

## Workforce Development *Snippets*

February 2010

### Introduction

Workforce Development *Snippets* is an e-bulletin from the National Council for Voluntary Youth Services bringing you brief 'snippets' of news about policy, strategy, research, events, practice and resources. This e-bulletin will be of interest to workers responsible for upskilling staff & volunteers in the voluntary and community youth sector e.g. training and volunteer managers, safeguarding officers, infrastructure workers.

### Policy

#### ***Feasibility of a voluntary registration scheme – youth workers***

The National Youth Agency will explore the feasibility of a voluntary registration scheme for professionally qualified youth workers. Registration would require a payment and is intended initially for JNC qualified youth work professionals. More information >> <http://www.nya.org.uk/news/nya-is-to-test-out-youth-work-registration-scheme>

#### ***Youth workers pay settlement***

The Joint Negotiating Committee for Youth and Community Workers has announced the 2009 pay settlement for youth workers as follows:

- An increase of 1% on all salary points and allowances with effect from 1 September 2009;
- An agreement to continue to press for key worker status for youth and community workers.

<http://www.ncvys.org.uk/index.php?page=281>

#### ***National e-CAF implemented in a phased approach***

National e-CAF will provide a secure IT system for practitioners to manage and share information captured through the Common Assessment Framework (CAF) process more securely and effectively, helping to quickly build a holistic picture of a child or young person's needs. The system based on the standard CAF process will enable trained practitioners to work together more effectively, provide a better service experience and help to improve continuity of care for children, young people and their families. National e-CAF will be implemented in a phased approach over the coming years with a national roll out of the system to begin from summer 2011. For more information visit the [Every Child Matters website](#)

### ***The future leadership of civil society***

NCVO has recently launched *Leadership 20:20 Commission on the future leadership of civil society*. The aim is to explore some of the major issues affecting progression in the sector and shape new ways of supporting and guiding emerging leaders. As part of their work, they would like to invite emerging leaders to join them at one of their curry clubs. The curry clubs are a chance to network with others, join in the debate and of course enjoy a free curry! Some dates still available, particularly for the North England [www.ncvo-vol.org.uk/leadership2020](http://www.ncvo-vol.org.uk/leadership2020).

## **Research**

### ***Professional identity at risk report warns***

Aspect, on behalf of the Children's Services Professionals Network, has published *Every Professional Matters – Sustaining Professionalism within Integrated Children's Services*. The report warns that tight budget constraints for local authorities and variations in the drive towards integrated services can erode professional identity and expertise. The report identifies role confusion and managerial structures that entail specialists reporting to managers who lack direct experience of their discipline. [http://aspect.org.uk/files/1902/Every\\_Prof\\_Matters.doc](http://aspect.org.uk/files/1902/Every_Prof_Matters.doc)

### ***Contribution of the third sector in learning and skills***

IFF Research, on behalf of the Learning and Skills Council (LSC), has published *Understanding the Contribution of the Third Sector in Learning and Skills*. This research uses five years of LSC data to show the value and achievements of third sector providers of learning and skills. <http://thirdsector.lsc.gov.uk/commsandworking/reportspublications/>

### ***Increases in volunteering but adds stress on volunteering systems and support***

Volunteering England has published research *Volunteering in the Recession*. The report says that there has been a major increase in volunteering, but that this has put stress on volunteering systems, especially with funding remaining level or being reduced.

<http://www.volunteering.org.uk/NR/rdonlyres/4C92F2CC-5DF6-4FC0-82DA-C1BD31FBD802/0/Volunteeringintherecession.pdf>

### ***State of the youth workforce report***

The Children's Workforce Development Council (CWDC) has published *A picture worth millions*, a report into the state of the youth workforce (funded from the Young People's Workforce Reform Programme). The report estimates that the country's young people are being supported by more than 775,000 people paid employees and more than 5,272,000 volunteers.

<http://www.cwdcouncil.org.uk/young-peoples-workforce/state-of-the-young-peoples-workforce-report>

## **Funding**

### ***Access to Volunteering Fund – pilot in Greater London, North West and the West Midlands***

Access to Volunteering aims to increase the number of disabled people volunteering, by providing grants to supporting organisations. <http://www.accesstovolunteering.org/>

### ***Third Sector Briefing Papers: Working with the Skills Funding Agency and Guide for third sector organisations seeking funding for 16-19 learners***

The Third Sector National Learning Alliance has designed these briefings to help you as a third sector organisation to identify opportunities in the new skills landscape to gain funding. Download papers 2 and 3 from:

<http://www.tsnla.org.uk/content/lsc-third-sector-transition-support-resources#>

## **Training and Development Programmes**

### ***Leadership Development Programme – a further 150 fully funded places up for grabs!***

FPM Training with funding from the Government's Young People's Workforce Reform Programme has announced a further 150 fully funded delegate places. There will be three 2 day modules scheduled for delivery from six regional cohorts between April and June 2010. The programme is designed to develop leaders of the future and is aimed at managers in the voluntary and community youth sector and local authority services for young people. Applications from organisations nominating more than one individual will be considered this time round.

Organisations need to act **quickly** to secure a place. For more information [Click here for more details](#) or ring 0116 249 5000.

### ***Are you aware of any potential participants? – Gloucestershire workforce development programme for Integrated Youth Support Services (IYSS)***

Many of NCVYS's members are nationally based organisations and have a large geographical spread! You may know of young people or adults who may wish to be considered as participants of **Gloucestershire's** workforce development programme, which consists of three strands: advanced apprenticeships connected to working with young people; supporting existing youth practitioners to undertake a Foundation Degree related to IYSS; and a graduate recruitment scheme. Gloucestershire County Council has won this tender, funded from the Young People's Workforce Reform Programme. Please email [simon.gillings@gloucestershire.gov.uk](mailto:simon.gillings@gloucestershire.gov.uk)

### ***Are you a trainer who offers disability awareness training?***

The Children's Workforce Development Council (CWDC) is calling for all trainers in England who provide disability awareness training to register their details on a new website to make it easier for employers to access local disability awareness training.

[http://www.cwdcouncil.org.uk/news/3025\\_trainers-to-benefit-from-new-disability-awareness-training-website](http://www.cwdcouncil.org.uk/news/3025_trainers-to-benefit-from-new-disability-awareness-training-website)

### ***Young People and Money workshops – North of England***

Working in partnership with the Financial Services Authority (FSA), Fairbridge Training has developed a **FREE** one-day workshop called **Young People & Money**. This informative course delivers financial capability awareness so that youth practitioners can help encourage young people to become more financially capable, manage debt and make the most of their money. Dates for the workshops include Chester (14/04/10), Leeds (15/04/10), Carlisle (20/04/10), Salford (21/04/10) and Teesside (22/04/10). To book on to the training please go to <http://www.yepam.org>

### ***Fair Train is launched – support with apprenticeships***

Fair Train is a Group Training Association for the third sector. A Group Training Association is a not for profit organisation that encourages employers from their sector to offer apprenticeships by helping them to access and manage training for apprentices. Do you need support?

<http://www.fairtrain.org/>

## **Qualifications**

### ***Progress of new vocational youth work qualifications (QCF)***

Lifelong Learning UK is no longer pursuing work to develop new vocational youth work qualifications, following a decision by the UK Commission for Employment and Skills with regards to roles and funding. The National Youth Agency is hoping to continue the work started by LLUK and will work with awarding bodies and employers to establish the new QCF youth work qualifications. NCVYS is expected to be involved again in this work and will keep you updated.

## **Have your say!**

### ***An apprenticeship for the third sector? – fill out a short survey to give your views***

NCVYS is heavily involved in supporting Skills-Third Sector to develop an apprenticeship framework for the third sector. They are seeking the views of employers, training providers and apprentices. Please spread the word about the [short survey](#) to be completed by the **28 April**. Updates and further consultation opportunities will be posted at [www.skills-thirdsector.org.uk/qualifications\\_training/apprenticeships](http://www.skills-thirdsector.org.uk/qualifications_training/apprenticeships)

## **Practice Sharing**

### ***Are commissioners asking for minimum qualification levels of managers of youth services?***

One of NCVYS's members is asking if anyone knows what qualifications local area commissioners have been asking for of managers of youth services (in the voluntary sector). Please email [nichola@ncvys.org.uk](mailto:nichola@ncvys.org.uk)

## **Safeguarding**

### ***Vetting and Barring Myth Buster***

The Department for Children, Schools and Families has published a *Vetting and barring myth buster* to give clarification on the Vetting and Barring Scheme.

[http://www.dcsf.gov.uk/news/index.cfm?event=news.item&id=vetting\\_and\\_barring\\_myth\\_buster](http://www.dcsf.gov.uk/news/index.cfm?event=news.item&id=vetting_and_barring_myth_buster)

### ***Fears Vetting Barring Scheme will deter volunteers***

Kevin Curley, Chief Executive of NAVCA has written to Third Sector Minister Angela Smith setting out his fears that the new Vetting and Barring Scheme will deter people from volunteering and will be expensive and time-consuming for small voluntary and community groups.

<http://www.navca.org.uk/NR/rdonlyres/FB5C9899-ED7D-412E-8386-E5C9E1DACEEF/0/5febvvetbarangelasmith.doc>

## **Events**

### ***Building Equality and Promoting Diversity in the Workforce conference***

This national conference from Children England will showcase good practice from the sector and promote research undertaken. This will take place in Leeds on the **9 March**. To register your interest, please email [elaine@childrenengland.org.uk](mailto:elaine@childrenengland.org.uk) or call 020 7833 3319.

### ***Seminar - pensions changes: before and after 2012***

This is a free employment practice seminar from NCVO taking place in London on the **12 March** 10.00am-1.00pm. The [Pensions Advisory Service](#) will provide a whistle-stop tour of the key pensions changes you need to know about between now and 2012. This includes things such as the automatic enrolment of employees onto pension schemes and compulsory employer pension contributions. For more information email [emma.allford@ncvo-vol.org.uk](mailto:emma.allford@ncvo-vol.org.uk)

### ***Based in London? – Workforce Development Conference***

This conference organised by the North London CVS Partnership is taking place on the **15 March**, which will bring together third sector organisations, training providers, statutory bodies & colleges to explore development opportunities for the third sector's workforce. Taster sessions are available on learning opportunities such as project management, contracting and partnership strategies, writing successful grant proposals and fundraising. Download booking form >> <http://www.nlcvsp.org.uk/>. Please note the event is free to VCS organisations in North London (Barnet, Enfield, Haringey and Waltham Forest), other delegates £30.

### ***Workforce Development Update (young people's workforce) Event***

On the **18 March** NCVYS has organised another free update and networking event in London 10.45am – 4pm. Speakers will cover tips on running a successful internship programme, apprenticeships and the role of Fair Train (unfortunately we have had to cancel the Vetting and Barring Scheme update session). Break-out groups will focus on sharing practice around turning service users in to paid workers to work with other young people. A booking form can be downloaded at:

<http://www.ncvys.org.uk/UserFiles/Booking%20form%20WFD%20update%20event%20FINAL3.pdf>. A word version of the agenda and booking form is available, email [maureen@ncvys.org.uk](mailto:maureen@ncvys.org.uk)

### ***Managing Volunteers Event (Brighton)***

The NCVO Employment Practice Network is hosting this free event on the **18 March** 2010, 2-5pm in Brighton, which will ensure delegates know the essentials to promote good volunteering at their organisation e.g. key procedures for managing volunteer conduct and performance. To book your place, email [emma.allford@ncvo-vol.org.uk](mailto:emma.allford@ncvo-vol.org.uk)

## ***Discipline & Grievance - understanding the ACAS code (Swindon)***

The NCVO Employment Practice Network is hosting this free event on the **30 March** 2010, 2-5pm. The session will look at what you need to include to successfully manage disciplinary and grievance procedures at work. To book your place, please email [emma.allford@ncvo-vol.org.uk](mailto:emma.allford@ncvo-vol.org.uk)

## **Resources**

### ***CIPD publication: Internships that work***

As advised by the NCO Employment Practice Network: The Chartered Institution for Personnel Development (CIPD) has published *Internships that work*. The guide provides practical and comprehensive advice on running an internship scheme, along with checklists and templates to assist you through the process. Download your copy from:

[www.cipd.co.uk/publicpolicy/internships-that-work.htm](http://www.cipd.co.uk/publicpolicy/internships-that-work.htm).

### ***82 new HR policies and job descriptions available from HRBank***

HRBank is a free resource which offers voluntary and community organisations the opportunity to request policies and job descriptions, donated by other organisations. NCVO is pleased to announce that [\*\*82 new HR policies and job descriptions\*\*](#) have been added to HRBank this month. New titles include policies on references, data protection, retirement - and job descriptions for posts in fundraising, finance and development. If you have HR policies or job descriptions you'd like to donate, please email [emma.allford@ncvo-vol.org.uk](mailto:emma.allford@ncvo-vol.org.uk).

### ***CAF leaflets for young people and parents***

Following the publication of the Common Assessment Framework (CAF) and lead professional leaflet for children last summer, the Children's Workforce Development Council has now produced two new leaflets. The first new leaflet explains integrated working to young people, and the second to parents or carers. [\*\*View and download all three leaflets here.\*\*](#)

## **Other NCVYS news**

### ***Commissioning guidance***

The Kindle partnership, which includes NCVYS, has published *Commissioning and the Community Sector*, to provide an introduction to commissioning for small and medium-sized voluntary and community organisations working with children and young people. Please spread the word about this publication!

<http://www.acre.org.uk/DOCUMENTS/ruralservices/Kindle%20-%20Commissioning%20and%20the%20community%20sector.pdf>

## **Looking for more Workforce Development News?**

Children England also produces a monthly e-bulletin. For more information e-mail Audie Muller at [audie@childrenengland.org.uk](mailto:audie@childrenengland.org.uk)

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