Nottingham VRU/OPCC Youth Projects
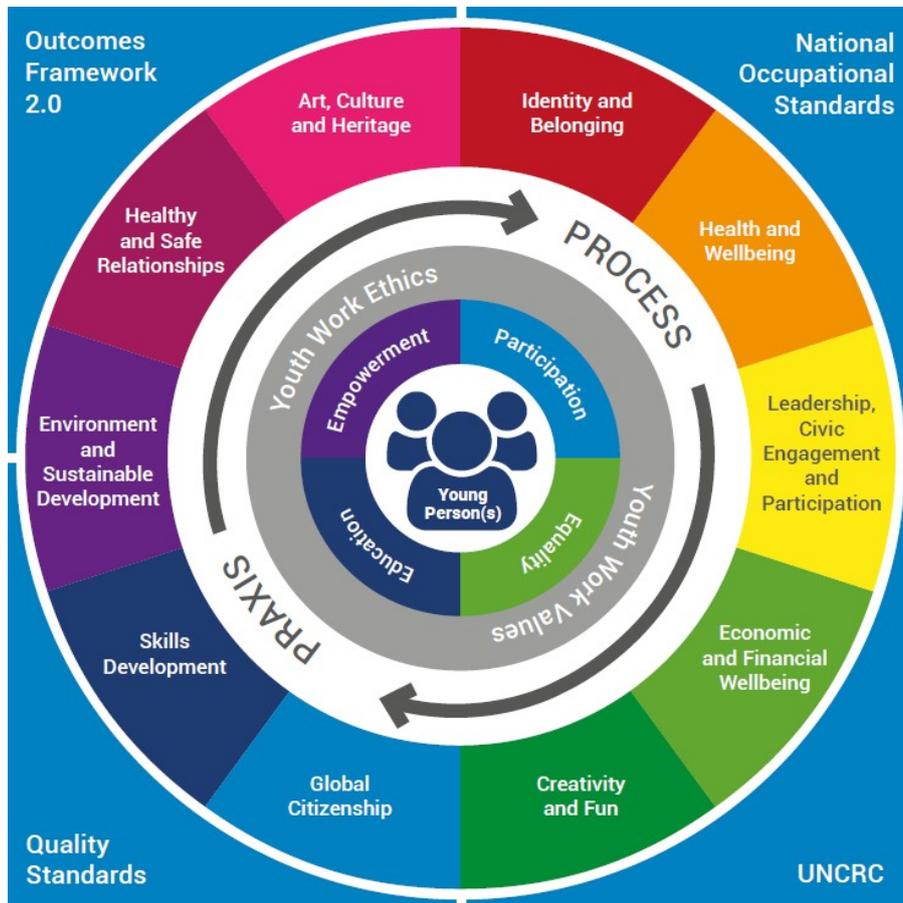
Training Pathways Framework

Introduction

This Training Pathways Framework is for all who engage and provide positive activities for children, young people, and families related to youth diversion and engagement across Nottingham and Nottinghamshire.

It is based on the National Occupational Standards for Youth Work, Ethical Conduct in Youth Work, and the National Youth Work Curriculum. Links to all of these documents and associated resources can be found here: https://nya.org.uk.

This framework will provide opportunities for volunteers, paid staff, and those involved in organisational governance to develop their skills, knowledge and competencies to support the work that they do for young people in the region. It will identify the minimum training required for organisations that are in receipt of funding from NNVRU/OPCC funding streams, and ensure equality of opportunity for all workers and organisations to access training.

The National Youth Agency Curriculum 2020:

The Training Pathways Framework:

The Training Pathways Framework is built upon four cornerstones of youth work.

These cornerstones should be embedded in all youth activity environments are also applicable for mentoring and sports coaching activities:

Education

Working with young people to help develop their skills for life using informal education.

Empowerment

Working with young people to develop skills and confidence to make decisions and act on issues that affect their lives, communities and society.

Equality

Working with young people in a fair and just way, challenging inequalities, recognising and respecting differences and promoting the rights of all young people.

Participation

Working with our young people using active participation methods they become partners and leaders in their experiences, projects and beyond.

All work with young people that relates to positive activities and personal, social, political and spiritual development should be carried out by people who have a set of core competencies.
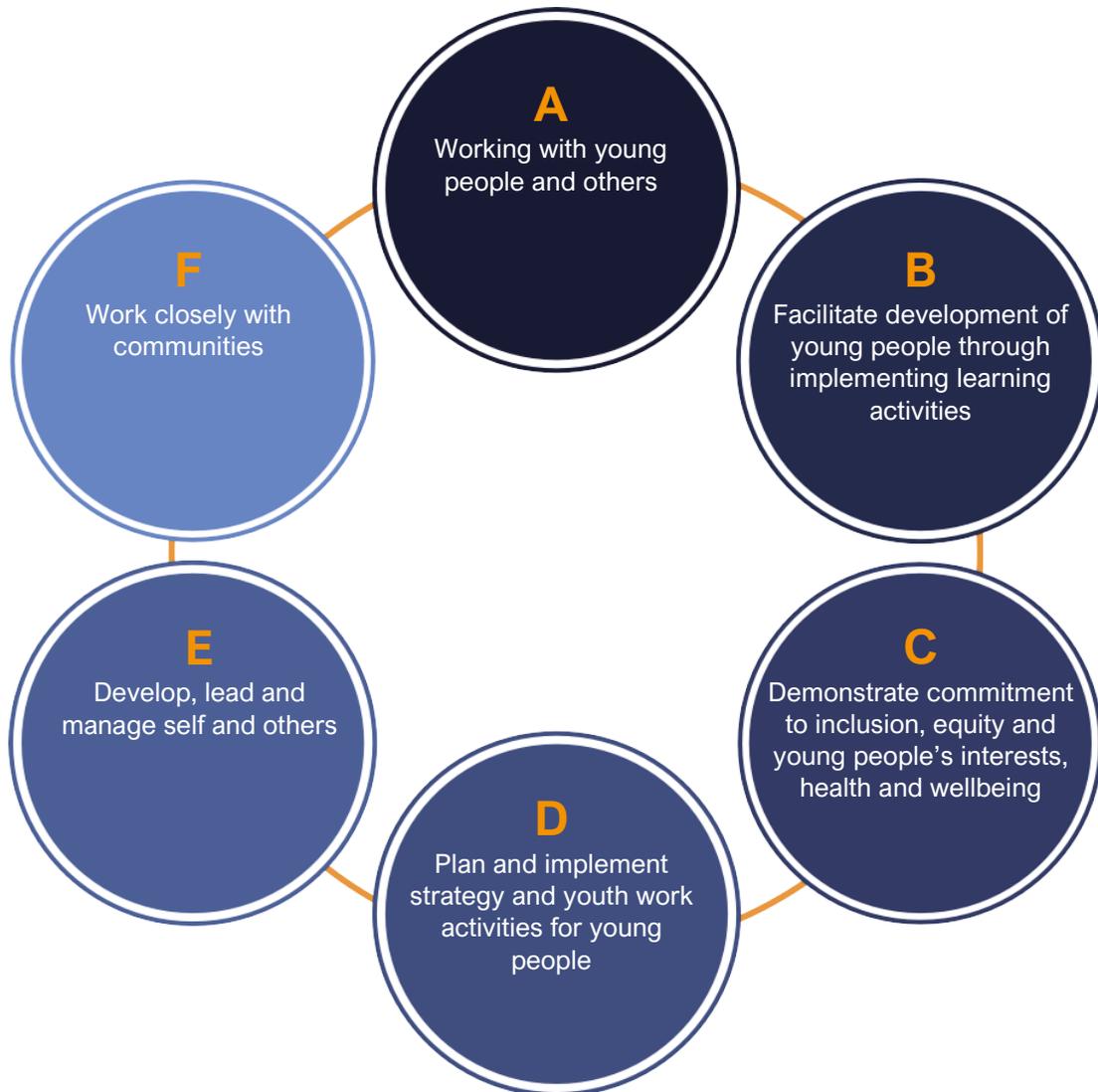
This is important because it ensures that young people will receive a safe and high quality experience within the relationship and the youth project or setting is equipped with staff that are skilled to navigate the challenges working with young people and communities can bring.

The detail of these competencies is set out in the National Occupational Standards which can be found here: **National Occupational Standards and English Youth Work Policy – New Document Published – NYA**

A summary of the competency themes is included on the following page. All training that is offered through this Training Pathways Framework is mapped to these Standards.

Summary Functional Map:

A — Working with young people and others

B — Facilitate development of young people through implementing learning activities

C — Demonstrate commitment to inclusion, equity and young people's interests, health and wellbeing

D — Plan and implement strategy and youth work activities for young people

E — Develop, lead and manage self and others

F — Work closely with communities

The following pages detail the training that is recommended for all levels of practitioners working with young people to provide youth support and activities, whatever their job title.

These sessions are non-accredited learning opportunities that should be delivered by skilled and experienced trainers with topic expertise, ideally drawn from local networks.

Alternatively, for training focussed on people working with young people and managers, the appropriate accredited modules could be delivered, providing a route into building nationally recognised qualifications in keeping with the notion of 'grow your own' models for youth work leaders of the future.

For All Those Working With Young People
Minimum Basic Training

Title	Content
Safeguarding: Child Protection and Adult Safeguarding	• Knowledge and understanding of own organisations policies and procedures. • Be able to define the terms of safeguarding and child protection. • Be aware of keeping yourself and your team safe when working with children and young people. • Understand the requirements of reporting safeguarding issues. • Awareness of digital and online safety.
Engaging and Communication	• Understanding the importance of building relationships with young people. • Professional identity and professional boundaries • (Being the friendly professional not the professional friend) • Using effective listening skills. • Using the digital world for engaging with young people.
Special Educational Needs and Disability Awareness	• Awareness of special educational needs and disabilities. • Understanding the need to adapt activities for inclusivity to meet the young persons needs.
Equality, Diversity and Inclusion	• Cultural Awareness and Cultural Competencies. • Awareness of anti-oppressive practice. • Awareness and understand different cultures within • the community including age, gender, LGBTQ+, race religion. • Awareness of the Unconscious Bias.

Title	Content
Exploitation Awareness	• Awareness of children and young people and the risks associated with little or no engagement with peers or professionals. • Exploitation to include sexual exploitation, gangs, drugs, FGM, financial.
Health, Safety and Risk Assessment	• Health and Safety Awareness to include behaviour, safe environments and safe activities. • Mental health and wellbeing awareness of your own self.
Working with Groups and Individuals	• Understanding participation including group work and working with individuals. • Managing the group work activity. • Awareness of working with individuals. • Code of conduct and decision making with young people.
GDPR, Information Recording, Storing and Sharing	• An understanding of GDPR, data control and sharing protocols.

Recommended Continued Professional Development
Specialist Training

Title	Content
ACE (Adverse Childhood Experience) Awareness	• Becoming ACE Aware. • Impact of Adverse Childhood Experiences. • Consequences of ACE's. • Building and celebrating resilience.
Knife, Gun and Gang Crime Awareness	• Awareness of the impacts of weapons and criminal engagement/exploitationon young people, families and communities. • Understanding how young people can become involved and exploited. • Recognising vulnerabilities and signs. • Understanding the impact of behaviours on the family and community. • Understand the local and national frameworks for working with young peopleinvolved in youth violence, criminal activity, child criminal exploitation.
Challenging Behaviourand Managing Conflict	• Understand behaviours that challenge. • How to deal with behaviours that challenge. • Dealing with conflict management and the impact of behaviourson group activity. • Managing parental conflict.
Trauma Informed Work	• Understand the effects of trauma. • Understand the principle concepts of trauma informed practice. • Understanding the impact of secondary trauma.

Title	Content
Detached Youth Work	• Understanding detached and outreach youth work. • Understanding the needs and requirements to keep young people and those working with young people safe.
Employability	• Supporting young people to develop skills for employability: • Application form writing. • CV writing. • Interview support. • Building confidence. • Presentation skills. • Financial skills.
Substance Misuse	• Awareness of substance misuse including; Illegal drugs, Prescription Medication, Alcohol. • Where to go and how to ask for help. • Recognising signs and symptoms and impact of substance misuse.
Mental Health First Aid	• Understanding young people's mental health and factors that affect wellbeing. • Skill to spot triggers and signs of mental health issues. • Understanding and have confidence to support young people in distress. • Identifying help for young people with their mental health.
Food Hygiene	• Understanding basic food hygiene for preparing and providing food.

Training for Managers and Leaders of Organisations

Management Training

Title	Content
Volunteering and the Law	• Understanding and an awareness of managing volunteers. • Understanding the law, responsibilities and accountability.
GDPR and Data Protection	• Understanding the law around GDPR. • Consent to use information. • Holding and sharing personal data.
Planning and Evaluation	• Understanding the importance of planning and evaluating activity including outcomes and outputs. • Identifying different models that are suitable for the activities and programmes being delivered. • Understanding evaluation and the different methods of evaluation, including types of evaluation.
Governance	• Understanding the legal requirements for Governance. • Understanding the responsibilities for Governance Boards. • Understanding Governance Board roles individual responsibilities.

Title	Content
Partnership and Multi-Agency approach to work with young people and the community	• Identifying the benefits of partnership working. • Development of partnerships. • Development of partnership agreements or service level agreements. • Developing outcomes that can benefit all organisations involved in the partnership. • Understanding which partners will provide the best outcomes during programmes and or projects. • Identifying collaboration opportunities for the benefit of young people and the community.
Managing Health and Safety	• Managing Health and Safety including buildings, staff, volunteers and visitors. • Risk Assessment processes. • Identifying and understanding own organisations health and safety policy. • Providing requirements for first aid provision. • Understanding and acting on the need for reporting accidents.
Safer Recruitment	• Understanding the need for safer recruitment. • Awareness of DBS and how to use this. • Recruiting staff or volunteers who have criminal convictions.
Financial Management	• Budget management. • Reporting processes. • Applying for funding. • Commissioning work or services.

Routes to Qualifications

This framework allows for training to be delivered as separate standalone units or as part of a collective route that can lead onto formal qualifications.

Available Qualifications:

- Level 2/3 Certificate in Youth Work Practice (Apprenticeships)
- Level 2 Award in Youth Work Principles
- Level 2 Certificate in Youth Work Practice
- Level 3 Certificate in Youth Work Practice
- Level 3 Diploma in Youth Work Practice
- BA Hons (Level 6)
- PG Diploma / MA (Level 7)

More details on Qualifications can be found here: **Getting Qualified – NYA**

Qualification Routes

Professional qualifications that are NYA and JNC recognised are standardised in England and Wales. All training providers offer the same recognised qualifications, held and quality assured through the NYA England and ETS Wales. Each has a set of mandated core units, and optional units with a required number of credits for each qualification level.

All units can be delivered as stand-alone CPD units that can be built towards a qualification. These create pathways to professional roles in Youth Support Work and Youth Work.

The delivery of these as training pathway options would create additional cost (from learner registration and certification fees with Awarding bodies) but would demonstrate real added value and build legacy across the network of practitioners and providers.

Qualification	Units
Level 2 Award	• Theory of Youth Work. • Safeguarding in a Youth Work Setting. • Young People's Development. • Engaging and Communicating with Young People.

Qualification	Core Units	Optional Units
Level 2 Certificate	• Theory of Youth Work. • Safeguarding in a Youth Work Setting. • Young People's Development. • Engaging and Communicating with Young People. • Group work within a Youth Work Setting. • Working with behaviour that challenges in Youth Work Settings. • Reflective Practice in a Youth Work Setting. • Work Based Practice in Youth Work.	• Key Principles and Values for Working with Young People who Misuse Substances. • Supporting Young People with Disabilities and/or Diverse Learning Needs within a Youth Work Setting. • Supporting Young People's Recreation and Leisure Within a Youth Work Setting. • Anti-discriminatory Practice in Youth Work. • Exploring Values, Beliefs and Spiritual Development within a Youth Work Setting. • Youth Work in Digital Spaces and Places. • Trauma informed Approaches to Youth Work. • Social Action. • Loneliness and Isolation for Young People.

Qualification	Core Units	Optional Units
Level 3 Certificate or Diploma	• Theory of Youth Work. • Safeguarding in a Youth Work Setting. • Young People's Development. • Engaging and Communicating with Young People. • Group work within • a Youth Work Setting. • Working with behaviour that challenges in Youth Work Settings. • Reflective Practice in a Youth Work Setting. • Work Based Practice in Youth Work.	• Detached and Outreach Youth Work. • Facilitate the Learning and Development of Young People through Mentoring. • Principles of Supporting Young People with regard to Relationships and Sexual Health. • Support Young People who are Refugees or Seeking Asylum. • Support Young People to Achieve their Learning Potential. • Support Young People who are Looked After or are Leaving Care. • Support Young People's Transition to Independence. • Referrals and Signposting in Youth Work Settings. • Support Young People who are not in Employment, Education or Training or that have been Excluded from School. • Work with Young People to • Reduce Involvement in and Impact of Youth Violence, Criminal Activities and Exploitation. • Understand how Youth Work can Support Young People's Mental Health and Wellbeing. • Understand how Youth Work can Support Young People who are Experiencing Poverty. • Understand how Youth Work can Support Young People who Misuse Substances.

Qualification	Core Units	Optional Units
Level 3 Certificate or Diploma (Continued)	• Theory of Youth Work. • Safeguarding in a Youth Work Setting. • Young People's Development. • Engaging and Communicating with Young People. • Group work within • a Youth Work Setting. • Working with behaviour that challenges in Youth Work Settings. • Reflective Practice in a Youth Work Setting. • Work Based Practice in Youth Work.	• Understand how Youth Work Supports Young People who are Lesbian, • Gay, Bisexual, Transgender or Questioning (LGBTQ+). • Understand how to Manage Staff in a Youth Work Setting. • Facilitating Youth Trips and Residentials. • Young People's Participation in Youth Work. • Managing Performance in a Youth Work Setting. • Managing a Budget within a Youth Work Setting. • Effective Outcomes-Based Youth Work. • Anti-Discriminatory Practice in Youth Work. • Supporting Young People with Disabilities and Additional Learning Needs within a Youth Work Setting. • Supervision in the Youth Work Context. • Exploring Values, Beliefs and Spiritual Development within a Youth Work Setting. • Youth Work in Digital Spaces and Places. • Trauma Informed Approaches to Youth Work. • Social Action. • Loneliness and Isolation for Young People.

NYA

National Youth Agency