Professionalising the Workforce?

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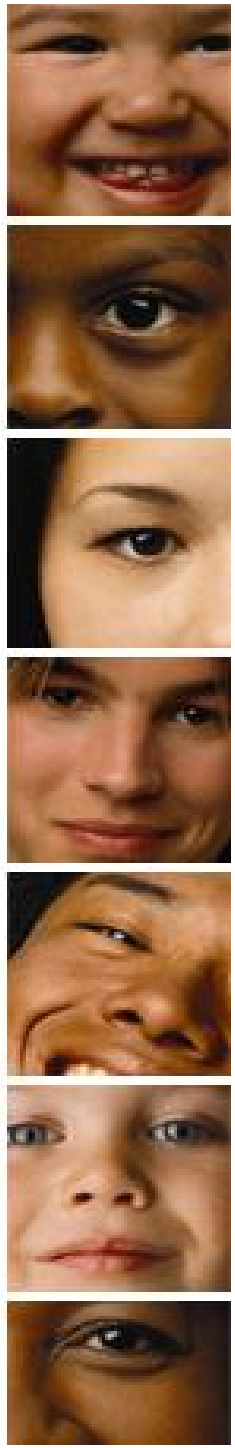
creating a world-class workforce for children, young people and families



A Vision for the Workforce

- **Improved training and delivery across the youth workforce in England**
- **Helping to build a skilled, competent, confident and integrated world-class youth workforce that will have lasting beneficial impacts on young people's life chances**
- **Working with young people not a profession?**

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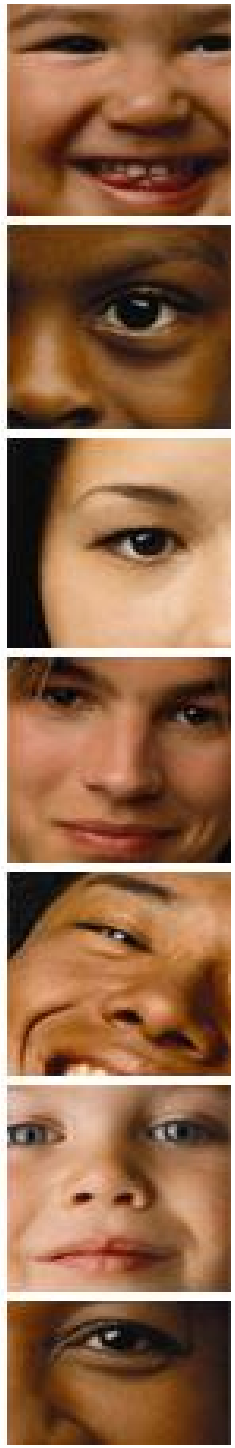
Elements of professionalism

- Leadership & management development
- Skills & progression framework
- Professional standards & practice
- Defined professional status
- Leadership and management programmes
- Common platform of skills & competences:
  - Youth Professional Status
  - Skills Development Framework
- Third Sector capacity-building

Youth Professional Status – early thinking

- a status – not a new role – not a qualification - not a move to train all workers the same way – not an attempt to dispense with specialisms
- aimed at graduate level workers with specialist skill sets working in integrated youth support services
- set at advanced practitioner level, as “leader of practice”
- common standards based on a social pedagogical approach



Youth Professional Status – early thinking

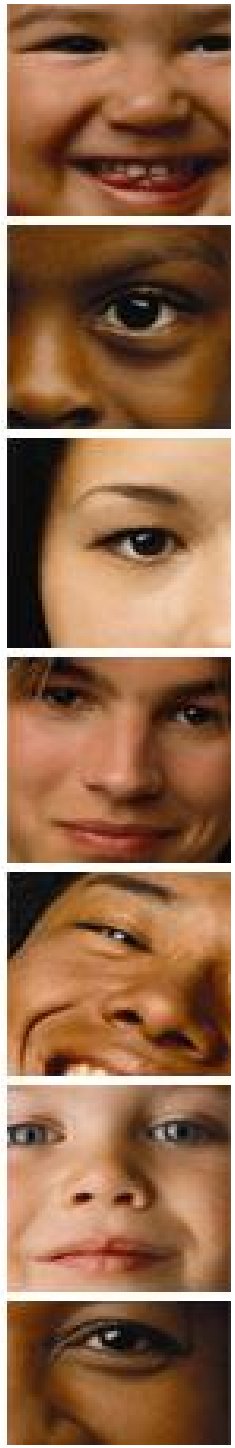
- Neither replaces nor repeats occupational and professional standards developed within specialisms
- Describes workforce-wide skills, knowledge and values key to delivering and leading delivery of integrated youth support services
- Common Core compliant
- Benchmarks professional practice

Eligibility Criteria – early thinking

- **Honours degree**
- **Professional qualification**
- **Employer's support**
- **Sufficient experience to meet standards**
- **Competent spoken and written English**
- **GCSE in Maths/English**
- **Criminal record clearance**

Assessment – early thinking

- Written tasks including
  - work related exercises
  - short portfolio of evidence
- Setting visit by assessor
- Witness statements
- Final assessment moderated by professional panel

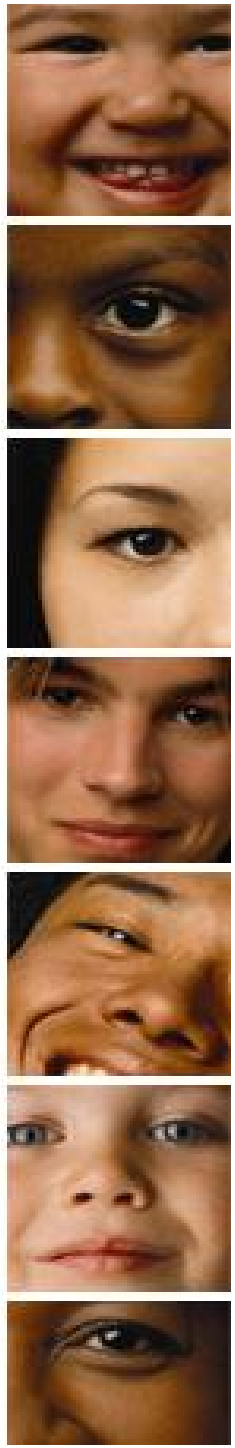


Skills Development Framework & Youth Professional Status

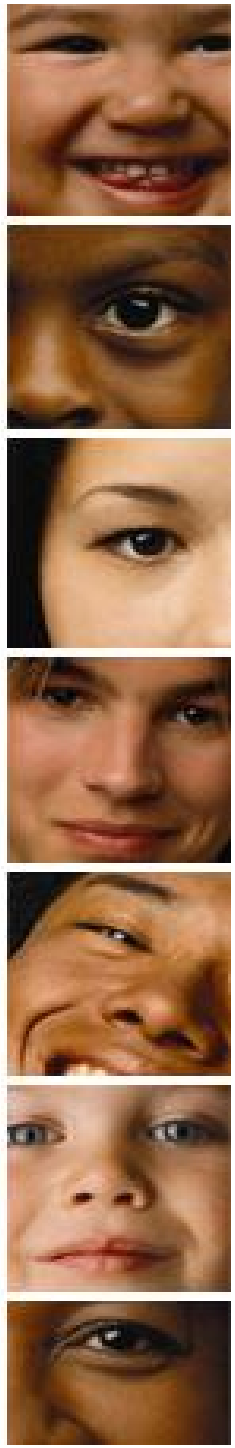
- Framework should define skills and competences of those at different levels across the youth workforce
- Career planning, recruitment and CPD all stand to benefit from development of the Framework
- YPS a lynchpin in the Framework & a "point of aspiration" for workers within the workforce

Benefits for the Workforce

- **Stronger sense of common identity among the workforce and enhanced integration**
- **Greater recognition and endorsement of specialist skill sets**
- **Enhanced public perception of the workforce, giving a rise in workforce status, morale and aspirations**
- **Over time, the adaptation of existing training and development routes to lead towards YPS**



Next steps

- Youth National Reference Group
- Formal consultation
- Outcomes will refine further development
- YPS launch timed for late 2009

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