Metropolitan University
Liz Rose – ETS Wales Adviser
Carlie Torlop – YMCA Swansea
Joel Hodson – Welsh Government
Donna Lemin – Welsh Government
<table>
<thead>
<tr>
<th>Key tasks</th>
<th>Areas of focus</th>
<th>Objectives we intend to work towards/recommend for inclusion in future Workforce Development Plan</th>
<th>Who?</th>
<th>Activity will commence</th>
</tr>
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</table>
| Mapping & researching the workforce | • Defining the youth work workforce footprint | ➢ Meet with EWC to consider its role, actual & potential  
➢ Agree working definition of YW workforce – voluntary, maintained & other  
➢ Commission & undertake mapping role  
➢ Undertake a national survey of registered youth workers and youth support workers  
➢ Liaise with IYWB research consultants | EWC & WDPG Consultant | Jan 2020 |
|                                | • Mapping the youth work workforce |                                                                                                                                  | WDPG, EWC + consultants | April 2020 |
|                                |                                   |                                                                                                                                  | WDPG                  | Ongoing |
| Developing the professional learning offer | • Reviewing coherence and suitability of suite of qualifications & progression in youth & community work | ➢ Professional Y&CW (Levels 4-7) courses & qualifications  
➢ Youth support worker (Levels 2-3) courses & qualifications + equivalents in vol sector  
➢ Level 1 introductory programmes + equivalents in vol sector  
➢ Youth work Apprenticeships | HEIs, ALW, ETS, PYOG, CWVYS | Feb-June 2020 |
|                                | • Access to & funding of training & qualifications | ➢ Geographical spread of training opportunities across Wales  
➢ Availability of training & courses, including through the medium of Welsh, for voluntary and paid professional staff  
➢ Accessibility & suitability of venues & providers | WDPG members & consultants | Feb-June 2020 |
<table>
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<tr>
<th>Category</th>
<th>Task Description</th>
<th>Responsible Parties</th>
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| Continuing professional development          | • Funding of professional learning for YW  
• Consider processes for determining, communicating & meeting youth workers/youth support workers/volunteers’ needs, including:  
• Induction & support processes for newly qualified youth workers (NQYWs) + development of early career support package  
• Regular access to supervision, mentoring, job review & appraisal  
• System for, & annual programme of, professional learning & development appropriate for paid/volunteer workers’ needs  
• Meet with officers of NAEL  
• Liaise with PYO Group, CWVYS, HEIs & ALW  
• Explore bespoke YW leadership programme for endorsement by NAEL &/or widening of generic education leadership programme | + Welsh Gov’t  
WDPG members  
ETS  
Welsh Gov’t  
Employers  
LAs & vol orgs  
ETS & EWC  
WLGA, ETS & consultants  
EWC, ETS  
WLGA, ETS & consultants  
EWC, ETS |
| A programme of leadership for senior leaders in the youth work sector (NAEL) | • Recruitment & retention  
• Ensuring the quality of Youth Work in Wales  
• Support the embedding of the YW Quality Mark across Wales, including the provision of professional learning opportunities for staff as QM assessors/lead assessors  
• Consider the findings of Estyn inspections, specifically 2020 inspection of YW training at levels 2-3 & 4-6  
• Explore whether training for YWs & YSWs addresses what young people currently need  
• Contribute to ensuring opportunities for YW to | All orgs in WDPG  
All WDPG members & orgs  
WDPG members  
EWC, ETS |

**Ongoing**
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<tr>
<th>Promoting youth work as a profession</th>
<th>Marketing &amp; communication of YW</th>
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<tbody>
<tr>
<td>Improve the information available to the youth work sector</td>
<td>WDWP in liaison with M&amp;CPG</td>
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<tr>
<td>Support networking, identification &amp; sharing of good practice through youth work conferences, events &amp; the Youth Work Excellence Awards</td>
<td>Ongoing</td>
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<td>Enhance recruitment &amp; retention processes</td>
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<tr>
<td>Work towards the development of a Workforce Development Plan for Youth Work in Wales, including plans for Welsh medium &amp; bilingual workforce</td>
<td>Employers, training providers, EWC</td>
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<tr>
<td>Recommend provision of training in recruitment processes for staff</td>
<td>WDPG</td>
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<tr>
<td>Involve young people in recruitment processes</td>
<td>June 2020</td>
</tr>
<tr>
<td>Communicate YW job opportunities widely in Wales, including making use of EWC processes</td>
<td>WDPG &amp; successor with task &amp; finish group</td>
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<td>Liaise with Welsh Government, IYWB and its research consultants re the inclusion of recommendations for a Youth Work WFD Plan in IYWB report to WG re a sustainable model for YW in Wales</td>
<td>When developing</td>
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<td>Discuss appropriateness &amp; viability with wider workforce</td>
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<td>Involve young people in work-group(s) developing the Plan</td>
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<tr>
<td>Consider actions specific to bi-lingual/ Welsh medium workforce</td>
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<tr>
<td>Develop promotional processes and materials for YW in Wales</td>
<td>Engage with EWC re its work for WG on promoting teaching as a career &amp; profession, in order to widen its scope n to include YW as a profession.</td>
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