

Qualifications for those Working with Vulnerable Young People



SKILLS for JUSTICE
Developing skills for safer communities

Introduction

During 2008-09 Skills for Justice undertook a project to design and develop a qualification for those working with vulnerable young people, that would recognise the unique skills needed by this workforce. It was intended that the qualification would be applicable to those working across a range of sectors to enable greater transferability of skills for the workforce.

The qualification was developed with a number of partners including Skills for Health, SkillsActive, Children's Workforce Development Council, Creative & Cultural Skills and Lifelong Learning UK.

Improving the skills of the workforce will mean that outcomes will be improved for vulnerable young people, particularly as the qualifications cover a range of sectors. These include education, youth work, health, social care, youth justice, sports and recreation, creative and cultural sectors, family workers and play work.

The Qualification and Credit Framework (QCF) units are based on National Occupational Standards (NOS), to ensure that they are relevant to those working with vulnerable young people. Further details of the QCF units and qualification structures can be found overleaf.

During 2010 Skills for Justice managed a pilot of the Levels 3 and 4 Award for Working with Vulnerable Young People. The pilot was delivered in the South West in partnership with Bristol Youth Offending Team NVQ Centre and the South West Probation Consortium.

Candidates were recruited from across the young people's workforce including Camborne Paediatric Team Cornwall, Catch 22 and the Breakthrough Project Gloucester. Both paid staff and volunteers took part in the pilot. The project also trained a number of assessors to support the candidates.

The evaluation of the pilot showed that the qualification was valued by those who took part, with the following positive comments provided by the participants:

"It has given me more confidence in my role; it has allowed me to pick up best practice and understand the needs of the people I am working with."

"There are other qualifications which cover more specific areas such as drug and alcohol abuse, but the things that we need are included in this qualification."

Contact us

Further information

Should you require further information or wish to view and download any of the National Occupational Standards or qualifications please visit our NOS Finder toolkit

www.skillsforjustice-nosfinder.com

Skills for Justice

Centre Court
Atlas Way
Sheffield
S4 7QQ

T: 0114 261 1499

E: info@skillsforjustice.com

www.skillsforjustice.com

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National Occupational Standards

National Occupational Standards (NOS) describe competence and performance in terms of outcomes.

Today NOS are an indispensable tool for managing a highly skilled workforce. They are used in a variety of ways to support individual and organisational development and quality assurance at all levels. They provide benchmarks of good practice across the UK.

The development of NOS is employer led and based on the collaborative working of representatives from across the sector. We co-ordinate experts and key practitioners in order to assemble steering and working groups to develop standards that are robust and fit for purpose.

Once developed, the NOS are regularly monitored and revised to keep them up-to-date and relevant.

If you are interested in finding out more about incorporating NOS into your organisational processes, we can advise you on the best ways of doing this.

We have a wealth of experience in this area and can help you to make the best use of the NOS by offering workshops, mapping NOS to training courses and other related services.



Using NOS

National Occupational Standards (NOS) can be used for a variety of purposes throughout the people management and development cycle, as well as to support team and partnership development, quality assurance and the development of organisational culture and competence. A few examples of their uses include:

Recruitment and Selection

- preparing job descriptions
- writing job adverts
- planning induction and initial training.

Workforce Development

- specifying skills and competence needs
- assessing competence
- identifying training needs.

Structuring Learning Programmes

- linking training to organisational objectives
- increasing the relevance and credibility of training and learning programmes
- identifying learning opportunities on the work environment
- developing specific learning objectives
- developing content for learning programmes.

Qualifications and Credit Framework (QCF)

The Qualifications and Credit Framework (QCF) is the new framework for qualifications in England, Wales and Northern Ireland. It aims to make the differences between qualifications easier to understand and qualifications more flexible and easier to achieve. Qualifications are made up of small units that can be achieved separately and joined together to make a qualification. This makes qualifications easier for learners to achieve and allows them to top-up or achieve additional qualifications without repeating units.

Each unit is assigned a level between entry level and level eight, which shows how difficult that unit will be to achieve. The units also have credit values which equate to the number of hours it would take the average learner to complete that unit. For example a unit with a credit value of 2 will take the average learner 20 hours to complete, including taught learning, self reflection and study and any work based learning. This makes it easy to see the size and difficulty of a unit and by extension a qualification.

There are three sizes of qualification on the new framework, these are:

- Award-between 1 and 12 credits
- Certificate-between 13 and 36 credits
- Diploma-37 credits and over.

QCF qualifications are developed in consultation with employers and as such are useful and relevant to the sector.

In order to achieve this qualification candidates must complete the following units:

- Level 3 Award-candidates must complete 12 credits, including three mandatory units marked A in the list
- Level 3 Certificate-candidates must complete 25 credits, including five mandatory units marked C in the list
- Level 4 Award-candidates must complete 12 credits, including three mandatory units marked A
- Level 4 Certificate-Candidates must complete 25 credits, including five mandatory units marked C.

Level 3 Units

Understand vulnerability and need for support in young people (A/C)

Develop effective relationships with vulnerable young people (A/C)

Safeguard vulnerable young people (A/C)

Working with other people and organisations to support vulnerable young people (C)

Support young people experiencing transitions (C)

Support young people who are looked after or leaving care

Promote health and wellbeing of vulnerable young people

Support young people who are asylum seekers

Support young people in relation to sexual health and risk of pregnancy

Support vulnerable young people who are gay, lesbian or bisexual

Support vulnerable young people who are experiencing pregnancy or parenthood

Support young people who are homeless or in debt

Reflective practice

Support young people who are involved in anti-social and/or criminal activities

Support young people who are in custody and/or in court

Support young people who are socially excluded or excluded from school

Support young people who are vulnerable to neglect, sexual, emotional or physical abuse

Support young people who are not in employment, education or training

Support young people with disabilities and/or learning difficulties

Support young people with mental health problems

Support young people who are victims, survivors or witnesses of intimidatory or criminal behaviour

Recognise indications of substance misuse and refer individuals to specialists

Providing initial advice to young people on their rights under the law

Level 4 Units

Assess vulnerability and need for support in young people (A/C)

Develop effective relationships with vulnerable young people (A/C)

Safeguard vulnerable young people (A/C)

Working with other people and organisations to support vulnerable young people (C)

Support young people experiencing transitions (C)

Support young people who are looked after or leaving care

Promote health and wellbeing of vulnerable young people

Support young people who are asylum seekers

Support young people in relation to sexual health and risk of pregnancy

Support vulnerable young people who are gay, lesbian or bisexual

Support vulnerable young people who are experiencing pregnancy or parenthood

Support young people who are homeless or in debt

Reflective practice

Support young people who are involved in anti-social and/or criminal activities

Support young people who are in custody and/or in court

Support young people who are socially excluded or excluded from school

Support young people who are vulnerable to neglect, sexual, emotional or physical abuse

Support young people who are not in employment, education or training

Support young people with disabilities and/or learning difficulties

Support young people with mental health problems

Support young people who are victims, survivors or witnesses of intimidatory or criminal behaviour

Assess children and young people involved in the use of substances

Providing initial advice to young people on their rights under the law

Other Skills for Justice Work

Not only do Skills for Justice develop NOS and qualifications we have also a wide range of other products and services to meet your needs:

- we have developed a Labour Market Information (LMI) Matrix, which provide a wide range of statistics and data relating to the Justice sector labour market
- our fortnightly e-brief contains news and information on our work and is received by thousands across the Justice sector
- in addition to the e-brief we produce a regular briefing specific to the Children and Young People's Workforce.

For further information on any of these resources, please contact us at info@skillsforjustice.com



For further information on these or any of our other qualifications please visit our NOS Finder Tool www.skillsforjustice-nosfinder.com

