

## REPORT

### The Future of Youth Work in Wales Conference

Friday 18th November 2016, Future Inn, Cardiff Bay, 10.00am – 4.00pm

*“Youth workers, through the wide range of activities they engage in, and the deep and lasting relationships they build, are in a unique position to support young people. But as youth services have suffered massive cuts, the vast contribution youth workers make to young people and society in general is being lost.”*

UNISON “The Damage” report into UK youth service provision, 2014

### Programme

**10.00am Registration, tea and coffee**

**10.30am Welcome**

Dominic MacAskill Regional Manager Head of Local Government UNISON Wales

Steve Drowley - Senior Lecturer, Cardiff Met

**10.50am Challenges for Young People in Wales Today in the Context of Public Services Cuts**

Keith Towler - Chairperson of Council for Wales Voluntary Youth Services (CWVYS)

**11.20am The Future of Youth Work as a Practice - Question Time Session**

Chaired by Mick Conroy - Programme Director, University of South Wales  
Lynne Neagle AM - Chairperson of NAFW Children, Young People and Education Committee

Joanne Sims - Chairperson of Principal Youth Officers' Group

Paul Glaze - Chief Executive of CWVYS

Rick Newnham - Postgraduate Programme Director, Cardiff Metropolitan University

**12.30pm Lunch**

**1.30pm The Future of Youth Work as a Profession**

Chaired by Louise Cook - Youth and Community Fieldwork Co-ordinator, Cardiff Metropolitan University

Howard Williamson - Professor of European Youth Studies, University of South Wales

Hayden Llewellyn - Chief Executive, Education Workforce Council

Mike Short - Senior National Officer, UNISON

Gareth Newton - ETS Wales

**2.40pm Breakout sessions: Messages for Welsh Government and Trade Unions**

Group 1 with Louise Cook, Cardiff Met and Mike Short, UNISON

Group 2 with Gill Price, Cardiff Met and Dave Rees, UNISON

Group 3 with Mick Conroy, USW and Dominic MacAskill, UNISON

**3.40pm Feedback session**

**4.00pm Conference ends**

**This report provides an overview of the conference. Where individuals have provided their inputs, these have been included unamended; in other places, an attempt to summarise speakers' inputs and sessions has been made.**

## **Welcome**

Dominic MacAskill welcomed delegates to the conference and raised concern about both a lack of strategic direction for Youth Work in Wales and limited opportunities for the occupation to come together. It was UNISON's intention to provide opportunities to address these long standing challenges.

Steve Drowley Senior Lecturer at Cardiff Metropolitan University provided an overview of the day which would focus on the challenges facing young people and Youth Work practice. Young people, he claimed, are often disempowered in a changing environment which places additional responsibility on Youth Work to identify and respond in a way that served young people more effectively. There is a sound theoretical underpinning of Youth Work. So much has been written but how has that impacted on practice. Scaffolding is available but how do we construct a new service for young people?

## **Keith Towler – Chair, CWVYS**

### **The Future of Youth Work in Wales**

In the last 12 months a lot has happened, but in a way, not a lot has changed for youth work in Wales. Despite this there is a great resilience in the room and in the sector.

**Challenges for Young People in Wales today in the context of public service cuts are real.**

**If we let this progress, good outcomes for young people will be compromised. Universal, open access youth work provision must be protected for future generations.**

What do I mean by that? Well, we have seen a number of developments not least the establishment of the Ministerial Reference Group for Youth Work in Wales, a National Youth Work Strategy for Wales, the publication of a Charter for Young People in Wales, a focus on youth work in schools, a Quality Mark and an Outcomes Framework and the prospect of youth worker registration with the Education Workforce Council from April 2017.

And yet, the voluntary and local government youth work sector finds itself fighting on a daily basis for survival. How many voluntary youth work managers in Wales do you think spend the majority of their time chasing funding opportunities or completing budget forecasts for their trustees? Nearly all of them, I suspect. And in the statutory sector we see youth centre closures and reducing youth work budgets.

This is a crisis!

It raises some huge questions for voluntary youth work organisations, for CWVYS, for our local authority partners and for local and national government in Wales.

Let's remind ourselves what youth work is for and the extent of its impact.

Youth work provides a universal, open access offer for all young people in Wales: a voluntary relationship that provides the foundation for the delivery of targeted services, information and support. I said last year that without that universal, open access foundation we will be building on sand and I stand by that assertion.

Only this week at the Barnardo's Child Sexual Exploitation conference I heard specialist social workers talking about the erosion of universal support for young people and how damaging that is when you are trying to provide a specialist response to a young person in crisis. Targeted work is important but not at the expense of universal services – it's counter intuitive and reckless to remove the foundation upon which targeted services can be built.

We want young people to enjoy their youth, to participate in our communities and to grow as individuals who will contribute as adults both economically and socially. We often refer to the way good youth work helps young people to:

- grow in confidence
- build their self esteem
- acquire basic skills
- get access to information and support
- get access to employment and training
- volunteer in their community

It is really important that we recognise two things. Firstly, that good youth work delivers for young people and secondly, the value that young people place on the service is incredibly high.

Wales is a country that is committed to the UN Convention on the Rights of the Child and central to that commitment is the right that all young people have to have their voices heard in all matters that affect their lives. Young people then must play a central role in the development and growth of youth work in Wales. There is so much talent amongst our young people. We must listen to their experience and work with them in partnership to build a youth service for Wales that delivers for them now and for years into the future.

It's great to see the Presiding Officer in the National Assembly for Wales making a firm commitment to establishing a new youth parliament for Wales. When you consider where we once were on participation with recognition across Europe that Wales was at the forefront of child and youth participation and look where we are now – the withdrawal of Funky Dragon's funding being the key example – it beggars belief we are where we are. Those young people who gave so much and have continued to campaign as part of CYPAW have shown us the way. Young people can change the world and their voice can be heard and acted upon but once again that can't be achieved without a dynamic youth work sector working across all our communities in Wales.

Simply put, good youth work saves young lives. For many young people, the trusted relationship that they have with their local youth project provides the platform from which they build resilience, self-esteem and find a professional response at times of crisis. Youth work, of course, also provides opportunity, a safe place to meet friends, explore new experiences and helps young people realise their full potential.

There are many good examples of practice across Wales and I pick out a few that I'm aware of recently;

Dr Mz in Carmarthen is struggling to survive (the only youth work offer for young people in Carmarthen)

The Tanyard in Pembroke – has just lost a great manager who is moving on having fought to keep its work afloat.

The Cwmbran Centre for Young People – a beacon of creativity and innovation.

Talking Hands – providing specialist youth work support for deaf children and young people

EYST – working every day to provide opportunity and support to BME young people

The Urdd – maintaining and developing Welsh language youth work opportunities.

I heard an example of work the other day in YMCA in Swansea supporting a homeless young person who is sleeping on the beach and coming to the centre every day for food and support.

The Forsythia Youth Project – the beating heart of young people on the Gurnos in Merthyr now worried about its future after the ‘communities first’ announcement.

The Boys’ and Girls’ Clubs – working across so many communities in Wales with the kind of offer that young people access in their droves.

SW Police and Media Academy Cardiff – offering youth work interventions to 18-25 year olds who are arrested for low-level offences. They are disclosing all kinds of support needs.

Just a few examples. How else would we be able to respond to all those young people who benefit from this support without youth work?

For years in Wales we have debated and then debated some more about youth work structures, how we can provide services and support for young people and crucially how young people themselves can get their voices heard to help to shape the way youth work responds to the things that are important to them.

I thought we had cracked it when *Extending Entitlement* was published. But it got hijacked by other agendas. I still believe that if we went back to *Extending Entitlement* and actually implemented it in the spirit in which it was drafted we would really be getting somewhere.

It feels like we are in something of a Groundhog Day. I’m sure we have been here before and I now think that something quite radical needs to happen if we are to break our cycle of debate in Wales, so that something tangible happens to improve things for young people in Wales. That solution has to be grounded in a rights-based approach which frees youth work managers from the demands of funding constraints and worries about service closures so they can support and empower youth work staff. When everyone is so locked into survival mode, how can we expect them to contribute to a radical youth work solution for Wales?

The answer of course lies with national leadership. Leadership that sets a meaningful Youth Work Strategy for Wales built on a universal open access offer, that addresses the funding constraints, supports and develops the youth work workforce, ensures young people’s participation is mainstreamed in civil society and sets an agenda for reform, development and support. To do that we need some kind of national body for youth work in Wales that sets and monitors a strategic approach. That body would have to ensure a fair funding approach (This appears to be supported in the evidence received by the CYPE Committee Inquiry into Youth Work in Wales). Without that, we will have the continuation of a piecemeal collection of non-co-ordinated activity that will achieve nothing more than watch youth work decline one cut at a time till it disappears altogether.

Strong words I know but we have recently elected the 5<sup>th</sup> National Assembly for Wales and a new Welsh Government. We have got to see this political term prioritise young people and youth work. This is crunch time for the sector and so I’m not calling for more of the same. The call this time is for positive change. A change that places young people at the centre of a youth work revolution for Wales, that doesn’t just save a service, but builds a future so that Wales becomes the best country in the world to be young.

**I DO BELIEVE THAT THERE IS STILL ALL TO PLAY FOR.**

I really welcome the NAFW CYPE Inquiry into Youth Work in Wales. Lynne Neagle has chaired with determination and her colleagues have shown how powerful good scrutiny can be. I look forward to reading their conclusion and recommendations.

On 8 December the Youth Work Ministerial Reference Group meets and the new Minister Alun Davies is attending – an opportunity for the Minister to take a substantive interest in the future of youth work in Wales.

Can I use this opportunity on behalf of the staff, Trustees and Presidents of CWVYS to thank the whole sector for the support you gave when there was a real prospect that the funding we receive from Welsh Government was to be withdrawn. That response was supported across political parties in Wales and shows the commitment and determination of the youth work sector in Wales.

That's why I think there is still all to play for. The clock is ticking however and its 12<sup>th</sup> hour for the survival of youth work in Wales.

Vision and leadership.

A unified sector delivering a quality youth work service informed by young people's direct participation.

A programme of work that will get us where we all want to be.

I hope today marks the start of something positive ...young people in Wales deserve nothing else.

Diolch / Thanks

## **The Future of Youth Work as a Practice' - Question Time Session**

**Chaired by Mick Conroy - Programme Director, University of South Wales**

### **Q1. How best can Youth Work support the education development of young people,**

Lynne Neagle AM provided an overview of the Welsh Government inquiry into Youth Work and emphasised the educational focus of its work. Joanne Sims Principal Youth Officer for Blaenau Gwent described the holistic nature of education which does not only happen at school. Without this broader education approach many young people would miss opportunities to develop in a way that enabled them to reach their potential. Paul Glaze, Chief Executive of CWVYS, supported this and claimed there was a wide body of evidence to indicate that the outcomes of non-formal and informal education approaches were highly valued by employers. Rick Newnham, Postgraduate Programme Director, Cardiff Metropolitan University, opened up a broader discussion on the definition of education and made the claim that Youth Work provides types of education that other educators do not within the broad spectrum of school based education. Youth Work he claimed enabled young people to discover self and to understand the democratic process within the broad framework of citizenship. Rick also claimed that formal education of the sort delivered in school is too closely linked to testing. One of the outcomes of this over tested process was young people becoming over qualified for the jobs that were available. Youth Workers were increasingly being used in the process of formal education which removed opportunities for young people to be involved in a more holistic education and learning process. Paul Glaze said there was a responsibility on Youth Work to take the initiative to promote the importance of its education approach to both the Political Leaders in Wales and individual schools.

**Q2. Why is there so much flexibility in Welsh Government guidance, therefore giving the opportunity to interpret the information in 'their own way. Which is diluting Youth Work**

Lynne Neagle claimed the Welsh Government was aware of the gap between policy and practice in a number of areas including Youth Work and they also recognised there was a need to do something to improve the position. The Assembly Member said that the responsible Minister would be attending the Youth Work Reference Group in the near future and it was anticipated that a statement would be made shortly afterwards. Lynne also recognised that co-ordination at a strategic level and between Youth Work sectors was important. It was claimed by Paul that a form of national leadership driven by collaborative approaches between the maintained and voluntary sectors was needed. Without this, current funding arrangements would continue to allow local decisions to be made often to the detriment of Youth Work. An example of this was given by Rick who claimed local democracy did not always take into account the views of young people which devalues the process. Closure of Funky Dragon was identified as a failure by the Welsh Government to enable young people to be involved in local decisions that affect their lives. Lynne stated that young people do not vote so are often marginalised. There needs to be a process by which the voice of young people can be heard. Children and young people should be given a voice at a local level and that this should be an independent process. Rick claimed that some youth forum processes were seen as tokenistic in that they should have involved all young people not only those who were articulate. Lynne supported this and agreed to take the matter back to the Assembly for consideration. The questioner raised concern about the lack of local authority provision in Bridgend although there were a number of well-established voluntary youth organisations in the area – a situation that was often used as an excuse by the local authority to avoid maintained Youth Work activity.

**Q3. How will the cutting of Communities First budgets and funding to CWVYS impact on Youth Work?**

Lynne Neagle expressed disappointment at the Welsh Government announcement because her personal experience of the Communities First programme is positive. It was stated that the future is unknown although the Minister responsible wanted to end the existing programme. It was the opinion of the Assembly Member that there was a need to keep what is good, which included Youth Work. It was also stated that the Inquiry of Youth Work Committee was disappointed at the decision to end the funding of CWVYS. The initial decision had been amended to extend by a short period the length of time CWVYS would be maintained and the Minister had apologised for the announcement which was seen as premature. The Chief Executive of CWVYS said it was difficult to identify the amount of money being spent by the local authorities. Although an overview would indicate that about 50% of funding allocated by Welsh Government for Youth Work was actually being spent for that purpose. Paul claimed that this was not about better coordination but about the will of locally elected members to prioritise Youth Work. The question was raised about how those with a strategic responsibility for Youth Work at a local authority level persuade elected members to spend the allocated budgets for its intended purpose. Collective action was important to initiate change which had happened when the announcement to cease funding CWVYS was made. A further question was raised about accountability with the comment that schools are subject to Inspection clarifies accountability so should Youth Work be inspected. Rick suggested there were inherent dangers in this one of which would result in Youth Work becoming more like school. Debate was necessary to identify the process leading to accountability with a suggested model that rejected a top down formalised approach in favour of a

community based bottom up approach. It was suggested that some of the perceived failures of Community First projects were affected by a change from a bottom up to a top down process. Lynne stated that some form of accountability was critical but the development of this needs further consideration and that she was not sure how the current Outcomes Framework was being used. Joanne Sims claimed that Estyn Inspections helped focus the minds of elected members and that an appropriate form of Inspection for Youth Work could do the same for their work.

**Q4. Placing children in secure accommodation is the absolute last resort – but young people coming to us all talk about their Youth Workers and how they have assisted them. But access to Youth workers across Wales is becoming more limited as Youth Services close due to funding restrictions. Surely it is more financially beneficial to provide access to services rather than providing a secure bed to keep them safe.**

Joanne Sims raised the question of a universal service, which would be open to all and whether such a provision was possible within the current economic environment within which politicians were not sympathetic to such a service. There was a real challenge facing Youth Work in Wales to become a targeted service or an open access universal service within which targeted work has a place. This was described as a powerful approach with links to the progression Framework and work with young people who are not in Education. Employment or Training. To be more effective within this approach it would be important to develop a process to measure both the impact of Youth Work and the socio, economic impact of not having Youth Work. There is a need to move away from only using anecdotal evidence to a more balanced approach that included both qualitative and quantitative evidence.

**Q5. Why is the government not doing more to create more apprenticeships for young people?**

Leanne Neagle provided an interesting overview of the committee structure within the Welsh Government which has committed to providing another 100,000 apprenticeship places. Other members of the panel challenged the efficacy of this and suggested that appropriate work and career pathways were not always available after the apprenticeship had been completed. They also challenged the view that young people who were unemployed were so because of personal deficiencies which could be remedied through success in the formal education environment. Comment was also made about the general discrimination of many young people in key aspects of their lives such as housing, employment and education who were often without help and support except from diminishing numbers of Youth Workers. This position was exacerbated by crisis restructuring which has resulted in a variety of local authority officers being given responsibility for Youth Work without the appropriate skills, knowledge and values of the occupation. At the same time many qualified Youth Work managers are being given additional responsibility away from Youth Work.

## The Future of Youth Work as a Profession

### Howard Williamson - Professor of European Youth Studies, University of South Wales

Howard suggested the possibility of the re-emergence of a National body for Youth Work in Wales 10 years after the closure of the Wales Youth Agency, which was closed because of difference of views both within the sector and with the Welsh Assembly Government. He also reminded delegates that 20 years ago representatives of the UK Youth Work Alliance met in Scotland to discuss the use of the term Youth Worker following the murder of school children in Dunblane. Howard then provided a broad overview of the introduction and development of Youth Work across Europe, which had been influenced in a number of way by developments in Wales including the Extending Entitlement initiative. However, with the demise of Youth Work in Wales what was once seen as a positive example was now seen with concern. This concern included both the destination of qualified workers who were often being asked to provide, for example, support roles in schools and the concept of professionalism, which raised a further question about who should use the term 'Youth Worker'. It was claimed by Howard that the debate in Europe had come to an agreement that all Youth Work should provide space and bridges for young people in its practice. Political decisions are taking place about how this approach will be agreed and promoted across 49 member countries. What had been agreed was within the EU there was a high level of commitment to innovation in Youth Work a position very different to that being promoted by politicians, special advisors and civil servants.

### Mike Short - Senior National Officer, UNISON

I'm going to look briefly at five different areas and their impact on the youth work profession: the cuts, the future of the JNC, the loss of specialist youth work roles, professional registration, and the role of unions.

#### 1. What impact have the cuts had on the youth work profession?

I'll start with a few figures from a report UNISON published this year, highlighting the extent and impact of cuts in youth services. It's based on FOI data on cuts, and a survey of our members - their views on what's happened.

We've also put out a short report focusing on the results from Wales.

In the four years from April 2012, spending by Welsh local authorities on youth services was cut by £930k, £2.3m, £1.4m, and £1.5m. **That's £6.1m in total.**

As a result, more than 100 youth centres in Wales have closed since April 2012.

Now, we know that youth centres aren't the only service that youth workers provide. Their jobs are based on building relationships with young people, earning their trust, and giving them all kinds of support – careers advice, informal training or coaching in skills (like IT or writing CVs), help getting into employment, or helping them find their way in society. This work can take place in a variety of settings, not just youth centres. The one thing that is needed is a professional workforce - qualified, trained and properly rewarded.

But in the last four years, **more than 360 youth work jobs have been cut** by local authorities in Wales, as a result of the spending cuts. We think that's around **19%** of all youth and community workers.



But what's clear is that the future of the youth service profession itself is bleak, unless the cuts in central government funding for councils can be arrested and then reversed. Some local authorities are planning a review of their youth services, which can lead to a re-structure or outsourcing.

## **2. The JNC – is it a proxy for the future of the profession?**

Moving onto the Joint Negotiating Committee, or JNC. As you know, the JNC brings together unions and employers, and as well as negotiating pay, it is the formal overseer of youth work qualifications in England and Wales.

So what's happening?

**The Employers want to get rid of it.** There've not been any negotiations on this yet. But they're consulting councils on what could replace the qualifications role that the JNC plays. The Employers do finally seem to have accepted that if the JNC terms and conditions go, we urgently need to think about what happens to the qualifications role – **what happens to the profession.**

On a practical note – there is plenty of time for councils to respond – so please get your employers to participate, get them to make clear how important the JNC's qualifications role is. We need councils to make clear that if the JNC goes, we need a replacement for the qualifications role.

The JNC is a convenient way for local authorities to know who is qualified to carry out these vital jobs. Without it, how do they make that assessment?

But whatever happens, we're going to end up in talks with the Employers on this. So what's our negotiating strength?

Last year, UNISON surveyed every local authority in England and Wales that provides youth services, to find out which pay system they use for their youth and community services employees.

Across England and Wales, 111 local authorities still use the JNC – that's 58% of relevant authorities. Looking at overall employee numbers, of 9100 youth and community workers in England and Wales, just over 6000 are still paid using the JNC – that's 67%.

Looking at Wales on its own:

Out of the 23 local authorities, **13** still use the JNC – that's **57%**. The other 10 now use the NJC.

Looking at employee numbers, of 1850 youth and community workers in Wales, 1230 were on the JNC – that's 67%.

I was quite surprised that two-thirds are still on the JNC. But we know that as time goes by, more and more councils are abandoning the JNC – to save money, to move everyone onto one pay scale, or – and this is what we're most concerned with - **because the authority simply doesn't engage youth workers any more.**

As trade unions, it may be better to talk while we have more councils on JNC –it gives us more negotiating strength! If we wait too long, as councils move off the JNC on their own, it will be easier and easier for the Employers to let the JNC sort of dwindle away. It may be better to address the situation head-on.

What's happened to staff when authorities have moved to NJC?

On Terms and Conditions:

- Pay rates – experience has varied – roughly the same when you account for unsocial hours' payments which traditionally you'd get once you're on NJC
- But lots of councils are getting rid of those payments – so youth workers who move onto NJC may lose out
- Annual leave – some temporary protection from the loss in AL

Professional/occupational:

- There's often an element of councils saying, we're not engaging youth workers any more, and that's why we're not using the JNC. The jobs are becoming more generic, less specialist, so why would we use a pay system designed specifically for specialists?

### **3. Which leads us onto the third of my four areas: the loss of specialist youth work roles**

My impression of our research is that Wales has been slower than other parts of the UK in reorganising, merging, re-structuring services so that proper youth work is diluted.

And let's be clear – we should support the development of **new ways of working** - when they're done in the interests of service users, not as a justification for cost-cutting or privatisation.

But across the UK, our research has found that a large number of councils cannot give us data on youth services, **because youth services have been reorganised and become inseparable from other services.**

Youth workers are increasingly forced to carry out a range of different professional roles – youth worker, social worker, youth offending team worker – and inevitably, none of those roles is done in the way we would hope. That's not the employee's fault – they are simply not able to focus on their specialism. The specialisms are not being used by local authorities.

And when that happens, why would councils use the pay system created for specialist youth workers?

Some examples of recent change from England and Scotland:

In one authority – they have an Integrated Youth Support Service, which includes the Universal Youth Service, Youth offending, Connexions and Substance misuse

In another – the new Young People's Service (YPS) will be part of an integrated Wellbeing, Prevention and Early Help Service that will also include Children Centres and Early Support.

In another authority – youth work is now part of the **Communities & Libraries Team**

Increasingly, broad job titles like Community Learning Officer are being used.

So you can see how specialist professional youth work is being diluted, and its core function as education isn't really being recognised.

In Wales, it seems like this may be happening to an extent, but it's less well developed than elsewhere. Certainly our FOI research didn't reveal any authorities talking in these terms.

This is to be welcomed, but we need to think carefully about how we can share experiences between nations and regions.

#### **4. Moving on, to a brief look at professional registration – the registration of youth workers with the Education Workforce Council.**

This isn't a direct replacement for the JNC, but Wales is showing us what other safeguards for the youth work profession, and what other forms of professional recognition, could exist.

Registration fits very well with our long-held view that **youth work is education** – informal education. (not cultural, leisure, libraries, etc...)

Professional registration and accreditation need to be meaningful – there needs to be an opportunity to demonstrate your qualification and expertise, build your training and development CPD, transfer it from employer to employer, and gain fair reward for your knowledge and qualifications.

There shouldn't be a cost – or rather, employers should bear the cost – because otherwise the low-paid, the part-time workers, are penalised.

At the very least, any cost should be tiered so that it's based on earnings.

But we should welcome registration in principle, and if it's done right, it could replace some of those JNC functions.

#### **5. Finally, a word about the importance of unions in defending the youth work profession.**

The UK TU movement started up from the craft union basis. I don't know if youth workers see themselves as modern-day artisans, but as a general union, UNISON needs to be aware of this, and offer the sorts of things that "specialist" unions like teaching unions can offer.

We know people identify as professionals more than they do as council workers. We need to respond to that, and address your professional concerns. What do we offer on the professional side?

Up until now, our 'offer' has been through JNC – we approve the courses. If that goes, we need to retain a firm TU role in any replacement, but also not rest on our laurels, and see what else we can do for the profession.

#### **A few words about the future.**

Clearly, the future of the youth work profession is tied to the future of youth services.

**Don't believe the hype – austerity isn't over.** The cuts aren't going to be reversed, especially for services like youth services which have long been poorly understood, left behind.

Whether the Welsh Government can repair the damage I'm not sure. The abolition of the revenue support grant, meaning councils will have to rely on council tax and business rates, will mean poorer areas will struggle even more to provide services - and these are services that are most needed in the least well off areas.

So we need a fairer system of taxation, a Robin Hood tax, end tax avoidance.

**We also need public sector pay restraint to end**, so that youth workers receive pay increases which meet the rise in the cost of living.

**Professional registration is welcome**, but we await the detail, and we need to press for a system which works for staff at **all levels** - an enabler of future development as well as a positive recognition of existing qualifications.

We'll end up in formal talks about the future of the JNC – the pay system, the terms and conditions, and the professional framework. At that point, our priorities must be to

- Defend pay and conditions
- Speak up for the particular ways in which you work
- Argue for more on the job training

And, most of all, **argue for a continuation of the safeguarding of the profession** – perhaps through a specific sub-group of the NJC to deal with professional youth work issues – a sub group which involves genuine joint working between unions and employers, which has real clout, and which is able to promote and further the cause of professional youth work.

**Above all, we must ensure that the youth work profession is more than protected – it needs to be rewarded**

### **Gareth Newton – Chair, Education Training Standards (ETS) Committee Wales**

Gareth provided an overview of his background (see Appendix1). The main purpose of ETS Wales Gareth explained is to ensure that programmes of training for youth workers are of a suitably high quality, relevant to the needs of employers, youth workers themselves and the young people with whom they work. It undertakes this work on behalf of the Joint Negotiating Committee for Youth & Community Workers (JNC). Gareth claimed that one of the problems facing the Youth Service is that it is too quiet. It does not communicate in an effective way with other professionals. This is disappointing because Youth Workers have important messages to give other occupations. He further claimed that Youth Workers must also become more effective at promoting what youth work does in an appropriate way. However, the most important thing for Youth Work is to protect its title. If this proves to be too difficult then perhaps the occupation should consider changing its name. Within his role as Chair of the ETS Gareth said he was fully committed to current developments related to the registration of Youth Workers with the EWC.

### **Hayden Llewellyn – Chief Executive, Education Workforce Council (EWC)**

Hayden spoke to the following presentation:

## SESSION OVERVIEW

- Establishment of EWC and extension of registration to Youth work
- Implications and opportunities
- Arrangements to register existing and new staff
- How to find out more and get involved




Cyngor y Gweithlu Addysg  
Education Workforce Council

[www.ewc.wales](http://www.ewc.wales)
[@ewc\\_cga](https://twitter.com/ewc_cga)

## REGISTRATION OF EDUCATION WORKFORCE IN WALES

- GTCW renamed as **the Education Workforce Council (EWC)** on **1<sup>st</sup> April 2015**

| Group                                  | From                       |
|--|----------------------------|
| School teachers                        | 2001                       |
| FE lecturers                           | 1 <sup>st</sup> April 2015 |
| School and FE learning support workers | 1 <sup>st</sup> April 2016 |
| WBL and Youth Workers                  | 1 <sup>st</sup> April 2017 |



Cyngor y Gweithlu Addysg  
Education Workforce Council

[www.ewc.wales](http://www.ewc.wales)
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## EWC AIMS AND FUNCTIONS

**Aims**

- To contribute to improving standards of teaching and quality of learning in Wales
- To maintain and improve standards of professional conduct amongst teachers and others who support teaching and learning in Wales
- To maintain public trust, confidence and to safeguard the interests of learners, parents and general public

**Functions**


1. Register of persons deemed suitable to practice within the education workforce
2. Investigate and hear cases against registered persons involving professional misconduct, incompetence or criminal offences
3. Code of Professional Conduct and Practice
4. Advice to WG about registrant groups and teaching & learning
5. Hold and provide information about the education workforce
6. Keep itself informed about the Induction of registrants and hear appeals
7. Promotion careers in the registrant professions (if directed by WG)
8. Additional work for the Welsh Government

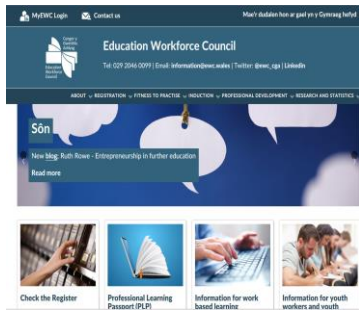



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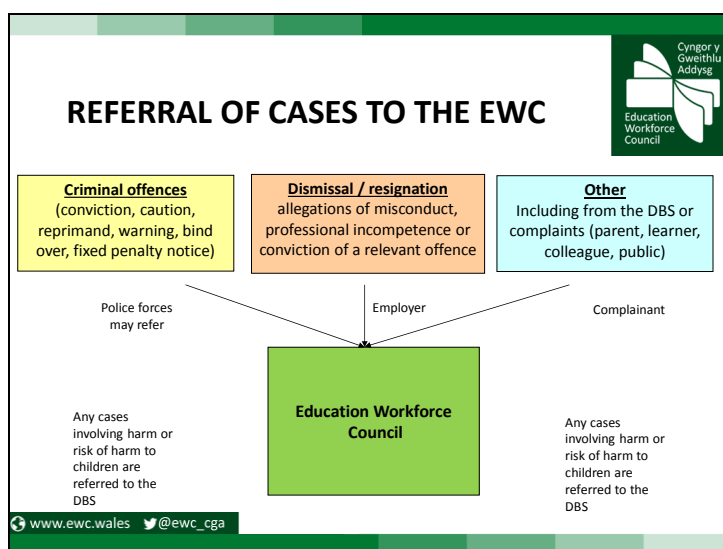
## CHECKING THE REGISTER

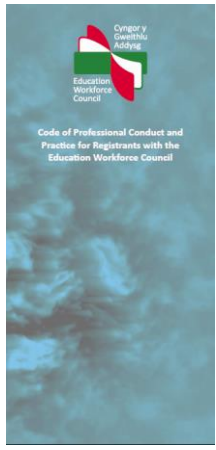






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## THE CODE

**What is it?**

- Sets out the key principles of good conduct and practice
- Should guides your judgement and decisions
- Informs parents, guardians, learners, general public of the standards they can expect from you

**What can happen?**

- Failure to comply with the Code may call your registration into question

**Help in understanding it?**

- EWC Good practice guides e.g. on social media use

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## IMPLICATIONS FOR EMPLOYERS

- Proposed new legal requirements from 1 April 2017:
  - Ensure that youth workers and youth support workers who hold one of the qualifications to be defined in legislation are registered with the EWC (pre-employment checks of the Register)
  - Refer cases to EWC where a member of (registered) staff is dismissed / resigns in certain circumstances
  - Deduct registration fees annually
- Use Code of Professional Conduct & Practice

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## OPPORTUNITIES

- Greater parity
- Raise status, standing and public understanding
- Improves learner / public trust and confidence
- Demonstrate commitment to professionalism and high standards
- Advice to government and others on youth work matters
- Promote recruitment and retention

**IN COLLABORATION WITH EMPLOYERS, STAKEHOLDERS, UNIONS**

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## WHO WILL NEED TO REGISTER?

Youth worker or Youth support worker, who:

- provides services for or on behalf of a relevant body, namely:  
(a) local authority (b) school (c) FE institution (d) voluntary organisation, and
- holds qualifications set out in the schedule to legislation

**Note**

- “Youth development services” are services:
  - (a) provided mainly to persons aged 11 to 25, and
  - (b) which promote (i) the development of the skills or knowledge of such persons or (ii) the intellectual, emotional or social development of such persons
- The work of any youth worker or youth support worker who does not hold one of the defined qualifications will NOT be affected by the new requirement for registration

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## TIMETABLE FOR REGISTRATION – EXISTING STAFF

| Action  | Completed by      |
|---|-------------------|
| Write to employers to formally request data (with guidance)   | Mid December 2016 |
| Data provision by employers   | End January 2017  |
| Create registration records on Register   | Mid February 2017 |
| Write to existing staff to confirm registration records created   | End February 2017 |
| Write to employers to formally request fee deduction  | End February 2017 |
| Employers deduct fee from March salaries and remit to EWC within 14 days  | End March 2017    |
| Write to practitioners to confirm registration with the EWC and provide a copy of the Code of Professional Conduct and Practice | Early May 2017    |
| Write to employers to confirm registration take-on is complete  | End May 2017      |

## STAY INFORMED & GET INVOLVED

- Presentations about EWC work
  - Registration
  - Code of Professional Conduct & Practice
  - Fitness to Practice issues, e.g. appropriate use of social media
  - Professional Learning Passport
- Direct communication with employers
- Website, Twitter, E newsletter
- Termly emails
- Be active e.g. EWC Council, FTP panel member, research group, Professional Learning Passport, Blogs



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## CONTACT DETAILS

**Telephone** 029 2046 0099

**E-mail** [hayden.llewellyn@ewc.wales](mailto:hayden.llewellyn@ewc.wales)  
[information@ewc.wales](mailto:information@ewc.wales)

**Website** [www.ewc.wales](http://www.ewc.wales)

**Twitter** [@ewc\\_cga](https://twitter.com/ewc_cga)

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## **Questions to the Panel**

### **Was there any comparison between Youth Work structures across Europe.**

In reply Professor Williamson he said there were some similarities but in general there were no structures in place that replicated what was happening in Wales. We are, he claimed, very advanced in Wales in comparison to some countries. A pan-European process was being considered that would start to develop consistent principles for what could be broadly described as Youth Work.

### **What would be the benefits including level of pay to offset the cost of registration**

Hayden Llewelyn replied that the cost of registration has yet to be determined but that he anticipated it would be in the region of £45 for Youth Workers which would bring it into line with School Teachers and £15 for Youth Support Workers which would be the same as for Teaching Assistants. There would be no variation of fee for full time and part time workers. There would be no fee for students who will not be registered until they qualify. Volunteers at all levels of responsibility and experience will not be required to be part of the registration system.

Discussion about what level of qualification and the exact fees to be paid are ongoing at this time. Information will be made to employers at the earliest possible time after the matter has been debated by the Welsh Government. It was anticipated that the fee structure would be known by early February.

## **Breakout sessions & feedback session: 'Messages for Welsh Government and Trade Unions'**

The conference attendees were divided into 3 groups. The groups made the following comments:

- It is important to restore the value of Youth Work qualifications, within the framework of the JNC;
- 2% of the education budget should form the baseline for Youth Work funding levels;
- Welsh Government funding for Youth Work should be protected through hypothecation by locating it as a separate stream within the education budget;
- Need the right process/person to represent Youth Work both of which need appropriate understanding of the occupation and its terminology;
- The term Youth Worker should be protected within a framework of qualifications and registration;
- Youth Work needs to develop a close working relationship with the Education Workforce Council;
- Expand representation of community unemployed members section;
- To develop more effective and early consultation process with UNISON members;
- Strategic approach to promoting the sector – being a collective voice;
- More regular meeting and conferences;
- Form a professional body/association which would include Youth Work students;

- Be more proactive in developing effective relationships with political and professional circles;
- Recognise the competing policies and priorities within the Welsh Government which too often cause confusion for delivery;
- Intrinsic role of Youth Workers to enable young people to develop a voice within the political process. Front line Youth Workers can and should mobilize young people to have a voice on matters that affect them;
- To work to secure funding to replace current European funding streams e.g. Erasmus;
- Promote the importance of universal, open access provision for young people;
- Look to maintain and develop links between the maintained and voluntary sectors;
- The postcode lottery affecting Youth Work practice needs to be rectified.

## **Conference Evaluation**

67 Evaluation Forms were completed and returned

### **Question 1 To what extent did the conference stimulate your thinking regarding the future of youth Work in Wales**

- The conference has helped me to think about a number of perspectives related to the future of the sector
- Good opportunity for networking and picking up general opinions of Youth Work practice
- It was a start to bring the sector back together. More networking mechanisms are needed.
- 50% Always thinking about this - but frustrated as no way of taking practitioners voice forward.
- Good information - well presented. Good awareness about the need to have a body to properly represent voice of Youth Work in relation to Welsh Government.
- Lots of questions focused on very relevant issues facing Youth Workers.
- It gave recognition that a much valued and needed service is shrinking and that this will have an adverse effect on young people.
- Lots of questions raised about the future of Youth Work but great to hear passionate speakers with ideas around registration etc.
- We are all f\*\*\*\*\*d but we knew that

### **Question 2 To what degree were the conference themes relevant to you**

- Very relevant
- All relevant
- Quite relevant – no major surprises
- 75%. EWC, European perspective, Youth work future. Not enough outline of Vol Youth Work Sector, funding joint working.
- Thought provoking input about registration of Youth Workers. Enjoyed guest speakers - quality questions
- Very relevant as a professionally qualified Youth worker I am always concerned and funding and recognition.

### **Question 3 To what extent was the conference informative**

- A wide range of useful and informative information was made available
- Very informative. Good to discuss relevant topics with other professionals
- 75% Could have had more on the Coherent route. How to set up the collective voice of practitioners
- Very informative, good information on registration and plenty to consider on Youth Work as it is today and for the future
- Very informative around registration changes and pay.
- Very informative, European context and the ECW presentation.

### **Question 4 To what extent was there sufficient scope to put your point of view across**

- Structure of the conference ensured points of view could be made
- Limited. Would have liked more 'breakout' group work
- OK. More time for group discussion would have been useful
- Limited, did write a question - which was unanswered.
- More time for questions in sessions. Workshop/breakout useful to state opinion.
- Plenty of opportunity for Q&A.

- There was plenty of opportunity for delegates to make their points.

**Question 5 Are there any questions that were not answered to your satisfaction**

- What are Welsh Government going to do to negotiate for Erasmus+ funding following Brexit
- Yes - what happened to safe places and bridges. Issues related to post Brexit Wales
- Future strategy around representation of Youth Sector. Future funding ideas - more than hoping Welsh Government decide in our favour.
- No lots of thoughts, opinions and information throughout the day
- Only who is going to take this movement forward

**Question 6 To what extent were the conference arrangements and facilities acceptable**

- Very good, good venue, good food.
- Good. Lovely buffet and refreshments. Sound/relay could be improved.
- Facilities good, comfortable environment. Microphone and speakers not good
- Facilities were excellent. Feedback from the mic was awful

**Question 7 What should be done to assist Youth work in the future**

- More opportunities to bring Youth workers together
- More effective ways of sharing information and best and innovative practice
- Communicate better about what we do and what the value of Youth Work is
- Have more young people involved in discussions. Students should also be part of it.
- Need a separate national organisation away from EWC, UNISON Welsh Government that voices the profession to the profession, EWC, UNISON Welsh Government other professionals.
- Funding, professional registration, recognition.
- National campaigns on the value of Youth Work-essential for young people's survival in some cases.
- Secure funding, raise the profile of professional Youth Workers, appropriate pay.
- Bring in the professionalization of Youth Work through registration. Raise profile.
- Support for registration process and raising professional profile for youth work.
- Make a fist
- More funding to be put in universal Youth Work.



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## The Future of Youth Work in Wales - Speakers

Friday 18th November, Future Inn, Cardiff

### **Lynne Neagle AM – Chair; Children, Young People and Education Committee**

Lynne Neagle was born in Merthyr Tydfil in 1968 and was educated at Cyfarthfa High School, then Reading University, where she studied French and Italian. She is married to Huw Lewis and has two sons.

Prior to her election to the Assembly in 1999, Lynne held a number of posts within the voluntary sector in Wales, working for organisations such as Shelter Cymru, Mind and the CAB. She was Carers Development Officer with Voluntary Action Cardiff and also worked as a researcher for Glenys Kinnock MEP.

Lynne was a long-serving chair of the Labour Group in the Assembly until 2008. Her political interests include health, housing, social services, Europe and the future of the valleys in south Wales. She has led high profile campaigns on issues like MMR uptake and disabled children's services.



### **Paul Glaze – Chief Executive, CWVYS**



Paul Glaze is the Chief Executive at the Council for Wales of Voluntary Youth Services (CWVYS), which is the representative body for the voluntary youth work sector in Wales. It exists to provide a collective voice for organisations involving 30,000 volunteers and 3000 paid staff who work with 250,000 young people across the country.

## **Keith Towler – Chair, CWVYS**



Keith Towler works as an independent consultant offering development and service reviews. He is the former Children's Commissioner for Wales, completing his seven year term in March 2015. Keith began his career working in social work and youth justice for South Glamorgan Social Services, later becoming Director of Crime Reduction for NACRO and then Programme Director for Save the Children in Wales.

He was a member of the Family Justice Review Panel and chaired the United Nations Convention on the Rights of the Child (UNCRC) Monitoring Group for Wales. Keith is now the Vice Chair of the National Independent Safeguarding Board for Wales and Chairs CWVYS, the Council for Wales of Voluntary Youth Services.

## **Dr Howard Williamson CVO CBE - Professor of European Youth Studies, University of South Wales**

Dr Howard Williamson CVO CBE FRSA FHEA is Professor of European Youth Policy at the University of South Wales in the United Kingdom. Previously he worked at the Universities of Oxford, Cardiff and Copenhagen and has held visiting positions in Malta, Hong Kong, Croatia, China, France and Iran.

He is a qualified youth worker and ran a youth centre for 25 years in parallel with his academic research that spanned issues such as youth crime, youth unemployment, vocational training, enterprise and entrepreneurship, substance misuse, homelessness, school curricula and youth work.

He has advised many levels of governance on youth policy issues, from the Welsh and UK governments, the European Commission, the Council of Europe and the United Nations. Currently, he co-ordinates the Council of Europe international reviews of national youth policies. He is a Trustee of the Duke of Edinburgh's International Award for Young People.

Howard Williamson writes prolifically, publishing not only academic books and journal articles but also columns for magazines and newspapers. In his spare time he rides horses, plays the guitar and is a football coach. He was appointed Commander of the Order of British Empire (CBE) in 2002 for services to young people. In 2016, he was appointed Commander of the Royal Victorian Order (CVO).





## **Hayden Llewellyn – Chief Executive, Education Workforce Council**



Having joined the General Teaching Council for Wales (GTCW) at its inception in 2000, he held the posts of Deputy Chief Executive and Chief Executive, before the body was renamed (to become the EWC) and its remit extended in April 2015.

Hayden has extensive experience in both the public and private sectors and has also worked in further and higher education, the health service, policing and for a multi-national retail company. He is a governor at WEA YMCA Community College Cymru.

Hayden holds a BSc Honours Degree in Statistics from the University of Wales Aberystwyth and Masters degrees in both Business Administration from Aberystwyth and Applied Statistics from Sheffield Hallam University.

## **Mick Conroy - Senior Lecturer and Course Leader, USW**

Mick describes himself as a 'youth worker turned academic' having developed over 20 years' experience working face to face with young people before going on to develop training and educational courses for the youth work sector.

He began association with youth work as a volunteer in 1986 at Grangetown Boy's Club, Cardiff and upon gaining JNC qualification secured a full-time role with Cardiff Youth Service. In 2001 he moved to work in the charity sector for Canllaw Online to develop courses for the education and training of youth workers on a national and international level. In 2006 he was appointed as member of European Training Task Force (ETTF) linked the European Youth Information and Counselling Association which brings together national youth agencies from 34 member countries.

In 2008 he joined the University of Wales as a lecturer on the youth and community work degree. In 2010 he was appointed as Course Leader for the youth work team and is currently based at the new USW City campus in Newport. It is his belief that through the professional training and education of those working with young people, we can provide a fit for purpose workforce that will help young people to thrive and achieve their full creative potential.



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with

## Mike Short, Deputy Head of Local Government, UNISON

UNISON has more than 1.2 million members, of whom more than 600,000 work in local government. Mike leads UNISON's work on local government policy, and the union's strategy for recruiting and organising in local authorities. UNISON is a key trade union for youth and community workers in Wales and across the UK. Since 2013, Mike has been a leading member of the Youth and Community Workers Joint Negotiating Committee (JNC), working with UNISON reps to negotiate pay and workplace conditions for youth workers and youth support workers.



Mike is the author of the recent UNISON report, *A Future at Risk – Cuts in Youth Services*, which uses Freedom of Information data and UNISON members' insights to assess the extent and impact of cuts in youth services since 2010. Before working in the local government section, Mike was UNISON's senior national officer for education and children's services, and before that national officer for the voluntary sector.

## Steve Drowley, Senior Lecturer, Cardiff Met



Steve Drowley has been working in the Youth and Community sector for nigh on 40 years. Having learnt his trade working for the young people of Brixton around the time of the uprisings, he moved back to his natal Devon in 1985 where he managed Youth Work and latterly Community Education in Torquay. A spell coordinating the voluntary youth sector and youth work training led to appointment as Devon's Principal Youth Officer in 1997.

Having moved to Wales in 2002, following his wife's career move, he joined the National Youth Agency in 2003 with responsibility for ETS and quality standards, at a time of growth and development in the sector. One of the best things he's ever done

was to be appointed in 2007 as Programme Director for the BA Youth and Community Work at UWIC, now Cardiff Metropolitan University. He joined ETS Cymru representing HE and also the Secretariat of UKTAG on which he continues to represent Wales. He is on the board of the newly merged WEA/YMCA Wales Community College, but stepped back from working full-time in September 2014. He continues to work as an associate lecturer, external examiner with undergraduate and post-graduate programmes and as a Youth and Community Work consultant.



## **Rick Newnham, Programme Director, Cardiff Met**

Rick has been involved in youth work for over 35 years first as a youth worker and later on as a lecturer on youth and community work programmes. He has helped design and deliver youth and community programmes at all levels of study. He is currently Programme Director of the Postgraduate Diploma in Youth and Community Work at Cardiff Metropolitan University.



## **Louise Cook BA (Hons) Msc, Fieldwork Co-ordinator, Cardiff Met**



Louise has a long history of front line Youth and Community practice that spans more than 22 years (or at least that's all Louise is owning up to). A background rooted in both voluntary and statutory provision, specialist arts based practice and an enduring passion for street based youth work has led to an interesting career path. Previous roles have included Principal Youth Officer, Head of Services for Young People, Lead Officer for Engagement, Progression and Education Other Than At School programmes and most recently the post of lecturer and Fieldwork coordinator for the Youth and Community programme at Cardiff Metropolitan University.

Louise describes her current role as 'stimulating, challenging, demanding and a huge privilege, I'm still loving every minute of a constantly evolving Youth and Community work journey and it seems like only yesterday that I put on my first pair of DMs'.

## **Gareth Newton, Education & Training Standards Wales**

A former teacher, youth worker, and manager of youth services, Gareth was Rhondda Cynon Taf Council's Service Director of Lifelong Learning until taking retirement in 2007. Since retiring from full time employment, Gareth has held a number of public service appointments in Wales. He took up the position of ETS Chair in September 2012. Gareth's other appointments include membership of the Independent Remuneration Panel for Wales, the Wales Committee of the Big Lottery Fund, and Chair of the Care Council for Wales' regulatory committees.



In his spare time Gareth is an active volunteer.

He has recently completed a two-year term as Chair of a Communities First Cluster Board. He is currently Chair of the governing body of a primary school in a Communities First area and is a community governor of a comprehensive school in the south Wales valleys. Gareth also volunteers his time as an Independent Governor in support of school governing bodies which are considering child protection allegations involving staff.

## **Jo Sims, Principal Youth Officers Group**

Jo Sims has worked within the Youth Service and Youth Sector for 20 years. After graduating from university, she worked in Russia as an English teacher, then returned home to initially volunteer and later work as a youth worker in Newport Youth Service. The role involved piloting and developing school based youth work and emotional literacy programmes and worked as both a detached youth worker and centre based across Newport. Later, she worked as a Senior Youth Worker in a voluntary sector youth project in the centre of Merthyr Tydfil.

She developed an interest in a rights based approach to working with young people during the developments of Extending Entitlement and further developed this through working for a short time with the Children's Society, later Tros Gynnal and finally spent 6 years with the Children's Commissioner for Wales as the Senior Participation Officer. For the last 7 years she has worked as Blaenau Gwent's Youth Service Manager, lead on the recent South East Wales ESF Youth programmes and has this year taken on the role as PYO Chair.

## Participant List

| Forename     | Surname   | Job Title  | Organisation                                 |
|--------------|-----------|--|--|
| Bethan       | Allan     | City Youth Worker  | Newport City Council                         |
| Kathryn      | Allen     | Senior Development & Participation Officer                   | Pro Mo-Cymru                                 |
| Charlie-Jade | Atkins    | Participation Worker   | Monmouthshire Youth Service                  |
| Zoe          | Beacham   | Youth Mentor   | Communities for Work                         |
| Rhiannon     | Bennet    | Participation & Research Officer for Children & Young People | Torfaen County Borough Council               |
| Billie-Jo    | Brown     | Youth & Community Worker                                     | Valleys Kids                                 |
| Rachel       | Burton    | Youth, Community & Playwork Co-ordinator                     | WEA YMCA Community College Cymru             |
| Robert       | Burton    | Youth, Community & Playwork Tutor                            | WEA YMCA Community College Cymru             |
| Susan        | Calnon    | Youth Service Manager  | Newport Youth Service                        |
| Nicola       | Cornwall  | Team Leader  | Youth Engagement & Participation Service     |
| Nick         | Corrigan  | Director   | Media Academy Cardiff                        |
| James        | Coulter   | Student  | Cardiff Metropolitan University              |
| Ashleigh     | Cullen    | Diversity Support Officer                                    | YMCA Swansea                                 |
| Emma         | Culleton  | Senior Youth Officer   | Neath Port Talbot Youth Service              |
| Mel          | Cursons   | Operations Officer   | DofE Wales                                   |
| Gergo        | Daroczi   | Youth Support Music Worker                                   | YMCA Swansea                                 |
| Charlotte    | Davies    | Youth Team Manager   | YMCA Swansea                                 |
| Debbie       | Davies    | Cathays Youth Provision Manager                              | Cathays & Central Youth & Community Project  |
| Taela Mae    | Davies    | Community Involvement Coordinator                            | Communities First                            |
| Gary         | Enright   | UNISON Caerphilly  |  |
| Lowri        | Evans     | Area Youth Co-Ordinator                                      | Ceredigion Youth Service                     |
| Sarah        | Evans     | Team Leader Community Engagement & Rights                    | RCT Youth Engagement & Participation Service |
| Rich         | Flowerdew | Strategic Support Officer                                    | Scouts Cymru                                 |
| Corinne      | Fry       | Senior Youth Officer   | Neath Port Talbot Youth Service              |
| Juan         | Garcia    | UNISON Caerphilly  |  |
| Nick         | Gartside  | Youth Development Officer                                    | Blaenau Gwent Youth Service                  |
| Jane         | Gebbie    | Res Childcare Officer  | Neath Port Talbot CBC                        |
| Julie        | Griffiths | Young Carers Project Worker                                  | Cardiff YMCA                                 |
| Daniel       | Hackett   | Psychology Support   | Inspire 2 Achieve                            |
| Jason        | Haeney    | Principal Youth & Community Officer                          | Neath Port Talbot Youth Service              |
| Jane         | Hawkshaw  | Curriculum Delivery Officer                                  | WEA YMCA Community College Cymru             |
| James        | Healan    | Team Leader - Early Intervention & Prevention                | Cardiff Council - Youth Service              |
| Sam          | Heatley   | Criminal Justice Service Manager                             | Media Academy Cardiff                        |
| Bev          | Horrell   | Area Community Education Worker                              | Caerphilly County Borough Council            |
| Llinos ap    | Hywel     | Life Skills and Participation Worker                         | Bridgend County Council                      |
| Catrin       | James     | Policy Officer   | Urdd Gobaith Cymru                           |
| Carys        | Jenkins   | Young Carers Project Worker                                  | YMCA Cardiff                                 |
| Pip          | Jenkins   | Youth Worker   | Monmouthshire Youth Service                  |
| Hayley       | John      | Community Youth Offer Coordinator                            | RCT Council                                  |
| Stephen      | John      | Schools Cadet Expansion Officer                              | Reserve Forces & Cadets Association          |
| Clare        | Jones     | Youth Forum Co-ordinator                                     | Caerphilly Youth Service                     |
| Gethin       | Jones     | Area Youth Co-Ordinator                                      | Ceredigion Youth Service                     |
| Hannah       | Jones     | Placement Co-ordinator                                       | University of South Wales                    |
| Hannah       | Jones     | Engagement & Progression Coordinator                         | Monmouthshire County Council                 |
| Helena       | Jones     | Communities for Work/Youth Mentor                            | Communities First Cardiff West               |

|           |                |  |   |
|-----------|----------------|--|---|
| Kimberley | Jones          | Community Engagement Officer   | Action in Caerau and Ely                |
| Rhys      | Jones          | Community Cohesion Officer   | Vale of Glamorgan Youth Service         |
| Melanie   | Liversage      | Inspire 2 Achieve Youth Worker   | Blaenau Gwent Youth Service             |
| Juliet    | Mackenzie      | Advanced Practitioner Youth Work   | WCB                                     |
| Claire    | Madden         | Youth Service Development Officer  | Blaenau Gwent Borough Council           |
| Helen     | Madden         | Youth Lead Officer   | Communities First                       |
| Nisreen   | Mansour        | BEVAN FOUNDATION   |   |
| Jordan    | Marsden        | UNISON Caerphilly  |   |
| Lester    | McCalmon       | Communities First Youth Development Officer                                    | Neath Port Talbot CBC                   |
| Caroline  | Miles          | HPL Lecturer Youth & Community   | Cardiff Metropolitan University         |
| Daniel    | Morgan         | Student Youth Worker   | Cardiff Metropolitan University         |
| Simon     | Murray         | Community Development Worker   | Communities First                       |
| Tim       | Opie           | Welsh Local Government Association   | Local Government House                  |
| Lesley    | Pain           | Senior Youth Officer   | Neath Port Talbot Youth Service         |
| Laura     | Parry          | Exchanges Coordinator  | UNA Exchange                            |
| Matthew   | Parry          | Team Leader  | Cardiff Council Youth Service           |
| Grant     | Poiner         | National Development Officer<br>Deputy Cluster Manager/Prosperous Co-ordinator | Boys' and Girls' Clubs of Wales         |
| Michelle  | Powell         |  | Communities First Cardiff West          |
| Natasha   | Powles         | Families First Youth Worker  | Blaenau Gwent Youth Service             |
| Andrea    | Roberts        | Youth Worker   | Families First Blaenau Gwent            |
| Claire    | Rogers         | Youth & Community Officer  | Monmouthshire Youth Service             |
| Leigh     | Rowland        | Centre Manager   | The Cwmbran Centre for Young People     |
| Melanie   | Ryan           | Development Manager  | Youth Cymru                             |
| Tina      | Simmons        | Engagement & Progression Manager   | Vale of Glamorgan Youth Service         |
| Jeannette | Simpson        | Consultant   | Holos Education                         |
| Richard   | Simpson        | Inclusion Officer  | Dewis Housing                           |
| Kelly     | Sturdy         | Inspire Youth Worker   | Blaenau Gwent County Borough Council    |
| Lois      | Sutton         | Life Skills and Participation Worker   | Bridgend County Council                 |
| Eleri     | Thomas         | Youth Work Manager   | Urdd Gobaith Cymru                      |
| Sue       | Thompson       | Head of Public Sector Partnerships   | The Prince's Trust                      |
| Carlie    | Torlop         | Youth Worker   | YMCA Swansea                            |
| Lindsay   | Tyson          | Youth Mentor   | Communities for Work                    |
| Darrel    | Williams       | Senior Lecturer  | University of Wales Trinity Saint David |
| Phoebe    | Wilson         | Youth & Play Co-ordinator  | Llanharan Community Devpt Project Ltd   |
| Ve        | Van de Voorde  | Youth Participation Officer  | Vale Youth Service                      |
| Zoe       | Beecham        | Youth Mentor   | Bridgend County Council                 |
| Rhian     | Lewis          | Project Worker   | Bridgend County Council                 |
| Marcus    | Ford           | Student  | Cardiff Metropolitan University         |
| Thomas    | Large          | Youth Worker   | Cathays Community Centre                |
| Adam      | Simpson        | Youth Worker   | Cathays Community Centre                |
| Shahana   | Raahat Hussain | Student  | Cardiff Metropolitan University         |
| Tina      | Hendrickson    | Student  |   |
| Stephanie | May            |  | Cardiff Metropolitan University         |
| Curtis    | Cana           | Youth Clubworker/Student   | Swansea Youth Service                   |
| Ashlee    | Wilde          | Student  | Cardiff Metropolitan University         |
| Gillian   | Wilde          | Youth & Community Trainer  | Holos Education                         |
| Tammie    | Court          | Student  | Cardiff Metropolitan University         |
| Sophie    | Jones          | Student  | Cardiff Metropolitan University         |

|           |             |                        |                                 |
|-----------|-------------|------------------------|---------------------------------|
| Lauren    | Welsh       | Student                | Cardiff Metropolitan University |
| Rhiannon  | Sykes       | Student                | Cardiff Metropolitan University |
| Leah      | Cullen      | Youth & Community Work | Cardiff Metropolitan University |
| Ellie     | Hopkins     | Student                | Cardiff Metropolitan University |
| Jason     | Harvey      | Student                | Cardiff Metropolitan University |
| Matthew   | Powell      | Youth Worker           | Blaenau Gwent Youth Service     |
| Simon     | Lu          |                        | Race Equality First             |
| Gareth    | Williams    |                        | YMCA Cardiff                    |
| David     | Tucker      |                        | YMCA Swansea                    |
| Steve     | Khaireh     |                        | Grangetown Boys & Girls Club    |
| Andrew    | Templeton   |                        | YMCA Cardiff                    |
| Carly     | Scott       |                        | YMCA Swansea                    |
| Francesca | Morris      |                        | Cathays & Central Y&C Project   |
| Kelly     | Cobb        |                        | RCT Council                     |
| Emma      | Chalk       |                        | UNISON Caerphilly               |
| Victoria  | Branciamori |                        | The Prince's Trust              |