Standard for Youth Support Worker (L3)

**1 Occupational profile:**

As a Youth support worker, you will work in a support role 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, detached and outreach youth 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.

Youth support workers deliver operational youth and community support work in local and area projects. Youth and Community Support Workers will receive strategic leadership and operational guidance from Professional Youth and Community Workers

**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
* Providing advice and support to community groups and agencies
* Assisting in the motivation, retention, developing and supporting of staff and volunteers
* Contributing to service development by planning, delivering and monitoring of local provisions
* Implementing safeguarding duties and equal opportunities policies as required of Youth support workers
* 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
* Effectively undertake administrative duties (including budget control, records keeping and health and safety)
* Working as part of a team

Job titles may include Youth club leader, Youth worker, Part-time youth leader, Youth development officer, Youth project officer, Deputy leader, Part-time senior youth worker, Project worker, Youth worker in charge. (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 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 2 English and maths will need to achieve this level 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 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**Commitment to their own learning, education and development** **Promoting equality, diversity and inclusion:** Treating young people, practitioners and peers with respect, working in an inclusive manner and challenging oppressive behaviour **Team working, collaboration and engagement:** Able to work with other practitioners and young people and to support the participation of young people, to lead small teams and to work in participation with others**Professional standards and personal accountability:** Be passionate and committed to working with young people, to behave in a professional manners meeting workplace expectations and requirements with all stakeholders. Additionally, plan, deliver and evaluate activities/projects with support and to work effectively as a team member under (remote) supervision. 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****A Youth support worker knows and understands:** |
| * How to communicate with young people using a variety of approaches as part of understanding the importance of good communication for youth work activities
* How anti-oppressive practice relates to the principles of youth work as well as how anti-oppressive practice impacts on youth work delivery
* What is meant by conflict and challenging behaviours in a youth work setting as well as the role of feedback and seeking support when required to change behaviours
* Group work theory and the importance of group membership and diverse leadership styles within a youth work setting
* How young peoples’ participation relates to the principles of youth work as well as knowing how to overcome barriers to participation and the consequences of their non-participation on both personal practice and youth service deliver
* The organisation’s policies and procedures for safeguarding, as applied to role of youth support workers
* The principles and benefits of reflective practice within a youth work setting
* 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 facilitate the learning and development needs of young people
* How young people develop during adolescence and how this knowledge impacts on youth work
* The key purpose and key principles expressed in the theory of youth work as well as in different models of youth work delivery
* How to support vulnerable young people/young people with particular needs, such as those with mental health problems/who are experiencing poverty/who misuse substances/ who are lesbian, gay, bisexual or transgender/with disabilities and additional learning needs, who are asylum seekers, who are looked after or leaving care.
* The principles of and importance of identifying effective outcomes for youth work
* Principles of supporting young people in relation to sexual health and risk of pregnancy
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| **Skills****A Youth support worker is able to:** |
| * Communicate with young people and support them in their engagement with their community
* Work with challenging behaviours in order to deescalate conflict and challenging behaviours as well as when and how to access support mechanisms and how to develop own practice for the future
* Assist in young people’s involvement in decision making processes
* Follow organisational policies and procedures including for safeguarding and risk assessments
* Work as part of a team with peers, seniors, part-time, sessional, employed and volunteer members in a youth work setting
* Follow instructions
* Plan, deliver and evaluate informal and non-formal activities within a youth work setting
* Use self-reflection of own practice and continuing professional development to develop own and other youth work practice
* Practice of detached and outreach youth work. Plan for, implement and evaluate detached and outreach youth work, recording sessions as organisationally required in the setting
* Plan for and implement detached and outreach youth work as well as exchange programmes in youth work settings supporting the participation of young people in this process
* Support young people’s transition to independence
* Use youth work skills to support young people to reduce their involvement in or to change their behaviours with regard to anti-social or criminal activities
* Supervise in the youth work context based on knowledge of the roles and functions of supervision and the requirements for successful supervision
* Identify and use appropriate organisational information in order to contribute to setting of targets for staff, performance and budgets, management of activity against the targets including reporting as necessary on deviations and evaluation of outcomes.
* Facilitate the learning and development of young people through mentoring using referral and signposting processes from the youth work setting as appropriate
* The benefits of young people participating in youth trips and residentials as well as the legislation, policy and safeguarding requirements necessary
* Use digital skills to engage with young people in the youth work setting with due regard for maintaining 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 3.

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