

Minutes of meeting held at the YHA Cardiff on 7 February 2018 10.30am

Present:

Gareth Newton (Chair), Jo Sims, Cathie Robins-Talbot, Gill Price, Grant Poiner, Paul O'Neil, Donna Lemin (for item 6), Steve Drowley, Tim Opie, Josh Klein, Mark Isherwood.

In attendance:

Liz Rose (ETS Adviser/Secretary), Rachel Jones & Claire Anderson (BSL Interpreters)

Apologies:

Emma Chivers, Catrin James, Dafydd Baker, David Algie, Colenzo Jarrett-Thorpe, Ceri Ormond, Ann Smith, Rachel Burton, Martin King-Sheard, Mike Greenaway.

1. WELCOME/INTRODUCTIONS

GN welcomed everyone to the meeting, particularly Mark Isherwood representing EWC. LR reported that, unfortunately, Ann Smith had resigned from ETS as workload had made attending meetings very difficult. LR had sent a note of thanks to Ann, who had made a considerable contribution to ETS over the years by sitting on and chairing a number of endorsement panels.

2. MINUTES OF THE LAST MEETING

The minutes of the previous meeting were approved as a true record.

3. MATTERS ARISING (which are not included on the Agenda)

Actions 4.5: Parliamentary Committee on Youth Violence – SD reported this was ongoing with no further meetings but other organisations invited to provide evidence;

Action 7.4: HE Guidelines consultation to be sent out;

Action 9.2: Unite report to Labour Party LR to send out link;

Action 10.3: CLD Standards Council proposed merger with EWC – LR to re-send link as original was not working.

4. WELSH GOVERNMENT DEVELOPMENTS

4.1 Extending Entitlement Review – YWRG members had had sight of Margaret Jervis' review document which focused on raising the profile of youth work rather than broader youth support services (YSS). The Directions and Guidance document is not being reviewed.

4.2 Youth Work Strategy - There is now more emphasis on this along with a significant move from a 'YSS' Board to a 'YW' Board. Recommendations from the YWRG are going to the new Minister, Eluned Morgan but members felt there needed to be more detail on how everything fits together, especially in light of the CYPE Inquiry into youth work and how the Minister will respond. The YWRG is meeting more frequently so hopefully things will become clearer, especially as engagement with WG officials has improved leading to very open discussions. A new approach is needed on the development on the next strategy with more input from the field. The Strategy Support Grant is extended by one year but it is not yet known if funding will cover the length of the new strategy in future. Other work, such as on the Charter and sufficiency assessments all need to fit together.

4.3 Youth Work Reference Group (YWRG) – The terms of reference for the group are being updated. TO has suggested involving membership of SOLACE (local authority chief executives group) and there will now be a place for ETS which makes GN's place more appropriate.

- 4.3.1 Donna Lemin attended for the item on annual monitoring so it was agreed to raise a small number of questions with her. DL gave an update on the Extending Entitlement Review, saying the Minister has seen the report and asked the YWRG to consider it in light of the CYPE recommendations to give more clarity going forward. A formal briefing now needs to go back to the Minister. The National Youth Work Conference will take place on 21 March, which gives an opportunity for the Welsh Govt to set out a direction of travel but with the theme 'Moving Forward Together' it is very much about working **with** the sector. It is also important that young people have a say about what they need in terms of services.
- 4.3.2 On concerns that field feel that developments are vague and lacking focus, DL said that there has been a large number of reviews and pieces of work and there was now an attempt to draw everything together and move forward coherently.
- 4.3.3 Members raised queries about the YWRG and the new YWBoard and how these fit together. DL confirmed that the terms of reference of the YWRG will provide a clearer purpose and functions and update the membership to include academics from Welsh TAG. Ketih Towler is now co-chair. DL believed that the new Board will focus on making monitoring of services more robust, having more influence on funding for youth work, and gaining a better understanding of YW impact.
- 4.3.4 On concerns that developments relating to the YWRG are not well communicated, DL committed to providing updates and releasing information where she is able to do so, with an aim to getting key messages out within five working days of a YWRG meeting.
- 4.4 **Audit of Local Authority Youth Service** – It was too late to make any changes to this year's collection as the data is collected in May so any changes would have to be for next year.
Action: Keep on agenda for future reference

5. EDUCATION WORKFORCE COUNCIL

- 5.1 MI circulated a sheet showing the latest number of registrants in each category and also the number of fitness to practise cases that are underway, with a small number for youth work. The youth work sector is small in comparison to other sectors and this is particularly true for the voluntary sector; however, it could be that as these individuals are unpaid they are not required to register. The second year of payments are about to be taken from employers' payrolls.
- 5.2 EWC is keen to demonstrate the benefits of registration. This covers the Personal Learning Passport for individuals, labour market intelligence and in-depth workforce data, and small grants for research.
- 5.3 MI reported that Cardiff Metropolitan University was the first HEI to have their initial Teacher Training qualification accredited and that a new approach to teaching is needed given the WG policies on the new curriculum and future generations /wellbeing agendas.
- 5.4 Legislation is being updated to amend the EWC management board including better representation from the youth work work-based learning sectors.
- 5.5 EWC is intending to update its Code of Conduct and it is important that all relevant sectors get involved so that the Code reflects their needs appropriately.
- 5.6 Discussion took place about the possibility of registering Level 4 and 5 students either as trainees or as Youth Support Workers given they would have completed supervised placements. There is no intention for Welsh Govt to change legislation at this stage but this issue, along with a list of other anomalies identified previously, will be taken to Welsh Govt officials for further discussion.

6 ANNUAL MONITORING OF HEI PROGRAMMES

- 6.1 GN welcomed Courtney Taylor who had acted as consultant in collating the data for the annual monitoring and also welcomed Donna Lemin from Welsh Govt who was attending for this item.
- 6.2 CT spoke to a presentation and copies of the summary report were circulated. CT commended the HEIs and said that returns had been excellent this year with data coming in on time and with very few verification problems.
- 6.3 Findings include:
- Students numbers have fallen but only slightly
 - JNC staff numbers have fallen but this was due in large to the discontinuation of the Open University programme. However, there is an anomaly at Glyndwr University that needs to be queried.
 - Placement numbers and JNC supervisors have fallen but not proportionately with the fall in student numbers – this needs further investigation
 - Local authority and voluntary sector placements are at their lowest, comprising 46% of all placements. However, this may not be a true reflection as many of the community and project-based placements may be managed by these sectors. This area of questioning could be reviewed next year for a more accurate picture.
 - The trend for a disproportionately high number of female students continues (75%) but this is not necessarily reflected in employment where genders are balanced more evenly.
 - Proportion of new recruits with a minority ethnic background fell from 10% to 7%.
 - New recruits with a disability have increased but this may be due to self-declaration. This places extra pressure on staff to provide adequate support.
- 6.4 Following discussion it was agreed that some areas warranted further exploration and there remained a marketing issue for programmes in terms of their recruitment of men and students with minority ethnic backgrounds. GN thanked CT for the presentation and his work.

7 ETS WORK PROGRAMME FOR 2017/18

- 7.1 **Chair's Report** - GN reported that his activities since the last ETS meeting included: attending meetings of the YW Reference Group; with LR and Welsh Govt officials to review the work of ETS; the EWC sector leads meeting; and a range of sector meetings were ongoing. GN also wrote to the new Minister about the work of ETS and had drafted a number of responses including on YWRG terms of reference and a commentary on the Extending Entitlement review.
- 7.2 **ETS Chair Appraisal Process and future arrangements for Chair's post** –
- 7.2.1 GN reported that the appraisal meeting with LR, JS and GP had taken place in December and the outcomes written up. Suggestions for the Chair had included strengthening links with formal education; liaising with WCVA on how community development is progressing; providing briefing notes after YWRG meetings; reinforcing the need for ETS members to bring issues from their respective organisations and to report back; and, better promoting the youth work sector and reinforcing the value of youth work qualifications.
- 7.2.2 GN has asked the appraisers to continue with the process next year and proposed that it should concentrate on the following three areas: support for organisations in membership of ETS; promotion of professional development to the sector; and, promoting and articulating the benefits of workforce planning.
- 7.2.3 **Future arrangements** – GN left the room for this item and SD took the chair. The Chair's second term is due to end in August 2018 but GN is willing to serve one more year as currently there is a lot of uncertainty while developments mentioned under item 4 are being resolved. However, funding for ETS has only been confirmed for one year until March 2019 (previously it was for four years in line with the life of the Youth Work Strategy). Following discussion it was unanimously agreed that GN

be offered an extension of contract until March 2019 and to August 2019 pending funding decisions.

Action: Offer GN an extension of contract as agreed.

- 7.3 **Youth Support Worker Endorsement Guidelines** –DB had provided a sample memorandum of understanding used by Agored that could inform the Guidelines and this work is ongoing. A further meeting of Awarding Bodies hosted by the NYA has not yet been held.
- 7.4 **HE Guidelines to Professional Endorsement Refresh** – The changes agreed to Section 3 of the draft guidelines have now been made so will be circulated for comment.
Action: LR to circulate.
- 7.5 **Sub group on Workforce Development** – notes of the meeting have been circulated and some of the actions identified will be followed up via other work but this matter will be on hold for the moment due to other work pressures.

8 ENDORSEMENT ACTIVITY

- 8.1 **Glyndŵr – PgDip** - LR reported that Glyndwr University staff had confirmed they would not be seeking re-endorsement of their current programme which expires in 2018 and would be working on the development of a new programme to start in Sept 2019. They will see existing students through the current PgDip.
Action: LR to keep in touch with staff.
BA – concern was noted that the ETS requirement of 3 JNC full time staff was not being met according to the annual monitoring. However, this had not been identified at the recent endorsement event in 2017.
Action: LR to follow up this anomaly to ensure ETS requirements are met
- 8.2 **Cardiff Metropolitan – PgDip** – LR had written to managers at CMU to ensure the ETS requirement of 4 JNC full time staff was being met given the retirement of the PgDip Programme Leader (Rick Newnham). GP read out an email from the Head of School to say they were in the process of appointing a full time replacement and were making an existing staff member full time from part time. The deployment of two other qualified staff to the youth work programme from other departments was also a future action. Assurance was also given that all members of the associate tutor pool were fully qualified.
Action: LR to keep in touch with CMU staff to ensure ETS requirements are met
- 8.3 **USW MA/PgDip** – PO’N reported that USW has now met the conditions set by the panel.
- 8.4 **Trinity Saint David** – Nothing to report.
- 8.5 **OU – BA**: Nothing to report.
- 8.6 **Agored Cymru & ABC Awards** – NYA/ETS/AO group had agreed to extend life of current L2 & L3 qualifications by 2 years to early 2020.
- 8.7 LR asked group for advice on whether reports of endorsement events should be made public. This could include adding summary or full reports to the ETS website. At summary level this would include who was involved with the endorsement, the documents seen and any conditions set. Members were happy to support the principle of transparency but had concerns about data protection and also if the reports could discourage students from applying. It was agreed that this should be explored further.
Action: GN & LR to discuss

9 JNC UPDATE

- 9.1 DA was not present but had provided a short update. The pay claim from the Staff Side is expected and will be discussed at the full JNC meeting on 25 April. TO had delivered a workshop on policy developments in Wales at the joint LGA / NYA conference in Dec but felt the attendees had expected detail on more operational matters in terms of excellence and innovation.
- 9.2 MI asked if pay for JNC workers was devolved to Wales (as per school teachers) but there remains one scale for both countries.

10 JOINT ETS / SECTOR SKILLS SPECIALIST BODY UPDATE

- 10.1 Joint ETS had not met recently.
- 10.2 LR provided an update on NOS developments. Welsh Govt had conducted a short survey on the status of NOS and the need to update them. The general view was that, for youth work, a light touch refresh might be worthwhile but there was no appetite for a full scale review. There is only funding for critical work so it is unlikely that this will take place as our NOS are still fit for purpose. Welsh Govt confirmed that the format of the NOS will not change but, along with other countries in the UK, they are looking at potential to re-categorise NOS into those which are 'generic', 'core' or 'job specific'. We need to ensure youth work's identity remains distinct. This may be a potential (EWC) research area regarding the value base of youth work and what universal youth work provision meant to adults who can reflect upon it.

Action: LR to keep in touch with Welsh Govt on developments

11 SECTOR FEEDBACK

- 11.1 **Colegau Cymru** – RB had sent apologies.
- 11.2 **CWVYS** – CWVYS staff are involved in redeveloping the 'Stepping Stones to Youth Work' course; regional meetings are ongoing and these are very well attended; CJ is very busy in north Wales with training and increasing projects there, and also attending the Education Stakeholders group; NVYO grant applications are due to be submitted in November.
- 11.3 **TAG Cymru** – GP reported that there is some variance in HEIs about how easy/difficult it is to find placement providers and supervisors; the importance that the field is equally involved in the learning of students and developing youth workers of the future (MI noted there are parallels with teacher training between universities and schools); there is pressure to reduce placement visits by HEI staff to students to one per year rather than 2 (feedback on this will be provided as part of updating ETS Guidelines); OU research in England has noted a 50% reduction in part-time students on their programmes (with only a minor drop in Wales and slight increase in Scotland).
- 11.4 **Local authority** – a wide range of issues had been covered at PYO meetings, which occur every two months. Group had looked at Adverse Childhood Experiences (ACEs) and what youth work can offer through the multi-sector approach of ACE hub. Youth work is at this table and this has led to the development of youth-oriented Agored training. Group has also discussed Successful Futures, the EWC PLP and the opportunity to have a youth work specific section on 'Hwb' teacher resources. There are lots of initiatives re child sexual exploitation. Plus discussion on elective home education and the new Youth Parliament. Neath Port Talbot has recently gone through an Estyn inspection but it is concerning that very few HMI have youth work qualifications, most are teachers as QTI is a requirement. TO has raised this with Estyn. GN is to attend PYO meeting on 19 March to give an update on ETS Wales.
- 11.5 **FAB Wales** – DB had sent apologies.
- 11.6 **Play Wales** – MG and MKS had sent apologies.

12 ANY OTHER BUSINESS

- 12.1 Welsh Govt National Youth Work Conference takes place on 21 March in Cardiff.
- 12.2 SD has been asked to contribute to a UK publication on youth work and would be happy to receive information from colleagues in Wales.

13 CONFIRMATION OF FUTURE MEETING DATES

Weds 16 May 2018
Weds 17 Oct 2018
Weds 6 Feb 2019