

PCC's 8-19 Service

Youth Work grades and responsibilities – final draft

Please note: new and existing staff need to meet all requirements (qualifications, responsibilities and experience) in order to be appointed to or progress to the appropriate minimum pay point.

Youth Support Worker roles			
Pay points	Qualifications	Scope of work and responsibilities	Experience
1-2	No relevant qualifications	Workers in training and newly appointed staff. Undertaking a support role in youth projects. Working as part of a team under the direction of a professional youth worker or lead worker. Completion of induction and required training.	Less than 6 months experience of working with young people.
3-4	Relevant Level 1 qualification, e.g. Level 2 Award in Youth Work Practice, Entry level in Youth Work or recognised equivalent	Undertaking a support role in youth projects. Working as part of a team under the direction of a professional youth worker or lead worker. Completion of required training for job role.	At least 1 year's experience (minimum 120 hours) of working with young people in a relevant youth work setting
5-8	Relevant Level 2 qualification, e.g. Level 2 Certificate in Youth Work Practice, NVQ/VRQ 2 in Youth Work or recognised equivalent	Undertaking a support role in youth projects. Working under direction but with scope for using initiative and working independently. Responsible for taking the lead on particular aspects of a project or on occasions taking the lead role in a project e.g. to cover sickness. Completion of required on-going training.	At least 2 years experience (minimum 240 hours) of working with young people in a relevant youth work setting.
9-12	Relevant Level 2 qualification, e.g. Level 2 Certificate in Youth Work Practice, NVQ/VRQ 2 in Youth Work or recognised equivalent. Relevant level 3 qualification (where available/appropriate e.g. to support	Taking a lead role in youth project/s on a regular or long term basis e.g. where the professional youth worker is absent or a post is vacant. Operational supervision of other staff. Responsible for planning, overseeing and recording regular activities, with strategic support from youth	At least 3 years experience (minimum 360 hours) of working with young people in a relevant youth work setting.

	progression to professional youth work role	worker/locality manager. Completion of required on-going training.	
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Professional youth worker roles - Community Based Youth Worker and Curriculum Specialist Youth Worker			
Pay points	Qualifications	Scope of work and responsibilities	Experience
13-14	Commitment and ability to undertake a JNC professional qualification at NVQ 4 or above.	Newly appointed staff; those preparing to start professional JNC qualifications; those taking professional JNC qualifications. After initial induction and training, responsible for leading projects or clubs with appropriate support and guidance from line manager and experienced colleagues. With appropriate support from manager, responsible for day to day management and supervision of youth support workers and/or volunteers (where relevant to role).	At least 1 year's experience (full time equivalent) of working directly with young people in groups and one to one.
15-18	Professional JNC Youth Work qualification (or recognised equivalent)	Responsible for leading youth projects or clubs. Responsible for day to day management and supervision of youth support workers and/or volunteers (where relevant to role). Competency in role demonstrated by successful PDRs and professional observations. Contributes to strategic planning, development and implementation of projects and work. Supports colleagues to carry out their role e.g. through mentoring new staff.	At least 2 years experience (full time equivalent) of working in a relevant youth work role.
19-22	Professional JNC Youth Work qualification (or recognised equivalent)	Responsible for full duties and responsibilities outlined for points 15-18. In addition to full duties, takes on substantial and on-going additional responsibility for specialist strategic/policy developments across the city or service, e.g. strategic development of city wide youth themes/projects to deliver high priority outcomes, delivering regular training on specialist areas to colleagues; regular supervisory/coaching role with colleagues taking professional qualifications	At least 3 years post qualification experience in a relevant youth work role.