Standard for Assistant Youth Support Worker (L2)

**1 Occupational profile**

As an Assistant youth support worker, you will to assist in work with young people (primarily in the age range of 11-19) and communities to promote their personal, social, political and spiritual development. This work may be carried out in a range of situations including one-to-one work, group work and may be in formal or informal settings such as youth clubs, activity based projects, in a school setting and in private, local authority, charity or voluntary organisations. In all cases, safeguarding young people and following equal opportunities policies will be central.

Assistant youth support workers will be appointed in an assisting role, undertaking duties under direction and where independent action will be limited.

**Examples of key duties:**

* 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 community groups and agencies
* Assisting with service development by contributing to planning, delivery and monitoring of local provisions
* Day to day administration to ensure smooth running of activities
* Working in a team

Job titles may include: Youth club assistant, Assistant youth worker, Youth worker, Junior leader, Part-time youth worker, volunteer. (This list is not exhaustive)

National Occupational Standards (2012) define the purpose of youth work as:

“Enabl[ing] young people to develop holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence and place in society and to reach their full potential”

**2 Entry requirements:**

Since the apprenticeship programme will involve working with children/young people and/or vulnerable adults all new entrants will be subject to an enhanced Disclosure and Barring Service (DBS) check.

There are no specific qualification requirements for entry onto the Assistant youth support worker Apprenticeship. However, an initial assessment of the learner’s suitability for the role should be undertaken prior to enrolment.

Apprentices without level 1 English and maths will need to achieve this level and take the test for Level 2 English and maths prior to taking the end-point assessment

**3 Requirements: knowledge skills and behaviours (KSBs)**

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| **Behaviours:****These are the behaviours expected of all Assistant youth support workers carrying out their role:** |
| **Building relationships:** Enthusiastic in support of young people and recognises the importance of voluntary engagement of young people**Team working, collaboration and engagement:** Able to work with other practitioners and young people and the wider social networks to which they may belong and to support the participation of young people**Workplace approach:** Be passionate and committed to working with young people, to behave in a professional manner meeting workplace expectations and requirements while recognising boundaries, working effectively as a team member under supervision and to undertake continuing professional development**Adding value to the lives of young people:** to enable their personal, social, political and (spiritual) development |

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| **Knowledge and understanding****An Assistant youth support worker knows and understands:** |
| * How to communicate with young people in a variety of ways and the importance to youth work of relationship building
* How to promote equality, diversity and inclusion by treating young people, practitioners and peers with respect, challenging injustice and oppression
* How anti-oppressive practice impacts on youth work delivery and on own practice
* How to carry out group work in a youth work setting using group work theory, the use of leadership styles and how to contribute to the evaluation of group work activity
* Plan and deliver activities in a youth work setting based on participation and to contribute to evaluation of this
* What is meant by challenging behaviour, the strategies that may be adopted to deescalate conflict and know when support may be required to deal with challenging behaviour
* Organisation’s policies and procedures as applied to the role and responsibilities of Assistant youth support workers for safeguarding including the importance of safeguarding in providing a safe environment for young people
* Understand the principles of reflective practice and use reflection to identify ways to develop own practice
* How the code of ethics as an expression of behaviours and boundaries impacts on youth work delivery and on own practice
* How to use informal and non-formal educational approaches to support young people to learn and achieve learning outcomes
* Know how young people develop during adolescence and where support is available for young people during adolescent development
* Understanding the key purpose and principles of youth work practice, the different models of delivery and the personal skills knowledge, qualities and values to practice
* The principles of peer education
* The roles and responsibilities of young leaders within a youth work setting
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| **Skills****An Assistant youth support worker is able to:** |
| * Communicate with young people and support young people in their engagement with local communities
* Work with challenging behaviours in a youth work setting using or assisting in the use of de-escalation techniques
* Assist in young people’s involvement in decision making processes including using mentoring skills within recognised boundaries to promote the well-being, resilience and achievements of young people
* Follow organisational policies and procedures including for safeguarding and risk assessments
* Work as part of a team of youth workers and others within a youth work setting
* Follow instructions to support youth workers and youth support workers in a youth work setting
* Use reflective practice on own activities and continuing professional development to develop own skills and knowledge in youth work
* Assist in the delivery of activities within a youth work setting
* Assist in work with the local community
* Support young people to develop employability skills providing information and support for them to overcome barriers to learning and work
* Support young people to apply for learning and work
* Recognise and follow organisational procedures to assist where youth work can support young people who misuse substance
* Recognise and follow organisational procedures to assist where youth work can support young people who are being bullied
* Design and deliver a programme of peer education activities in a youth work setting
* Promote responsible public use of the environment from young people as part of youth work activities
* Develop their own facilitator skills to assist in leading youth work sessions
* Use digital skills to engage with young people and others in a youth work setting while taking into account safety online
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**4 Duration:** Typically**, 24 months** for new entrants. For those with relevant experience in the youthwork field, typically **12-18 months**

**5 Level:** This apprenticeship standard is at Level 2.

**6 Review date:** After 3 years.