

**WORK PLAN OF THE YOUTH WORK WORKFORCE DEVELOPMENT
STRATEGY PARTICIPATION GROUP
JANUARY 2020 – DECEMBER 2020**

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

Draft Programme of Activities

Key tasks	Areas of focus	Objectives we intend to work towards/ recommend for inclusion in future Workforce Development Plan	Who?	Activity will commence
Mapping & researching the workforce	<ul style="list-style-type: none"> • Defining the youth work workforce footprint 	<ul style="list-style-type: none"> ➤ Meet with EWC to consider its role, actual & potential ➤ Agree working definition of YW workforce – voluntary, maintained & other 	EWC & WDPG Consultant	Jan 2020
	<ul style="list-style-type: none"> • Mapping the youth work workforce 	<ul style="list-style-type: none"> ➤ Commission & undertake mapping role ➤ Undertake a national survey of registered youth workers and youth support workers 	WDPG, EWC + consultants	April 2020
		<ul style="list-style-type: none"> ➤ Liaise with IYWB research consultants 	WDPG	Ongoing
Developing the professional learning offer	<ul style="list-style-type: none"> • Reviewing coherence and suitability of suite of qualifications & progression in youth & community work 	<ul style="list-style-type: none"> ➤ 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
	<ul style="list-style-type: none"> • Access to & funding of training & qualifications 	<ul style="list-style-type: none"> ➤ 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

	<ul style="list-style-type: none"> Continuing professional development 	<ul style="list-style-type: none"> Funding of professional learning for YW Consider processes for determining, communicating & meeting youth workers/youth support workers/volunteers' needs, including: <ul style="list-style-type: none"> 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 	<p>+ Welsh Gov't WDPG members EWC & ETS + Welsh Gov't</p> <p>Employers – LAs & vol orgs</p> <p>ETS & EWC</p>	<p>June 2020</p> <p>Ongoing</p>
	<ul style="list-style-type: none"> A programme of leadership for senior leaders in the youth work sector (NAEL) 	<ul style="list-style-type: none"> 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 	<p>WLGA, ETS & consultants</p>	<p>March 2020 & Ongoing</p>
Recruitment & retention	<ul style="list-style-type: none"> Ensuring the quality of Youth Work in Wales 	<ul style="list-style-type: none"> 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 	<p>All orgs in WDPG</p> <p>All WDPG members & orgs</p> <p>WDPG members</p> <p>EWC, ETS</p>	<p>Ongoing</p> <p>April-Oct 2020</p> <p>Ongoing</p> <p>Current</p>

	<ul style="list-style-type: none"> ▪ Enhance recruitment & retention processes ▪ Work towards the development of a Workforce Development Plan for Youth Work in Wales, including plans for Welsh medium & bi-lingual workforce 	<p>be delivered through the medium of Welsh</p> <ul style="list-style-type: none"> ➤ Work towards registration of wider YW workforce, including students, volunteers & qualified youth workers in non-traditional youth work settings ➤ Recommend provision of training in recruitment processes for staff ➤ Involve young people in recruitment processes ➤ Communicate YW job opportunities widely in Wales, including making use of EWC processes ➤ 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 ➤ Discuss appropriateness & viability with wider workforce ➤ Involve young people in work-group(s) developing the Plan ➤ Consider actions specific to bi-lingual/ Welsh medium workforce 	<p>Employers, training providers, EWC</p> <p>WDPG</p> <p>WDPG & successor with task & finish group</p>	<p>Ongoing</p> <p>June 2020</p> <p>When developing</p>
Promoting youth work as a profession	<ul style="list-style-type: none"> • Marketing & communication of YW 	<ul style="list-style-type: none"> ➤ Improve the information available to the youth work sector ➤ Support networking, identification & sharing of good practice through youth work conferences, events & the Youth Work Excellence Awards 	<p>WDPG in liaison with M&CPG</p>	<p>Ongoing</p>

	<ul style="list-style-type: none"> • Develop promotional processes and materials for YW in Wales 	<ul style="list-style-type: none"> ➤ Engage with EWC re its work for WG on promoting teaching as a career & profession, in order to wide its scope n to include YW as a profession ➤ Explore promotional materials bespoke for YW in Wales ➤ Propose inclusion of YW resources in Hwb and access for registered youth workers & youth support workers to Hwb 	<p>WDPG & EWC</p> <p>with M&CPG</p> <p>with EWC & WG</p>	<p>Current</p> <p>Ongoing</p> <p>Feb 2020</p>
--	---	---	--	---