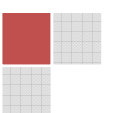
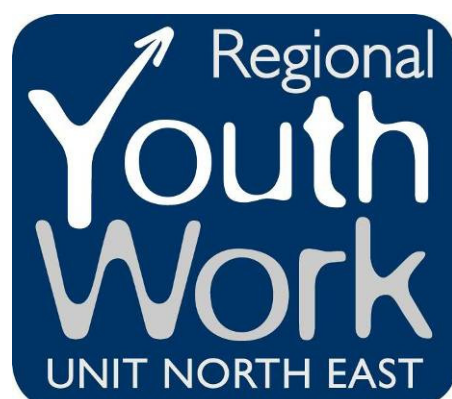


# North East Regional Youth Work Workforce Strategy

2009 - 2012



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## 1. Introduction

The Children's Plan established the Government's ambition 'to make England the best place in the world for our children and young people to grow up'. The Children's Plan identifies that the single most important factor in delivering aspirations for children and young people is a world class workforce, and it stipulates the Government's intention of continuing to drive up the quality and capacity of those working in the children's workforce. (The Children's Plan: Building brighter futures – Summary, Department for Children, Schools and Families)

The Government recognise the value of youth work particularly in reaching and working with some of society's most marginalised young people. However, within the context of a rapidly changing workforce arena where we are increasingly seeing the amalgamation of youth services, both statutory and third sector, into integrated structures, it is crucial to promote and protect youth work ethos, methods and professional status. As well as maintaining youth work, it is imperative that the youth sector workforce continues to develop its professional practice incorporating youth work standards and professional development as part of the workforce market.

The Regional Youth Work Workforce Strategy has been produced in response to the changing environment in which youth work now operates. Recognising that in order to maintain and continue to develop youth work within the wider world of children and young people's workforce development, it is vital to have a strategy specific to youth work. The Strategy recognises the major contribution of the third sector youth work workforce and aims to address its particular issues and needs.

The Strategy was commissioned by the Regional Youth Work Unit. Consultation on the Strategy has taken place with the Regional Training and Development Group, the Regional Forum for Voluntary Youth Organisations and the Principal Youth Officers Group. We would like to acknowledge the contribution made by partners from the Learning and Skills Council, Children's Workforce Development Council (CWDC) and the Government Office for the North East. We would also like to thank Partnership Young London and CWDC for allowing us to use their strategy as a starting point and reference in producing the North East strategy.

During the development of the Regional Youth Work Workforce Strategy, the Unit has consulted with the following partners and stakeholders:

- Regional Training and Development Group (RTDG)
- Principal Youth Officers Group (PYO's)
- Regional Forum for Voluntary Youth Organisations (RFVYO)
- Children's Workforce Development Council (CWDC)
- Government Office for the North East (GONE)
- Learning and Skills Council (LSC)
- Network of Regional Youth Work Units

## Definitions:

Lifelong Learning UK (LLUK) defines the key purpose of youth work as:

‘Enable 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’. (Lifelong Learning UK, February 2008)

The Regional Youth Work Unit for the North East adds to this definition by saying that youth work is:

‘Is a process of informal, social and political education with young people, founded on a voluntary relationship which strives to challenge discrimination, develop understanding and create opportunities for both individuals and groups’.

The youth work sector: In this strategy we recognise that youth work in the North East is delivered by statutory and third sector agencies; that youth work methods are increasingly used within an expanding range of providers including Connexions staff, juvenile justice services, health providers and social services.

## **2. Regional Youth Work Unit (RYWU)**

The Regional Youth Work Unit (RYWU) is a strategic development body supporting and developing youth work and youth services in the North East. The Unit is a focal point for both statutory and third sector services to share information, highlight best practice, and coordinate the development of youth work in the North East.

The RYWU coordinates a number of regional forums:

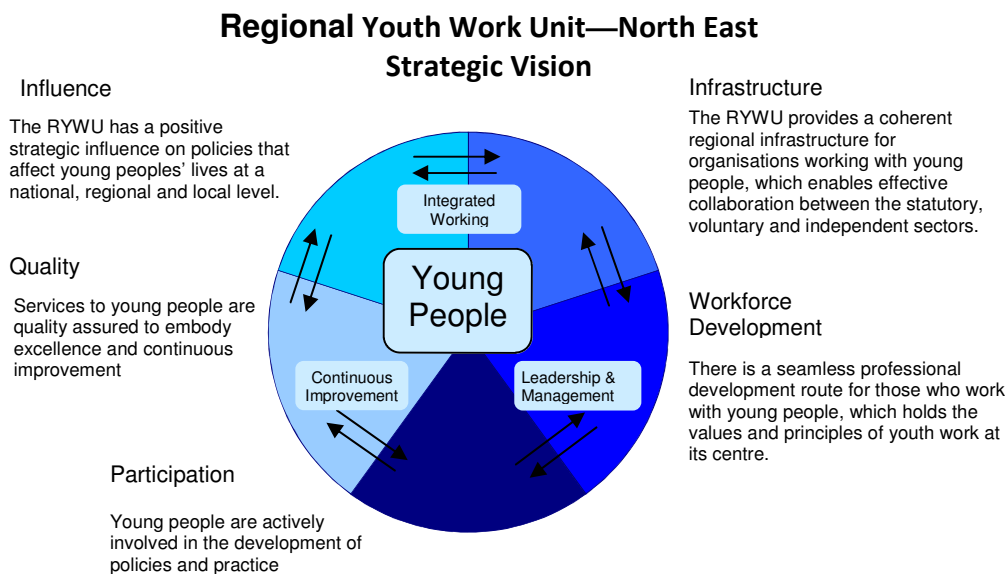
**The Regional Training and Development Group** consists of representatives from all local authority youth services and the third sector that are involved in the design and delivery of initial youth work training

**The Regional Principal Youth Officers Group** is attended by officers from the 12 local authorities in the North East. It provides a focal point for support, information and the sharing of good practice, as well as offering the opportunity to address national, regional and local issues that affect the development of youth services.

**The Regional Forum for Voluntary Youth Organisations (RFVYO)** exists to support the voluntary youth sector and the development of best practice within the sector in the North East. It strives to be a collective voice for the voluntary youth sector in the region and a conduit through which local voluntary youth sector forums can have representation at a regional and national level. Membership of the RFVYO is drawn from local voluntary youth sector forums, regional and sub-regional youth organisations and individuals co-opted from other organisations.

**The Regional Active Participation network (RAP)** is a growing network bringing together professionals crossing all sectors working with children and young people which work to ensure children and young people have their views heard and are involved in decision making processes.

The RAP group consists of colleagues from the youth work sector, health, youth justice, personal advisors and other colleagues involved or interested in participation by young people.



The RYWU-NE as a regional body is well placed to promote and implement a Regional Youth Work Workforce Strategy. It has developed strong links across the youth work sector and has key strategic relationships regionally with FE and HE providers, CWDC and GONE and national relationships with The National Youth Agency and other Regional Youth Work Units

### 3. Policy Context

Following the tragic death of Victoria Climbié the Laming Report (2003) made 108 recommendations to reform services for children and young people. One of the key messages was to implement a multi agency approach to children's care to ensure children and young people in the future do not fall through the net of service providers. Following the report from Lord Laming there has been a raft of Government policy aimed at improving outcomes for children and young people and ensuring their safety.

#### Every Child Matters (ECM): Change for Children Programme

ECM<sup>1</sup> provided a national framework for the reform of services for children and young people to be delivered through local change programmes. Underpinning everything is that children and young people should be central to, and their views implicit in, the services which are provided to improve the five ECM outcomes:

- be healthy
- stay safe
- enjoy and achieve
- make a positive contribution

<sup>1</sup> <http://www.everychildmatters.gov.uk>

- achieve economic well-being

ECM laid the foundations for the establishment of Children's Trusts, giving local authorities the responsibility to ensure co-operation between statutory agencies and the third sector in services for children, young people and families. New arrangements to support co-operation between partners aimed at achieving greater integration at four levels have been put in place:

- front-line delivery processes (e.g. Common Assessment Framework (CAF))
- information-sharing databases and arrangements
- strategy (joint assessment of needs, planning and commissioning)
- governance

### Youth Matters

Youth Matters has been described as ECM for young people. Youth Matters is for young people aged 13 – 19 years old (or up to 25 in the case of young people with special needs or disabilities). It outlines four strands of work to support young people in achieving the ECM outcomes and thereby reducing the gap between the most disadvantaged and others. Youth Matters places a duty on Children's Trusts to oversee and/or deliver the four key strands:

- Things to do and places to go, including the Youth Opportunity and Youth Capital Funds
- Information, advice and guidance
- Community and volunteering opportunities
- Targeted Youth Support

Regional implementation of the national policy is supported by Government Office for the North East (GONE) Children and Learner's Directorate. Government Office works with partners to implement both Youth Matters and ECM across the region.

Youth Matters is the direct policy driver for the establishment and roll-out of integrated youth support services (IYSS) and targeted youth support (TYS) under Children's Trusts. Integrated youth support is a universal entitlement for all young people; while targeted youth support is offered to young people with additional support needs.

### Children's Plan

In the first line of the Children's Plan<sup>2</sup> Ed Balls (Minister for the DCSF) says, 'we want to make this the best place in the world for our children and young people to grow up'.

The Children's Plan outlines five principles:

- Government does not bring up children – parents do – so government needs to do more to back parents and families;
- All children have the potential to succeed and should go as far as their talents can take them;
- Children and young people need to enjoy their childhood as well as grow up prepared for adult life;
- Services need to be shaped by and responsive to children, young people and families, not designed around professional boundaries; and

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<sup>2</sup> <http://www.dcsf.gov.uk/childrensplan/>

- It is always better to prevent failure than tackle a crisis later.

It also sets out a ten year plan to achieve these reforms.

### 2020 Children and Young People's Workforce Strategy

The 2020 Children and Young People's Workforce Strategy sets out the vision of the Government and an Expert Group that everyone who works with children and young people should be:

- **ambitious** for every child and young person;
- **excellent** in their practice;
- **committed** to partnership and integrated working;
- **respected** and valued as professionals.

Specific support to the youth workforce is outlined: Commitments in Aiming High for Young People have begun by providing leadership and management training for those running integrated youth support services; workforce support to the third sector; establishing a skills and knowledge framework, including a youth professional status and testing a fast-track graduate recruitment programme. The Government intend to develop a longer term comprehensive plan to build on existing work to provide the youth sector workforce with the continued support and improvement it needs to ensure it can provide support to meet the challenges facing young people.

### Aiming High for young people: a ten-year strategy for positive activities, July 2007

Aiming High<sup>3</sup> is a strategy to transform facilities and support services for young people in England. It aims to ensure all young people, and particularly those in more deprived areas, have the opportunity to take part in positive activities with the aim of developing their skills, confidence and aspirations.

The strategy recognises the key role youth work can play in supporting young people to achieve their potential:

*'Youth workers and other professionals clearly play a central role. Often they are able to build relationships with young people that other professionals may find challenging. The best youth work challenges young people to have high aspirations and provides them with the skills to succeed in and out of education.'* Aiming High, July 2007

The Aiming High Implementation Plan, published on 18 March 2008 by the Department for Children, Schools and Families, sets out arrangements for implementing Aiming High for Young People. It highlights what has been achieved, and lays out key actions to be addressed during the next 12 months. The implementation plan underlines the need for partnership working in overcoming barriers and delivering improved opportunities and services for young people.

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<sup>3</sup> <http://www.everychildmatters.gov.uk/youthmatters/aiminghigh/>

## Children's Workforce Strategy: Building a World-Class Workforce for Children, Young People and Families

The Children's Workforce Strategy<sup>4</sup> presents the government's vision and sets the priorities for developing a 'world-class' children's workforce to deliver the ECM objectives throughout children's, young people's and families' services.

It affirms that the children's workforce is all those working with children and young people across all age ranges within the statutory, private and third sector. The strategy calls for reforms in all services to implement 'integrated solutions' to service delivery across the 0 – 19 age range.

It stresses the need for local workforce strategies to support local partners in defining the workforce, and its skills, in order to reform and continue to develop the workforce to meet the ECM requirements and the changing needs of children, young people and families.

## Lifelong Learning UK (LLUK)

Lifelong Learning UK is the Sector Skills Council responsible for the professional development of all those working in community learning and development; further education; higher education; libraries, archives and information services; and work-based learning.

As the SSC responsible for the youth work sector, LLUK completed a review of National Occupational Standards (NOS) for youth work in February 2008. To see the full list of professional and NOS and values for youth work go to [www.lluk.org](http://www.lluk.org)

## The Children's Workforce Development Council (CWDC) and Children's Workforce Network (CWN)

The CWDC<sup>5</sup> is part of the Sector Skills Council (SSC) for social care, children and young people: 'Skills for Care and Development'. It is the national strategic body with responsibility to take forward the children's workforce reforms outlined in the CWS. It shares this responsibility with the Children's Workforce Network, a strategic network of organisations working with children and young people, and other stakeholders, with an interest in workforce reform in the sector. It also works with its sister organisation within the SSC, Skills for Care, on relevant social care reforms and with Lifelong Learning UK (LLUK), the SSC for community learning and development.

Support for the development and implementation of local workforce strategies is one of CWDC's continuing priorities; its toolkit, 'Developing and Implementing an Integrated Local Children's Services Workforce Strategy', aims to support local workforce planning through advice, support and guidance to partners and stakeholders including the third sector, community and faith sectors and integrated training.

## Youth Workforce Reform Programme (YWRP)

The Youth Workforce Reform Programme published in January 2009 builds on the recommendations from Aiming High for Young People, the 2020 Children's and Young People's Workforce Strategy and feedback from the youth workforce, to continue workforce reforms. The YWRP aims to achieve further improvements in the youth workforce by:

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<sup>4</sup> <http://www.everychildmatters.gov.uk/deliveringservices/workforcereform/childrensworkforcestrategy/>

<sup>5</sup> <http://www.cwdcouncil.org.uk/>

1. providing support to strengthen leadership and management across the workforce;
2. improving the skills of the third sector youth workforce through a capacity-building programme and;
3. developing a common platform of skills and competencies.

CWDC is working in partnership with the Children's Workforce Network (CWN) , supported by DCSF, and a range of youth sector and sector skills organisations to ensure these three aims are advanced. CWDC and its partners expect reforms to deliver a youth workforce better equipped to deliver positive outcomes for young people through:

- an increase in skills and a better and more consistent quality of practice across the youth workforce, in particular supporting recruitment and performance management;
- better training and qualifications across the youth workforce;
- elevating the youth workforce to the same level as other professions to increase morale, status and career aspirations;
- a workforce better equipped to deliver positive outcomes for young people;
- a clearer career and development path for those wanting to, or currently working within, a workforce able to deliver Integrated Youth Support Services;
- a stronger professional identity bolstering future recruitment and retention, in turn creating a sustainable workforce which does the very best job it can, improving the lives and outcomes of those it works with.

#### National Qualifications in the Youth Sector

The Qualifications and Curriculum Authority (QCA) is the government body responsible for the regulation of standards in education and training. It accredits qualifications against the National Qualifications Framework (NQF).

The QCA works with Awarding Bodies, SSCs and others to accredit and monitor qualifications offered in schools, colleges and work-based learning settings. Such accredited courses are part of the NQF, giving nationally-accredited qualification status.

National Vocational Qualifications (NVQs) are work-based qualifications that are competency and skills based. Vocationally Related Qualifications (VRQs) are classroom-based taught programmes, often involving academic study, linked to practice.

City and Guilds, ABC (Awarding Body Consortium) and Open University are Awarding Bodies accrediting youth work NVQ and/or VRQ qualifications. Any training provider may apply to become an Award Centre in order to deliver courses nationally accredited by Awarding Bodies.

## **4. The North East Picture**

The North East has experienced change and reinvention moving from its industrial background to a mixed economy including automotive manufacturing, call centres, retail and construction. The North East is an area of outstanding natural beauty with rural areas across the region developing within the tourism industry. However, the region faces key issues around deprivation, unemployment, lack of aspirations amongst young people, lack of educational achievement and social and health issues. (Appendix 1)

Some of the highest levels of deprivation are recorded within local authorities in this region. The Index of Multiple Deprivation 2007 (IMD 2007) is measured at the Lower Layer Super Output Area (LSOA) made up of seven LSOA-level domain indices; the North East has the highest number of LSO Areas (34%) falling in England's 20% most deprived areas.

Demographic data measures the prevalence of key issues facing young people and particular hotspot areas across the region. In order to ensure a youth work workforce equipped to enable young people to achieve positive outcomes, it is essential to be aware of, and skilled in supporting young people to address, the issues they may face within their own environments in order that they achieve their full potential.

During the last 10 years employment rates in the region have increased more than anywhere else in the UK ; despite this the North East still has the lowest employment rate outside London. Unfortunately unemployment figures nationally are now on an upward spiral as a result of the recession the country finds itself in. Figures released for the three months to September 2008 show that 1.82 million people were out of work. This figure is expected to reach 2 million by the end of this year. During the last year unemployment among 18 to 24 year olds increased by 53,000 to 579,000, the highest figure since 1995. The figures shown in Appendix two illustrate that once again the North East has the highest rate of unemployment outside London.

Long-term unemployment is particularly destructive. In this region there are those who became unemployed in the 1970's, 1980's and 1990's and who have not worked since. The difficulties emotionally and practically facing families suffering long term, generational unemployment cannot be overstated.

Recent figures show that 12 of England's top 20 biggest binge-drinking communities are in the North East. In the North East, the drinking culture is increasingly linked to binge-drinking, anti-social behaviour and the fear of crime. *'Getting to grips with substance misuse among young people'* (January 2009), published by the National Treatment Agency for Substance Misuse (NTA) reported that 1,896 young people in the North East were helped with drug and alcohol problems during the previous year. The underlying problems identified included the breakdown of family relationships, social networks, poor school attendance, emotional and physical harm.

At the 'Raising and Realising Aspirations for Children and Young People in the North East Conference (February, 2009) some key points were highlighted that are particularly pertinent to young people living in the North East:

- white young people have lower educational aspirations than most other ethnic groups
- the educational attainment of white boys is failing to improve at the rate of most other ethnic groups
- parents with few financial resources tend to hold lower educational expectations for their children
- young people from socially disadvantaged backgrounds also tend to have lower expectations
- both parents and young people in deprived areas tend to have lower educational expectations

Clearly, in a predominantly white North East with increasing levels of social and economic deprivation, these factors have to be considered in providing services to the region's young people. The report recognises that raising aspirations is complex and requires a multi-agency response at a local level. Good youth work can be a part of the response to these needs by offering the opportunity for young people to raise and realise their aspirations within a coordinated local approach, responding to the needs of the family and the community.

(Further information from the Raising and Realising Aspirations Conference and the full Inspiring Communities, Cabinet Office, Social Exclusion Task Force report can be accessed at: <http://www.gos.gov.uk/gone/cyp/changeforchildren/aspirations/?a=42496>).

As the country now goes into a period of recession unemployment figures and levels of poverty are expected to increase rapidly. The knock-on effects of recession such as stress within the family, communities not developing and a reduction of opportunities to achieve, and the real issue of raising and realising aspirations, will all have an impact on the lives of young people. Youth work will only be part of the solution if there is a well trained and motivated workforce equipped with the skills and knowledge to provide excellent services for young people.

Reference: North East Employer's Coalition

<http://www.wvuk.co.uk/index.php?page=coalitions&c=7>

### Young People's Views

The regional, local and neighbourhood environments have a direct effect on the lives of children and young people, their expectations and aspirations. The following headlines come from a one-day engagement event held in April 2007, organised by the Institute for Public Policy Research<sup>6</sup> to gather views of young people living in poor communities across the North East:

#### **Headlines:**

- Young people reported feeling that they were disconnected from society and that significant members of the local community held very negative views of them.
- Young people are living in tense situations at home as a result of financial difficulties.
- Some young people have significant caring responsibilities affecting their free time.
- Young people held negative views about where they were living, largely due to a lack of facilities. Where there were facilities they were often too expensive to access.
- Many reported concerns relating to sex and teenage pregnancy and felt school didn't tackle sex education in the right way.
- There was a general concern around safety, local crime and the police, some feeling threatened by other groups of young people.
- Some young people felt alcohol was too accessible and contributed to crime.
- Young people could give examples of jobs they would like to do but were less positive about how they could achieve them.
- Young people were concerned about the costs of higher education and transport.
- Young people recognised that they faced stigma from employers because of the areas they are living in.

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<sup>6</sup> Your Shout: The views of young people living in poor communities in North East England. A report of a one-day young people's engagement event by Loraine Sweeney, October 2008. IPPR North [www.ippr.org/ipprnorth](http://www.ippr.org/ipprnorth)

### Youth Work Workforce in the North East

The following statistics for local authority youth services in the North East is taken from the NYA Local Authority Youth Services Annual Audit 2006-07<sup>7</sup>. The first table identifies the statutory youth work workforce for each local authority and breaks it down to show the number of professionally qualified youth workers, youth workers with other qualifications and further support and delivery staff. Also shown is the Continual Professional Development (CPD) budget for each authority. The figures illustrate that the spend on workforce development varies across the region. There is also a significant disparity across authorities in relation to the number of professionally qualified youth workers employed.

The second table shows how the workforce (table 1) relates to the number of young people the youth service is working with (table 2). Again there is disparity between authorities across the region of the ratio of professionally qualified youth workers to the young people they work with.

Please note the omission of the third sector youth work workforce. There is currently no centralised measurement of the sector's workforce and therefore the contribution made to youth work provision in the North East whilst significant is difficult to quantify.

### National Youth Agency Audit 06-07 Comparative Data

#### **Staff numbers – full time equivalent (Table 1)**

<b>Local Authority</b>	<b>All staff</b>	<b>Professional Youth Workers</b>	<b>Other Qualified Youth Workers</b>	<b>Youth Work Support Workers</b>	<b>Delivery Staff</b>	<b>CPD Expenditure 06-07</b>
Darlington	28.1	6.0	4.0	11.1	21	£45,466
Durham	110.7	32.3	46.1	23.3	102	£25,000
Gateshead	76.1	39.1	4.0	14.2	57	N/A *
Hartlepool	27.5	7.0	N/A	17.0	24	£17,336
Middlesbrough	47.3	10.0	N/A	18.8	29	N/A
Newcastle	86.0	19.0	4.0	52.0	75	£34,700
Northumberland	60.7	17.4	0.0	23.7	41	£18,522
North Tyneside*						
Redcar & Cleveland	28.2	10.0	2.0	11.2	23	£24,301
South Tyneside	30.4	4.0	12.5	7.9	24	£16,960
Stockton	42.6	17.3	0.0	13.1	30	£12,280
Sunderland	44.0	2.0	18.0	5.0	25	£18,354

<sup>7</sup> <http://www.nya.org.uk/information/100608/youthservicesaudit/>

\* Figures not given.

Recorded Outcomes (the number of young people engaged in meaningful youth work)

**Actual figures by local authority Youth Services for contact aged 13 – 19 years (Table 2)**

<b>Local Authority</b>	<b>Total contacts 13-19</b>
Darlington	2,894
Durham	8,717
Gateshead	7,713
Hartlepool	2,068
Middlesbrough	3,234
Newcastle	15,144
Northumberland	10,679
North Tyneside*	*Not given
Redcar & Cleveland	4,071
South Tyneside	4,709
Stockton	3,276
Sunderland	8,657

## **5. Regional Youth Work Workforce Strategy - Aims**

Given the current change agenda within the recent policy context of the Children's Plan, 2020 Children and Young People's Workforce Strategy and the development of targeted and integrated services for young people, the Regional Youth Work Unit has allocated resources to produce a Regional Youth Work Workforce Strategy for the North East setting out the following aims:

1. To highlight and reinforce the critical contribution of youth work within the developing Integrated Services Workforce.
2. To improve the quality and provision of youth work training and to enhance the professional status of youth work.
3. To improve the co-ordination of youth work training in the North East.
4. To maintain and improve youth work standards within the context of service delivery to the 0 – 25 age range group.
5. To develop a strategic role within workforce reform in the North East for youth work agencies in both statutory and third sector organisations.
6. To increase opportunities for joint initiatives in both training and workforce development.

## 6. Strategy Action Plan

### 1. To highlight and reinforce the critical contribution of youth work within the developing Integrated Services Workforce.

Objectives	Actions	Timescales
To promote youth work standards and practice across the sector in the North East	<ul style="list-style-type: none"> <li>• Ensure that all partners embed youth work standards and practice in relevant workforce training and development.</li> <li>• Develop the role of the Regional Training and Development Group (RTDG) to promote youth work standards and values with partners.</li> <li>• To expand the membership of the RTDG to ensure regional representation.</li> <li>• To work within relevant national frameworks for quality, standards, training and qualifications.</li> </ul>	April - October 2009
To work with local authorities, particularly workforce leads and training officers, to ensure that the youth work contribution is recognised in the development of Integrated and Targeted Services for young people.	<ul style="list-style-type: none"> <li>• Liaise regularly with identified partners through attending meetings, conferences and events.</li> <li>• Circulate updates on youth work standards through newsletters, e-bulletins and on line communication etc.</li> <li>• Contribute to the development of integrated training programmes which include youth work.</li> </ul>	April 2009 onwards
To work with the third sector delivering services to young people to ensure the importance of youth work training is recognised.	<ul style="list-style-type: none"> <li>• Liaise with the RFVYO's to identify partners and areas for development to meet third sector needs.</li> <li>• Disseminate updates on youth work standards through the RFVYO's and additional sector networks.</li> <li>• Establish and maintain strong working links with CWDC to ensure third sector needs are addressed through workforce reforms.</li> </ul>	April – September 2009 and ongoing
To work with key partners and stakeholders such as CWDC, LLUK, NYA and GONE to promote the Regional Youth Work Workforce Strategy	<ul style="list-style-type: none"> <li>• Maintain and develop links with identified relevant partners and stakeholders through the RTDG and the RYWU.</li> <li>• Maintain the specific contribution youth work makes and raise the needs of the sector in relation to workforce development.</li> <li>• Monitor developments to ensure youth work priorities are addressed.</li> </ul>	April – September 2009 and ongoing

Objectives	Actions	Timescales
Positively influence local, regional and national strategic bodies in relation to promoting the youth work workforce agenda.	<ul style="list-style-type: none"> <li>• Representation on local regional and national forums.</li> <li>• Develop links with workforce leads within local authorities and with the CWDC Regional Manager.</li> <li>• Contribute at local, regional and national conferences and seminars.</li> <li>• Engagement, dialogue and joint work with CWDC, LLUK, NYA and GONE.</li> </ul>	April – September 2009 and ongoing
Ensure the provision of up-to-date information, advice and guidance to partners regarding training and workforce development issues.	<ul style="list-style-type: none"> <li>• Ensure information is cascaded to staff through the PYO regional meeting, RFVYO's, RAP Group and online through the RYWU e-bulletin and website.</li> <li>• Regional and national partners to circulate information.</li> </ul>	April 2009 onwards

## 2. To improve the quality and provision of youth work training and to enhance the professional status of youth work.

Objectives	Actions	Timescales
Promote and disseminate local, regional and nationally recognised and endorsed training programmes.	<ul style="list-style-type: none"> <li>• Partners will ensure involvement through regional forums, events, seminars e-bulletins etc.</li> <li>• Circulate information on training opportunities across the youth work sector.</li> </ul>	April 2009 onwards
To embed quality standards in youth work workforce training using national and regional frameworks.	<ul style="list-style-type: none"> <li>• Partners will ensure the promotion and dissemination of updates on quality standards together with national and regional frameworks.</li> <li>• Offer regional and sub regional briefings on quality standards and frameworks.</li> <li>• Work with local authority workforce leads and Training Officers to support implementation of quality standards.</li> </ul>	April 2009 onwards
Encourage partners to undertake impact assessments and evaluations to measure improvements to the youth work workforce.	<ul style="list-style-type: none"> <li>• Partners involved in delivering youth work training to develop impact and assessment measures.</li> <li>• Partners to share tools and good practice.</li> </ul>	April 2009 onwards
Work within the relevant national frameworks for quality, standards and accreditation of training and qualifications	<ul style="list-style-type: none"> <li>• Ensure quality standards are embedded across youth work workforce development initiatives</li> <li>• Monitor developments, ensure fit with Strategy Initiatives.</li> </ul>	April 2009 onwards
Work with CWDC, NYA, national ETS Group (Education, training and Skills), LLUK and others, as relevant, to address issues, overcome obstacles, develop and pilot new initiatives to ensure quality and standards in training for the youth work workforce.	<ul style="list-style-type: none"> <li>• Liaise with CWDC, NYA</li> <li>• Develop further               <ul style="list-style-type: none"> <li>○ pathways for entry to HE routes into the professional youth work qualification</li> </ul> </li> <li>• Liaise with and contribute to national groups such as ETS and relevant sector skills councils.</li> </ul>	April 2009 onwards
To promote and disseminate regional and nationally recognised training programmes, as well as quality standards and frameworks developed by/ for the third sector partners.	<ul style="list-style-type: none"> <li>• Facilitate sharing, showcasing at events, seminars etc.</li> <li>• Circulate through newsletters, e-bulletin and on website.</li> </ul>	April 2009 onwards

Objectives	Actions	Timescales
Research existing quality assurance frameworks for training and develop a regional QA toolkit for the youth sector.	<ul style="list-style-type: none"> <li>• Establish a quality assurance working group involving representatives from partner agencies.</li> <li>• Partners to identify and share QA frameworks relating to training.</li> <li>• Partners to liaise with Communications Officers to ensure there is recognition of the need for youth work training.</li> </ul>	<p>June 2009</p> <p>July 2009 onwards</p>
Research and promote good practice and innovation in training	<ul style="list-style-type: none"> <li>• Collate and share good practice in regional youth work workforce initiatives.</li> <li>• Facilitate sharing, showcasing at events, seminars etc.</li> <li>• Circulate through newsletters, e-bulletin and on web-site.</li> </ul>	July 2009 onwards
Support the development of the professional qualification in youth work courses, delivered by HE and FE institutions in the region.	<ul style="list-style-type: none"> <li>• Participate in the discussion, development and, where appropriate, the delivery of the professional qualification youth work courses.</li> <li>• Contribute to the Boards of Studies and Advisory groups at Universities and FE colleges delivering youth work training.</li> </ul>	July 2009 onwards

### 3. To improve the coordination of youth work training in the North East.

Objectives	Actions	Timescales
To improve coordination between different training providers including Further Education Colleges, Higher Education institutions and awarding bodies including City & Guilds and ABC	<ul style="list-style-type: none"> <li>• Involvement in relevant forums and networks.</li> <li>• Circulating updated information to members and partners through the RFVYO's, RAP, PYO regional meeting and through newsletters, e-bulletin and web-site.</li> </ul>	April 2009 onwards
To improve communication and links between local authority providers in the region.	<ul style="list-style-type: none"> <li>• Develop the role of the RTDG and encourage wider representation from local authorities.</li> <li>• Develop links with workforce leads within local authorities</li> <li>• Develop links through the Regional CWDC Manager.</li> </ul>	April 2009 onwards
To ensure there is a central information point for partners and other organisations in relation to training for the youth work sector.	<ul style="list-style-type: none"> <li>• RYWU to provide an information sharing and developmental role.</li> <li>• The RTDG to manage information and training provision of agreed courses.</li> <li>• Develop links with NYA, CWDC, LLUK ,other sector skills councils and FE, HE institutions in the region.</li> </ul>	April 2009 onwards
To investigate, with local authority children's services and regional strategic bodies, the viability of resourcing a regional data collection and analysis function for the youth work workforce.	<ul style="list-style-type: none"> <li>• Liaise with GONE, LA's, PYO's, CWDC, LLUK, NYA, RFVYO and others as appropriate.</li> <li>• Workforce leads to collate information and map youth work related training within authorities.</li> </ul>	July 2009 onwards

**4. To maintain and improve youth work standards within the context of integrated services to children and young people.**

Objectives	Actions	Timescales
To ensure that the distinct contribution of youth work within integrated services is recognised by relevant agencies.	<ul style="list-style-type: none"> <li>• Liaise with local authority workforce leads, CWDC, GONE, LLUK and Children's Services Commissioners.</li> <li>• RTDG and PYO's work locally with partners to support youth work training.</li> </ul>	April 2009 onwards
To work with local authority Children's Services to ensure that youth work and models of good practice are included within workforce strategies.	<ul style="list-style-type: none"> <li>• Research and disseminate good practice models, links with third sector VCS Engage, NCVYS and NCVCCO.</li> </ul>	April 2009 onwards
To work with local authorities' workforce leads and Training Officers to ensure youth work standards are incorporated and maintained as part of the development of Integrated and Targeted Services for young people.	<ul style="list-style-type: none"> <li>• Liaise regularly with identified partners through attending meetings, conferences and events.</li> <li>• Circulate updates on youth work standards through newsletters, e-bulletins and on line etc.</li> <li>• To ensure strong links between RTDG and CWDC Regional Workforce Leads Group.</li> </ul>	April 2009 onwards
To ensure national occupational standards for youth work are embedded in training for youth work professionals.	<ul style="list-style-type: none"> <li>• Monitor progress through relationships with partners.</li> </ul>	July 2009 onwards
To work with FE and HE providers, local authorities and the third sector to identify needs, and develop relevant training programmes.	<ul style="list-style-type: none"> <li>• Feed in input from partners.</li> <li>• Feedback to partners from Children's Services on IYSS needs assessments.</li> <li>• Facilitate course development as needed through appropriate providers.</li> </ul>	April 2009 onwards
To develop and promote multi-agency training initiatives within IYSS, e.g. Common Assessment Framework, information advice and guidance (IAG), transitions for young people.	<ul style="list-style-type: none"> <li>• Run joint training seminars regionally and sub-regionally.</li> <li>• Provide briefings to partners.</li> <li>• Work with local authorities to address local needs within the youth sector.</li> </ul>	April 2009 onwards

**5. To develop a strategic role within workforce reform in the North East, for youth work agencies in both statutory and third sector organisations.**

Objectives	Actions	Timescales
To ensure youth work standards and values are reflected in regional workforce reform initiatives.	<ul style="list-style-type: none"> <li>To develop and maintain a strategic relationship with key partners such as CWDC, LLUK, NYA</li> </ul>	April 2009 onwards
To support third sector youth work partners to have a voice and influence in developing and implementing workforce reforms.	<ul style="list-style-type: none"> <li>Work with third sector partners through the RFVYO's, RAP and other regional and local forums.</li> <li>Act as a conduit to ensure the information flow from third sector agencies to workforce development partners and vice-a-versa.</li> </ul>	April 2009 onwards
To ensure ongoing endorsement of the Strategy and its implementation with relevant bodies and partners.	<ul style="list-style-type: none"> <li>Strategy to link with regional priorities i.e. the development of Integrated and Targeted Youth Support services.</li> <li>Strategy to be regularly reviewed to ensure continued fit with regional and sector priorities.</li> </ul>	April 2009 onwards
To develop and maintain links with key strategic partners in representing youth sector workforce priorities.	<ul style="list-style-type: none"> <li>Liaise with GONE, LA's, CWDC, LLUK, NYA</li> <li>Partners to develop new links where appropriate with key stakeholders.</li> </ul>	April 2009 onwards
To ensure representation at appropriate national, regional, sub regional and local meetings, events, conferences and seminars.	<ul style="list-style-type: none"> <li>Liaise with key strategic partners, stakeholders and members to develop and identify appropriate events.</li> <li>Provide up to date information on youth sector priorities and standards to partners and stakeholders through meetings, newsletter and e-bulletin.</li> </ul>	April 2009 onwards
Ensure policy updates and information to partners.	<ul style="list-style-type: none"> <li>RYWU to provide relevant policy briefings for the youth sector; addressing the specific implications for the third sector.</li> <li>RTDG to provide policy up dates relating to workforce development and training.</li> </ul>	April 2009 onwards

**6. To increase opportunities for joint initiatives in both training and workforce development.**

Objectives	Actions	Timescales
Develop, support and facilitate local and regional cross sector training and workforce development networks, partnerships, programmes and other initiatives.	<ul style="list-style-type: none"> <li>• Offer support to new national initiatives aimed at developing the youth work workforce.</li> <li>• Develop pilots and trial models across the sector.</li> </ul>	April 2009 onwards
To work with local authority Children's Services to ensure the profile and representation of the youth work sector, both statutory and third sector, in children's workforce strategies, including modelling good practice	<ul style="list-style-type: none"> <li>• Liaise with local authority workforce leads, CWDC, GONE, LLUK and Children's Services Commissioners.</li> <li>• Provide representation at relevant meetings, forums and networks.</li> <li>• Representing the sector at appropriate conferences, seminars etc.</li> <li>• Research and disseminate models of good practice.</li> </ul>	April 2009 onwards
Work with training commissioners to ensure delivery of relevant training for the youth work sector within the North East.	<ul style="list-style-type: none"> <li>• Partners to negotiate contracts with relevant partners to facilitate joint workforce initiatives.</li> <li>• RYWU to liaise with partners to support regional delivery of national training opportunities.</li> </ul>	April 2009 onwards
To support joint initiatives that address youth work workforce needs.	<ul style="list-style-type: none"> <li>• Develop and maintain working relationships with strategic partners and stakeholders such as GONE, LA's, PYO's, CWDC, LLUK, NYA and RFVYO.</li> <li>• Highlight and promote the specific requirements of the youth work sector.</li> <li>• Develop joint initiatives to address the workforce needs of the youth work sector.</li> <li>• Respond to requests for support from partners to address youth sector workforce needs.</li> </ul>	April 2009 onwards
Facilitate conferences, workshops, study-days and seminars, throughout the year that highlight and address youth work workforce issues.	<ul style="list-style-type: none"> <li>• RYWU and RTDG to link with appropriate partners and interest groups.</li> <li>• RYWU and RTDG to work with FE and HE providers to plan topic-based study days, seminars etc;</li> <li>• RYWU and RTDG to organise an annual conference addressing workforce issues.</li> </ul>	April 2009 onwards
To provide information on workforce issues that will enable the development of initiatives and maintain networks.	<ul style="list-style-type: none"> <li>• Information to be posted on the RYWU website and circulated through meetings, forums and the e-bulletin.</li> <li>• Partners to circulate relevant information through their networks.</li> <li>• RTDG to circulate information through its networks.</li> </ul>	April 2009 onwards

The data and information that follows is included to provide a picture of the North East Region and to support this workforce development strategy by highlighting the number of young people in the region; the level of expenditure on workforce development for the youth work workforce and information which highlights issues that young people face.

## 7. Appendix: Demographic data

### Population of young people aged 13 – 19 years old in the North East

Local Authority	Males	Females	Persons
Darlington	4,700	4,300	9,000
Durham	23,800	22,700	46,500
Gateshead	8,900	8,100	17,000
Hartlepool	4,600	4,400	9,000
Middlesbrough	7,100	7,000	14,200
Newcastle upon Tyne	13,000	12,600	25,600
North Tyneside	8,700	8,200	17,000
Northumberland	13,800	12,800	26,600
Redcar and Cleveland	6,800	6,400	13,300
South Tyneside	7,400	6,800	14,200
Stockton on Tees	9,500	9,000	18,500
Sunderland	13,400	12,800	26,200

Source: Registrar General's Population Estimates for Mid-2007, Office for National Statistics updated August 2008. Totals may not sum due to rounding.

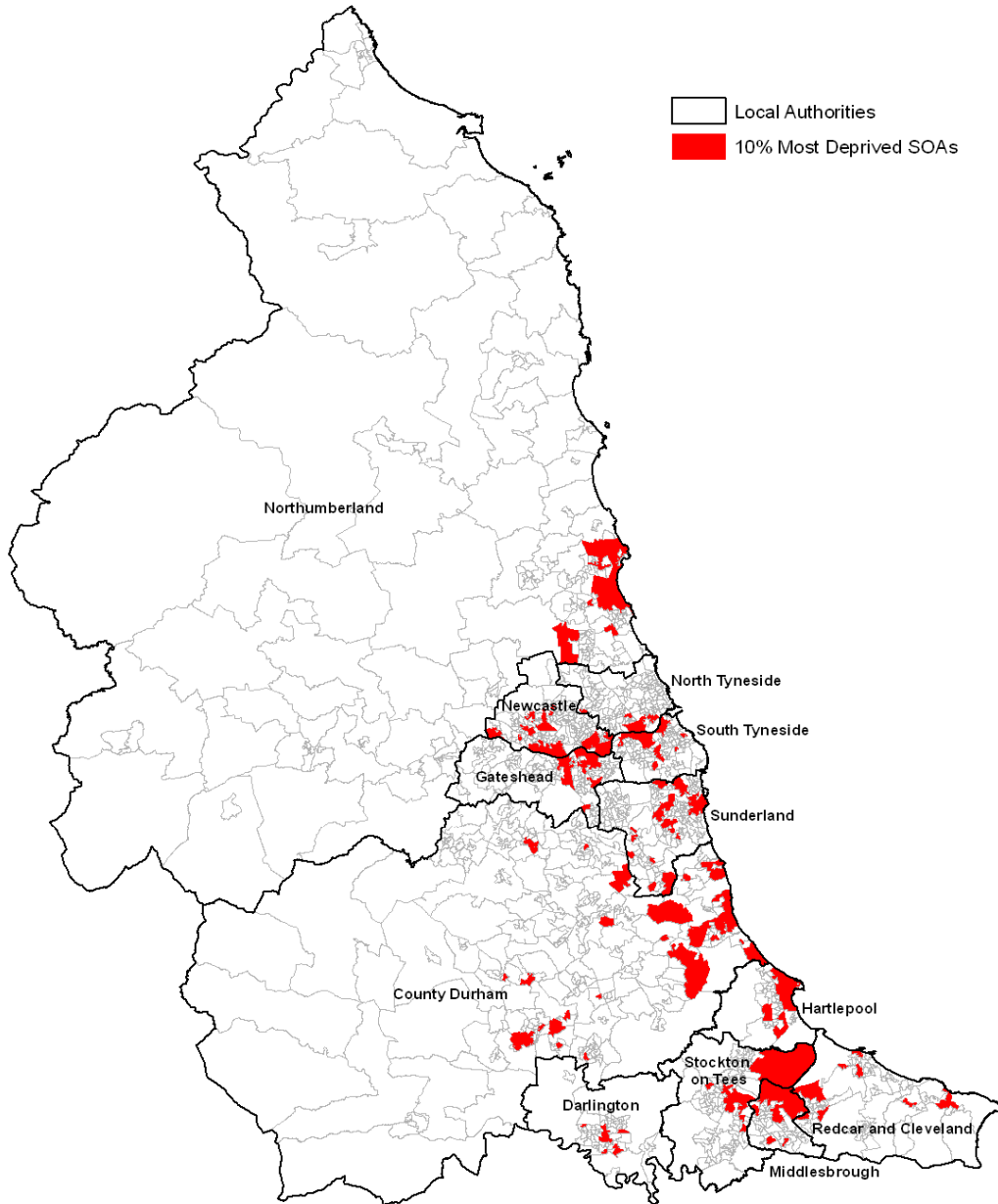
### Unemployment in the regions between July and September 2008 was:

Region	Total unemployed	Change on quarter	Unemployment rate
North East	100,000	Plus 7,000	8.0 per cent
North West	230,000	Plus 16,000	6.8 per cent
Yorkshire and the Humber	180,000	Plus 21,000	6.8 per cent
East Midlands	135,000	Plus 5,000	5.9 per cent
West Midlands	170,000	Plus 3,000	6.5 per cent
East	140,000	Plus 5,000	4.8 per cent
London	298,000	Plus 18,000	7.4 per cent
South East	202,000	Plus 18,000	4.6 per cent
South West	114,000	Plus 12,000	4.2 per cent
Wales	95,000	Plus 24,000	6.7 per cent
Scotland	126,000	Plus 13,000	4.7 per cent
N Ireland	33,000	Minus 1,000	4.1 per cent

(The Independent, 12 November 2008)

# Index of Multiple Deprivation 2007

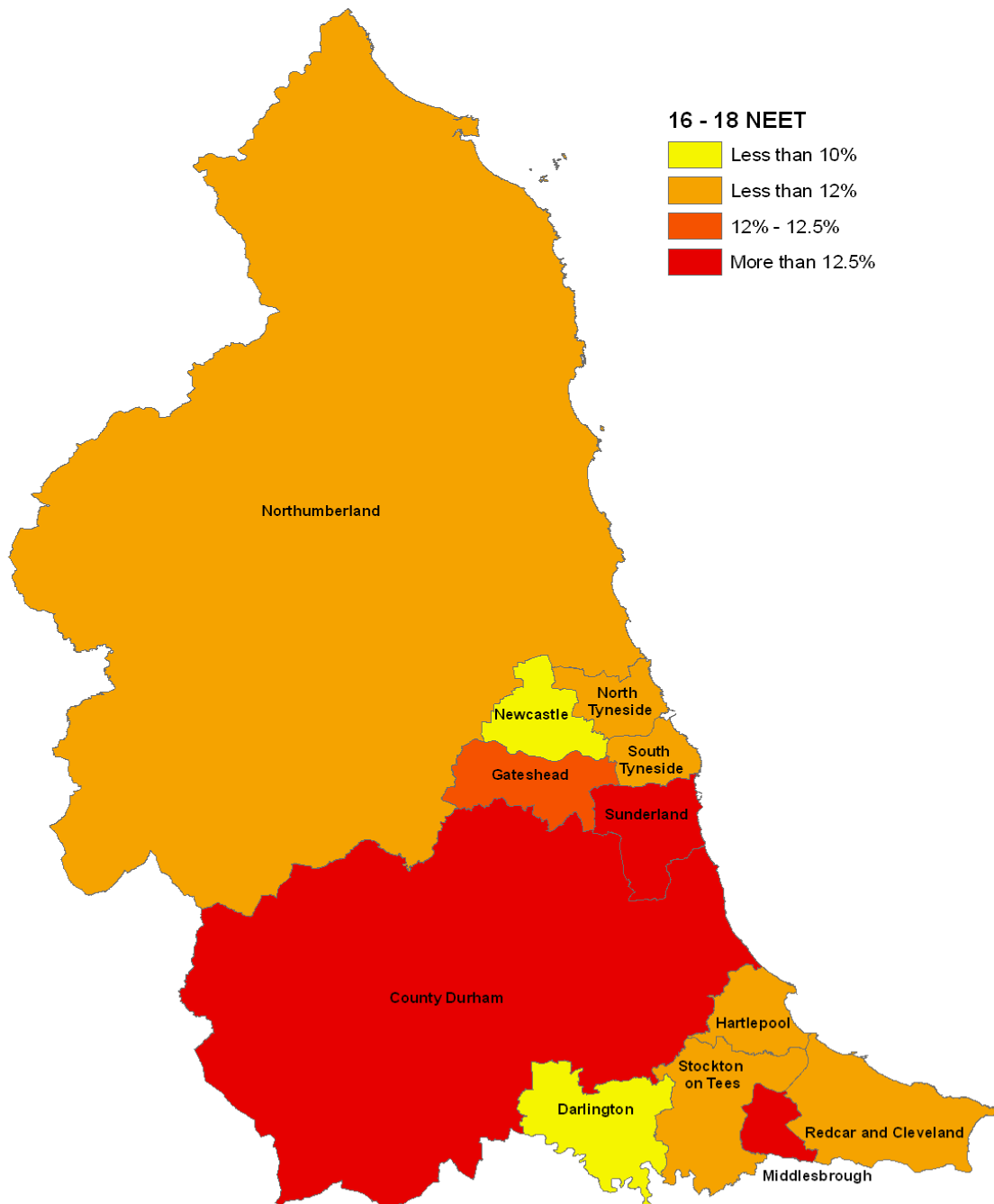
## 10% Most Deprived SOAs



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Source: DCLG, Indices of Deprivation 2007

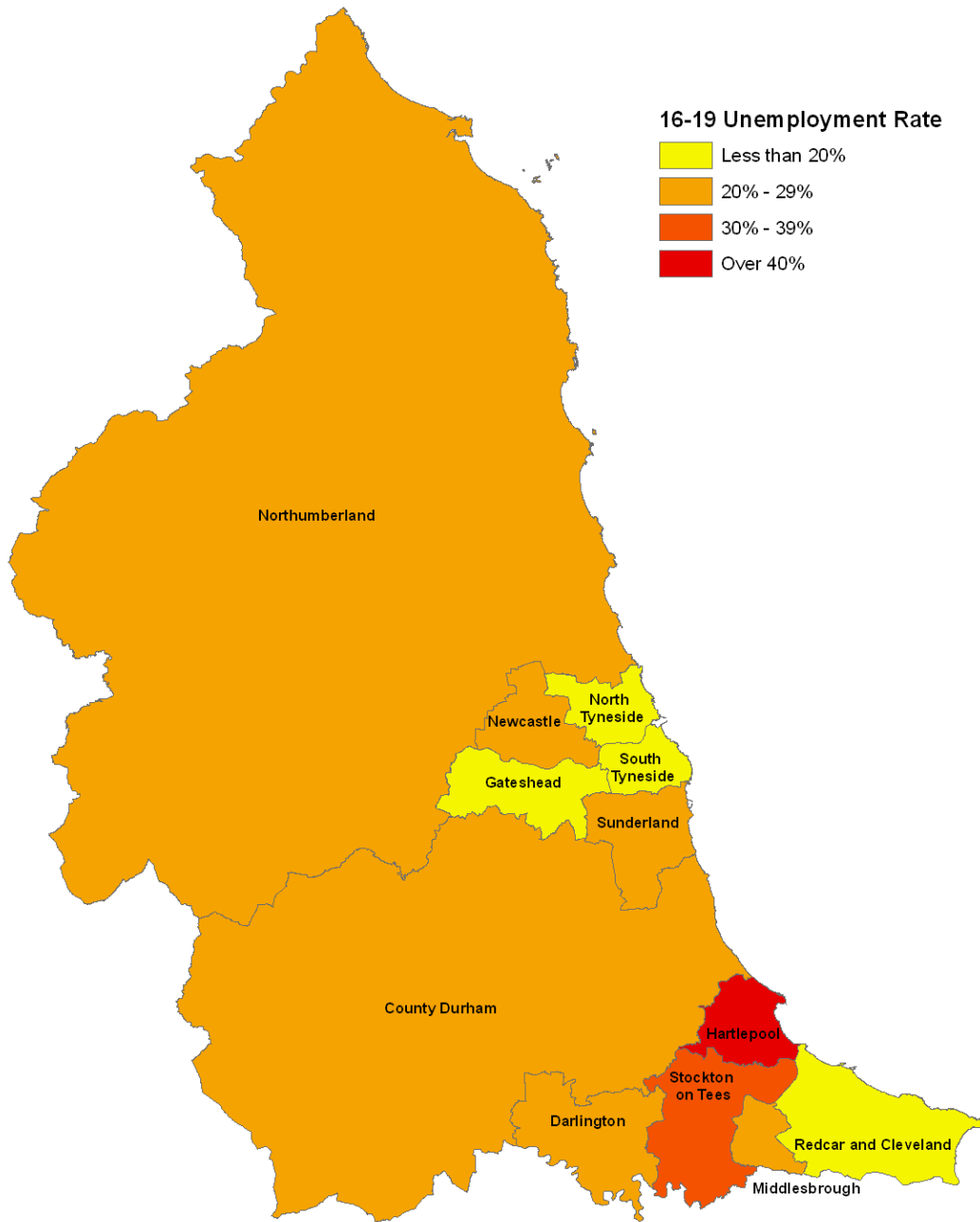
# North East 16 - 18 year olds Not in Employment, Education or Training



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CLG 100018986. 2008

Source: CLG, FTI, 2006 Data

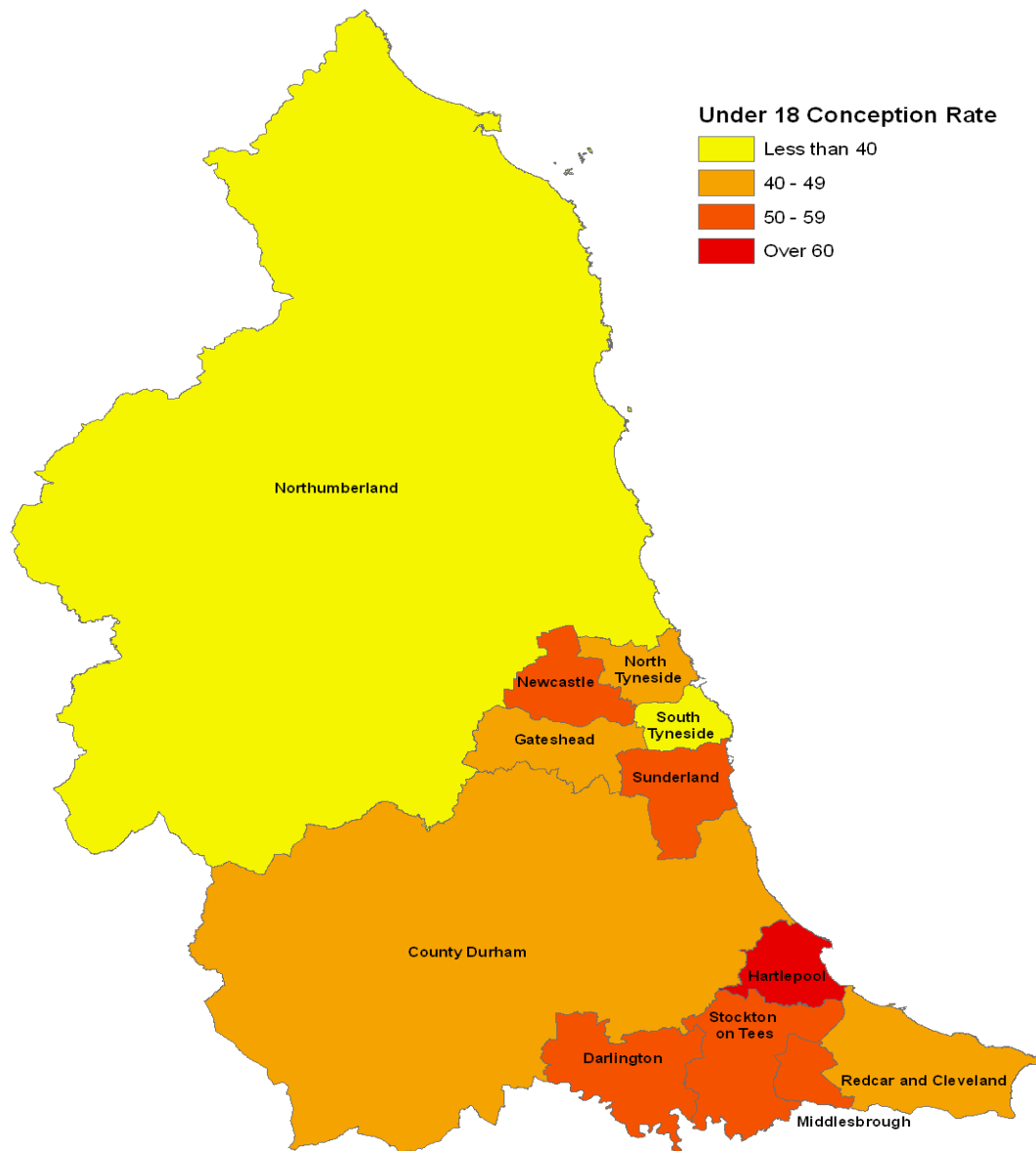
# North East 16 - 19 Unemployment Rate



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Source: NOMIS, APS Jan 07 - Dec 07

# North East Under 18 Conception Rate



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Source: Under 18 Conception Rate, 2006 data (provisional)

## Glossary of Terms

This glossary provides details of each of the acronyms used throughout this report.

ABC	Awarding Body Consortium
ANEC	Association of North East Councils
CAF	Common Assessment Framework
CWDC	Children's Workforce Development Council.
CWN	Children's workforce network
DCSF	Department for Children, Schools and Families.
ECM	Every Child Matters
FE	Further Education
GONE	Government Office for the North East
HE	Higher Education
IMD	Index of multiple deprivation
IYSS	Integrated Youth Support Service
LLSOA	Lower layer super output areas
LLUK	Lifelong Learning United Kingdom.
LSC	Learning and Skills Council
LSOA	Lower super output areas.
NOS	National Occupational Standards
NQF	National Qualifications Framework
NVQ	National Vocational Qualification
NYA	National Youth Agency
ONE	One North East (the regional development agency)
PVI	Private, voluntary and independent sectors.
PYO	Principal Youth Officers

QCA	Qualifications and Curriculum Authority
RAP	Regional Accreditation Panel
RFVYO	Regional voluntary youth sector forum.
RTDG	Regional training and development group
RYWU	The Regional Youth Work Unit – North East
SSC	Sector Skills Council
TYS	Targeted Youth Support
Third Sector	This refers to the private, voluntary and independent sectors, including charities.
VRQ	Vocationally Related Qualifications
YANE	Youth Action North East
YWRP	Youth Work Reform Programme