

Job Description

Post: Associate Trainer

Responsible to: Workforce Development Officer

Contract: Self-employed or employed within an organisation

Pay / Remuneration: £300 a day for lead trainers / £250 for trainers

Hours: Ad-hoc - Sessional/ project hours as and when needed

Location: Pan Wales and online

Background

ETS Wales professionally endorses programmes of training for Youth Workers to ensure they are of a suitably high quality, relevant to the needs of employers, youth workers themselves and the young people they work with. It undertakes this work on behalf of the Joint Negotiating Committee for Youth & Community Workers (JNC).

In addition, ETS manages the Workforce Development Programme, in collaboration with the Workforce Development IPG, established by Welsh Government, in response to the Time to Deliver report's recommendations. To date, ETS Wales has been procuring training which has been delivered to Youth Work Practitioners across Wales, where the training needs have been based on the Skills and Training Audit, 2024.

Vision:

It is anticipated that ETS will set up a pool of associate trainers, who will plan and deliver training, using a variety of methods, to help break down barriers in accessing training.

Job Description

We are seeking enthusiastic and experienced **Associate Youth Work Trainers** to join our dynamic training team. The successful candidate will deliver engaging and innovative youth work training and professional learning (CPD) to a diverse range of learners, including youth workers, volunteers, and professionals working with young people. This role requires a flexible approach to training delivery, incorporating digital platforms, interactive workshops, and practical learning experiences.

Key Responsibilities

- Design and deliver high-quality youth work training using innovative and flexible methods, including online, face-to-face, and blended learning approaches.
- Facilitate engaging learning experiences that empower participants and enhance their skills, knowledge, and confidence in youth work practice.
- Design, produce and adapt training materials to suit a range of learning styles, abilities, and professional backgrounds.
- Assess and evaluate training effectiveness, gathering feedback to inform future improvements.
- Maintain up-to-date knowledge of youth work principles, policies, and best practices to ensure content remains relevant and impactful.
- Work collaboratively with the Workforce Development Officer and the training team and external partners to ensure seamless delivery of training programs.
- Uphold safeguarding principles and ensure a safe learning environment for all participants.
- Support learners in applying their training to real-world youth work settings.

Person Specification:

Associate trainers must be able to demonstrate experience, knowledge, understanding and skills to address the following:

Essential

- Proven clean DBS check and undertaken recent group A safeguarding training: [Group A Safeguarding | Social Care Wales](#)
- Proven experience in delivering training and professional learning to diverse audiences.
- Recognised JNC qualification in Youth Work.
- At least 2 years of Youth Work experience, post qualification.
- Strong understanding of youth work principles, policies, and practice, including safeguarding and ethical considerations.
- Ability to facilitate interactive, learner-centred training sessions using a variety of delivery methods.
- Excellent communication and interpersonal skills, with the ability to engage and motivate learners.
- Experience of adapting training to different learning needs and styles.
- Confidence in using digital learning tools and platforms (e.g., Zoom, Teams, Moodle, interactive whiteboards, etc.).

- Ability to work independently and manage time effectively.
- A commitment to equality, diversity, and inclusion in training and youth work practice.
- Regular Professional Learning (CPD) relating to Youth Work
- Willingness to travel

Desirable

- Ability to deliver through the medium of Welsh
- JNC Professional Youth Work qualification.
- Relevant teaching/training qualification (e.g., PTLLS, DTLLS, AET, CET).
- Experience of delivering Youth Work Qualifications.
- Registered with the Education Workforce Council as either a Youth Support Worker or Youth Worker.

Terms and conditions of employment

Associate Tutors will act as a bank of occupationally competent individuals to represent ETS as facilitators and trainers.

There are no guaranteed hours, and work will be offered and agreed on a contract-by-contract basis.

Associate Tutors will act as self-employed consultants and remain responsible for their own income tax and national insurance contributions, unless they are in employment and remuneration can be given to the organisation that they work for.

Expenses can be covered if they are incurred through the work of the Youth Work Training Academy.

How to Apply

If you are passionate about developing youth work professionals and delivering high-quality training, we would love to hear from you. Please send your CV and a short cover letter outlining your suitability for the role to ets@wlga.gov.uk.

If successful, candidates will be asked to provide a reference and will be invited into an informal conversation with the Workforce Development Officer and members from the Workforce Development IPG.