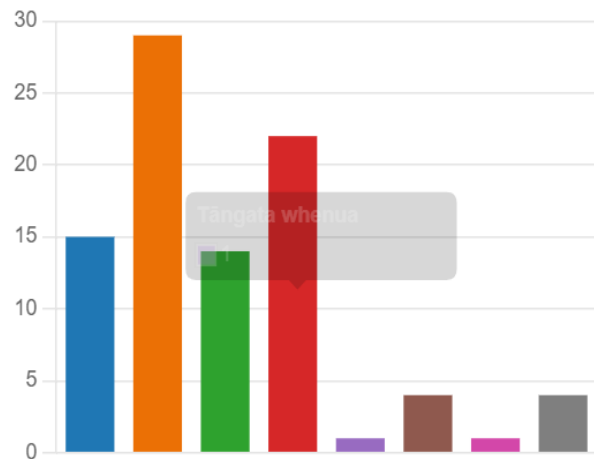


October 2022 Youth Work consultation feedback

Consultation: 17 October – 9 November 2023

Total responses: 53

Industry	15
Employer	29
Programme provider	14
Learner/Employee/ Youth Worker	22
Tāngata whenua	1
Pasifika community	4
Tāngata whaikaha (Disabled co...	1
Other	4



NZ Certificate in Youth Leadership (Level 3) feedback

SUMMARY

35 responses

Majority feedback suggests that this qualification is a good introduction into Youth Work, and agree with the title change.

Other key feedback:

- A level 3 qualification is too basic and not required **. It might be helpful for high-school students interested in leading youth, but for those out of school is often perceived as a formality that gets you some kind of qualification but doesn't equip you.*
- The qual meets a need for volunteer youth workers, but not recognised as a sufficiently robust entry point for paid youth workers but meets a need for volunteer youth workers
- Level 4 should be the minimum level of qualification
- Not a critical factor in employing someone.

Recommendations from feedback:

- Recommend having consistency across Level 3 through to 6 with Youth Leadership or Youth Work.
- Under General Conditions for the programme has carried out in accordance with mātauranga Māori and the principles of contemporary overarching acts, frameworks,

etc. framework needs changing to positive youth development frameworks* [Adjust qualification document](#)

- Include self-care*
- Would benefit from having more face-to-face learning environments.

Good introduction

- Decent entry-level qualification to start a study/youth work journey.
- Great intro to YW
- This is a suitable entry level qualification.
- This is a great first step for those beginning youth work
- Good entry level for supervised teamwork
- Good entry level qualification.
- It has been great that this has been offered to us as youth workers as it does cover a good amount to equip us for the work we do.
- The strategic purpose, graduate profile outcomes, and related credits are good.
- It is a nice and accessible introduction
- Provides some useful skills for entry level youth workers
- Great
- It is good that it enables some basic learning without using up fees-free money. These changes are good.
- I believe the system currently is working for 5 hours a week volunteering and keeping the mentoring a youth and project in the level 3 is important
- We are happy with the requirements for Level 3 in Youth Leadership
- The information provided for the Level Three certificate in Youth Leadership is appropriate within an apprenticeship setting/foundational study for entry level skill and knowledge.

Title change:

- The name change is a positive step, and the qualification will provide a good entry point for youth leaders (ie operating in a team environment)
- Leadership seems a better fit in terms of promoting leading rather than working.
- I agree with the title change. Youth Work nomenclature has been problematic for L3.
- I like the idea of changing the title to say 'Leadership' instead of 'Worker.' In our space this makes good sense.
- The proposed name of Certificate in Youth Leadership better articulates the outcomes (compared to L3 Certificate in Youth Work) and aligns well with peer support role-type study, which is a role and qualification that is being discussed locally.
- Better to be called Certificate in Youth Work.

Questions/Comments:

- Was not aware that these qualifications were an option to staff (x2)
- My one feedback is that it can easily become a 'one and done', soon forgotten training as one does more years of youth work. It is a great starting point, but perhaps because there isn't anything that follows or a clear path to further study and equip oneself, it remains simply as a starter pack for the youth workers. Would love to see there be further steps that can work practically as youth workers do more years in the role.
- This level is too basic. As youth workers who are working with increasingly more complex situations, I think our on the ground youth workers need to have a higher level of qualification. I think level 4 should be the minimum level of qualification someone should have to work (or a decided equivalent year of experience, eg level 4 qual or 5 years experience)

- Certificate is very low level and not enough to qualify a youth worker. There is a risk that a youth worker with a L3 cert may think they are qualified
- *While there is a need for a short entry-level course, this is pitched very low at level 3. It might be helpful for high-school students interested in leading youth, but for those out of school is often perceived as a formality that gets you some kind of qualification but doesn't equip you. One student who had completed it described it to me as merely jumping through hoops to get a qual, but the hoops were so low you had to stoop. Some concern that it would give the appearance of being more substantial a qual than it is.
- In my understanding this is a basic, very entry level qualification, which would benefit from having more face to face learning environments offered. People completing this qualification should work with strong teams and have good management and supervision to develop as youth workers if not pursuing further study.
- This qualification is a light introduction to youth work. It's good for ticking boxes but I wouldn't necessarily consider it a critical factor in employing someone. Qualifications are not necessarily a predictor of performance and I would not consider this a qualification as one either. I would note that solid in-house training with mentoring in probably better than this qualification but the qualification is still helpful.
- Currently this is ticking a box and providing some useful skills for entry level youth workers but doesn't fit well for those more experienced who have to tick the qualifications box. We think this qual meets a need for volunteer youth workers, we currently don't recognise it as a sufficiently robust entry point for paid youth workers.
- It is OK but not really essential given there is a level 4 qualification that is more robust. I have no issues with it but we do not see much need for it or any great desire to use it.
- I would not look at employing someone who only has this qualification to work on my team, we are a mental health and addiction service and there is nowhere near enough capacity for skill development to allow folk to step into our roles without significant requirement to upskill.
- Can this be bypassed but those who are all engaged and actively working in the youth sector already?
- Is this level 3 actually needed? **
 I ask this question for the following two reasons: 1. Most applicants who apply to the level 4 certificate will more than likely be accepted. 2. Most organizations should have in place a leadership development stream already in place to equip and empower people working at this level. For example, we run a youth foundations course which targets all people who work with young people in a volunteer capacity. It should be noted here that we are a faith-based organization. However, our Foundations course covers the following: - Safe/best practice - Code of Ethics introduction - An introduction to Te Tiriti - Our organizational safety expectations/liabilities, - History of our organization (including youth) - Leadership 101 - Human development 101 - An introduction to coaching and mentoring. (The importance of being coached as much as coaching others). - A number of other topics etc. as required. Additionally, all Foundations students are police checked and are required to complete our 'Keeping Children Safe' training which fulfils the legislation around the 2014 Vulnerable Peoples Act. From my perspective, I would simply ask as to whether resources allocated at the level 3 level could better be used at developing a level 5 or level 7 stream given what organizations should already be doing and given that the level 4 study is relatively easy to access?
- Would or could this be offered in high schools for high school students interested in youth work?

NZ Certificate in Youth Work (Level 4) feedback

SUMMARY

32 responses

Majority of feedback supports this qualification:

- Great transition point for new school leavers; gateway for youth workers who are returning to learning or a high-school graduate who has not gained UE; a bridging course to enter a Level 5+ qualification; attractive for students who have struggled with schoolwork
- Provides a framework for employers to have confidence that employees working towards this qualification are covering and being assessed on a range of knowledge and skills basic to effective youth work.
- 200 hours seems about right for this level (about 4-5 hours per week in a 40-week calendar year)

Other feedback suggests:

- Redundant if L3 and L5 are already offered (x2)
- The vocational skills and character required by youth workers is substantial, and a level 4 qual should be considered entry-level. We would query whether a level 4 qual is really sufficient to qualify someone to work in "intermediate vocational roles".
- Too low-level for meaningful employment prospects. In addition, it means that the term 'youth worker' can be applied to people with a level 4,5,6 qualification. We would prefer that people who are called 'youth workers' have at the very least a Level 5 qualification.

Recommendations from feedback:

- Drop level 3 and 4 (see comment directly above)
- General Conditions for *the programme has carried out in accordance with mātauranga Māori and the principles of contemporary overarching acts, frameworks, etc.* framework needs changing to positive youth development frameworks*
- **Credit value**
 - If there is not sufficient support for a level 5 certificate, I recommend this cert increase 120 credits. This then becomes a more comprehensive qualification and means the leap from this cert to a level 6 diploma would not be so great as this has been an issue for those advocating for a level 5 certificate.
 - 80 credits are a lot. I would have preferred 60 as is usual for NZ Certificates.
- **GPOs Include:**
 - Administration required in Youth Work. Could be an introduction to working within the context of an organization and the importance of good administration*
 - Mental health *
 - Self-care cross crediting from level 3
- Include Whanau Ora pathways

Good first year internship:

- Great for a first-year internship, lines up well with enough learning to support a practicing placement.
- Looking forward to it!
- We currently have students working towards a Level 4 qualification in Youth Work. It is important that a Level 4 qualification is retained as it is a great transition point for new

school leavers or those who are wanting to move towards a tertiary qualification in working with youth but need a foundation course where they learn to study, reflect on youth work practice, and have sufficient practical requirements that give them the basis for going onto further youth work qualifications. The qualification specifications provide a framework for employers to have confidence that employees working towards this qualification are covering and being assessed on a range of knowledge and skills basic to effective youth work.

- Yip helpful for some but currently not offered part time anywhere
- A reasonable introduction to youth work
- The strategic purpose, graduate profile outcomes, and related credits are good.
- I think the level 4 cert is good but the most basic entry level.
- Definitely needed to bring people on from school
- Level 4 Certificate is that it is accessible to school leavers who might have struggled with schoolwork but who are good with young people. Over the years I have seen quite a few people who fit these criteria go from strength to strength in terms of their confidence and personal development.
- Level 4 certificate is a good gateway for youth workers who are returning to learning or a high-school graduate who has not gained University Entrance. This would suit a student looking for a bridging course to gain entry into a Level 5 or higher qualification.
- It would suit a student who is not interested in formal qualifications but wants something to acknowledge their work experience. These changes are good.
- A good preparatory level for further study.
- I think this is good, would like to see Whanau Ora pathways module included
- I agree with the focus on mental health and digital spaces, very relevant.

Other Questions/Comments:

- This would be a bit redundant I think if a level 3 and 5 qualification was already on offer
- We would consider offering this qual if it was 120 credits, but understand that it was developed (at 80 credits) by the ITO for its own apprenticeship programmes, therefore can't be offered as a full time programme, which makes it of no value to us.
- I'm not really sold on having a level 3 and 4 cert. It is good for progression, but I don't know there is enough added value, to have an intermediate step between L3 and 5/6
- This is fairly similar to level 3 but probably a bit better. This qualification is still probably only a small factor in candidate selection for paid jobs.
- Moving forward years down the trail level 5 will become a bar of needed qualification and level 4 will become like how I have written about level 3 now
- The Graduate Profile here is good. *Could be an introduction to working within the context of an organization and the importance of good administration. The reason I say this is that helping students to be proactive in this area will help them sustain employment and will give them courage to engage with government agencies such as MYD etc. in their futures. The reason for saying this is I have heard past level 4 graduates say things like, 'I'm employed to do youth work, not administration,' etc. However, you can't have one without the other. So maybe at this level there should be a focus on introducing the importance of this. 200 hours seems about right for this level (about 4-5 hours per week in a 40-week calendar year)
- It is not enough for a youth worker to be 'qualified' and there is a risk that someone with a L4 qual may think they are a qualified youth worker.
- We have recruited staff with this Qual, but found that it lacks the background in effects of MH and addiction issues present for our services users - where staff have additional

experience, we can have them operating confidently and independently within a reasonable timeframe

- I would suggest that this level 4 qual functions better as the short entry-level programme. There is a definite need for this, and we support this qual being offered. We would query whether a level 4 qual is really sufficient to qualify someone to work in "intermediate vocational roles". The vocational skills and character required by youth workers is substantial, and a level 4 qual should be considered entry-level. Level 4 is a foundational study level targeted at those who do not have sufficient educational background for direct entry into tertiary education, it should not be considered as preparing someone for an intermediate roll in so important a field as Youthwork.
- As we are more in favour of the Level 5, as a new exit qualification, we consider that this level should be dropped. Our reasons are that we consider that it is too low-level for meaningful employment prospects. In addition, it means that the term 'youth worker' can be applied to people with a level 4,5,6 qualification. We would prefer that people who are called 'youth workers' have at the very least a Level 5 qualification.

Proposed NZ Certificate in Youth Work (Level 5) feedback

SUMMARY

49 responses.

Majority of feedback suggests support for a level 5 qualification. However, there are concerns that there will be too many qualifications and it would be better to strengthen the current YW qualifications.

Support:

- Support for content: holistic nature, self-evaluation, young person-s digital world
- A stepped approach to gaining a youth work qualification.
- Pathway onto tertiary training and degree
- Aligns with polytechnic and university first-year, degree level qualifications
- Critical for persons wishing to move towards becoming a professional YW.
- 120 credits ensure the development of a robust programme of study.
Opportunity for learning theology and skills for the youth work outside their contexts
- Allows the sector to expand and create programmes of study which are accessible (the option of part-time study and distance learning) and practical (addressing the particular needs of youth workers as well as allowing for the actual practice of youth work)
- Another training option
- 300 hours (40 days of practical fieldwork is good - like a teaching practicum, the actual practice of youth work will inform and shape a graduate positively. A good balance between practical and theory
- Good for people who aren't intellectual or wanting to study have a further qualification to ensure the standards of youth work are kept high
- GPOs:
 - Pleased that mental well-being is included as our stakeholders have stressed the importance of this content.
- Pre-requisite:

- agree with the pre-requisite as this considers that some coming to the study, due to other study or experience, may not need the level 3. The focus on learning about limits, self and safe practice is important and I support the inclusion of this.

- More suited to the needs of employers in our context, specifically the Anglican Church. L3 and 4 can't adequately address complex work.
- A worthwhile use of the fees-free year
- Agree with Strategic Purpose, Graduate Profile, Pathways, Entry requirements
- Aligns with pay scale ***
- Follows well from a L4 Youth Work Strand in the Health and Wellbeing Certificate.

Other feedback suggests:

- Unsure what the need for a level 5 cert is
- A level 5 cert is as an entry point or part one of a Level 6 diploma.
- This qualification should not gain endorsement from Korowai Tupu, the L6 should be the lowest level qualification that is able to be endorsed.

Recommendations from feedback:

- Make this qualification into a diploma. This would complement other people who already work with young people from other professions. Teachers, police etc. who are a bit older who want to bring a youth development edge to their tool kit. Especially those who have already done university study. To call this a Certificate would be to undersell and misrepresent it in the marketplace. A good balance of practical and theory.
- The qualification to be intensely practical
- Strengthen current qualifications, rather than adding more qualifications
- If the level 4 certificate is raised to 120 credits, there is no need to write a new level 5 qualification and go through a registration process for a new qualification.
- Drop level 3 in favor of developing this higher level? Especially as the area of youth work/youth development tends to be cash strapped and not too high on the Government's priority list?
- **GPOs**
 - Include: Te Tiriti o Waitangi competence focus as a GPO ****
 - Cultural competency
 - How to engage with an employer (x2)
 - The GPOs should map to the practicum course(s) are off sufficient credits to leave space for learning hours devoted to supervision and reflective practice assessments that support and assess the students learning.
- **GPO 1**
 - I would like to see this edited to say "Analyse and evaluate..." and delete the first part as it does not really fit. Professional development should be a programme condition not in the GPOs.
 - Change the credits to share the practicum component around more. Suggest GPO 3 (30 credits), GPO4 (20 credits) and GPO5 (20 credits).
 - Modify to "Analyse and evaluate own culture, values, attitudes, beliefs and self-care practice to strengthen youth work practice"
- **GPO2**
 - I like the "systemic worlds of young people" statement as that is general and encompasses a large diversity. Would work well in a range of contexts.

- **GPO3**
 - It should just be "Human development" and delete "brain development" as human development includes brain development.
 - Modify to "Apply knowledge of Mana Taiohi, Code of Ethics, and human development frameworks to support young people" rather than "to support young people in potential situations of vulnerability," as the GPO needs to allow for support to ALL young people –
 - Reduce the credits for this GPO from 40 to 30 as this is theory-based not application.
 - I would take 15 points out of the code of ethics (outcome 3) and replace it with leadership and volunteer management. At level 5 workers should be able to assimilate COE much faster.*
- **GPO4**
 - Delete "diverse" as it is a tautology with "range."
 - Increase from 15 to 20 credits each
- **GPO5**
 - Change to "oversee and evaluate a focussed aspect of a youth work project." The current wording sounds more like a learning task than an outcome
 - Increase to 20 credits each to enable up to 300 hours of practicum space and have another 100 hours for mentoring, reflecting, supervision, etc. **
 - Outcome 5 should include something on quantitative measurement for qualitative reports to be meaningful.*
- **Conditions**
 - Add a programme condition around supervision. Perhaps by modifying the language to "supervised fieldwork placement"
 - No more than 150 hours of work placement. 300 hours of placement is too much for smaller and rural centres to manage, - *300 hrs needed to be work-based*

Support for a level 5 qualification:

- This is a valuable addition and I fully support this proposal.
- Would really love to do a certificate at this level in youth work
- Great idea!
- This is a great initiative to include this - especially if it can be done so that it can step into a degree. I am unsure why it's being proposed as a Certificate rather than a Diploma. The youth workers we support through part time qualifications would certainly have a bias towards a Diploma rather than a Certificate.
- Greatly needed
- This certificate will fill a need in our line of work. I appreciate the holistic nature of the course. Starting with self-evaluation is really important and will bring great value to youth workers. The fact that this paper recognises the digital world as being part of the young person's world is a step in the right direction. This is a much-needed certificate for all youth workers in Aotearoa
- The Level 5 qualification provides the missing link in the youth work/leadership qualification pathway. It provides a more stepped approach to gaining a youth work qualification.
- Yes yes yes, this is much needed. For those who may want to begin a degree this is the perfect place to start. Also L3 and L4 is not for everyone in the sector so this makes sense.

- We agree with the Strategic Purpose, Graduate Profile and various Pathways. We appreciate that the Level 4 entry requirement is highly recommended, not compulsory; taking into consideration the likelihood of a student choosing to use the fees-free funding for tertiary study at the highest possible level. A Level 5 qualification is a natural 'next-step' for the youth work sector. It will provide an achievable entry point for students looking for tertiary training, with the potential of further study if they so desire; it will also align with polytechnic and university first-year, degree level qualifications. 120 credits ensures the development of a robust programme of study for youth workers. The achievement of a standalone certificate at this level gives graduates the ability to work autonomously with a foundational understanding of youth work and its complexities. 300 hours of practical fieldwork is advisable - like a teaching practicum, the actual practice of youth work will inform and shape a graduate positively. We believe the introduction of this qualification will allow the sector to expand as it gives providers the ability to create programmes of study which are accessible (the option of part-time study and distance learning) and practical (addressing the particular needs of youth workers as well as allowing for the actual practice of youth work). In turn, we will see well-equipped youth workers serving our rangatahi and our communities.
- I think the primary benefit of a level 5 cert is as an entry point or part one of a Level 6 diploma.
- I believe a Level 5 qualification is a much needed 'next-step' for the youth work sector. It will provide an entry point for students looking for tertiary training, with the potential of further study if they desire. This qualification will allow the sector to expand greatly and as a result will see better equipped youth workers serving our young people and communities.
- I am very much in favour of this qualification because we need some more demanding qualifications. In my experience teaching qualifications have been a better predictor of performance than youth work ones so we need to be moving toward some of the rigour seen in teacher training. The qualification needs to be intensely practical and if you are training people for a career you need to cover a broad range of stuff. Most youth workers do not stay front line workers forever. Ultimately most will either move up to management or move out to something else. There isn't a set career track so train for versatility. *I would take 15 points out of the code of ethics (outcome 3) and replace it with leadership and volunteer management. At level 5 workers should be able to assimilate COE much faster. It just isn't that difficult! Being able to recruit and manage volunteers can be a critical success factor in a career. Volunteers are a fantastic impact multiplier and funding for staff is always a challenge. I don't care if you can quote the COE from memory if you can't recruit and manage volunteers. Full time career youth workers need to be good with volunteers. If you aren't then you are probably too expensive to have around in a lot of agencies. *Outcome 5 should also include something on quantitative measurement and it wouldn't hurt to tell people how big their samples need to be for qualitative reports to be meaningful. I don't know how many consults and reports with youth that I have seen with pathetic sample sizes which render them dubious.
- MIA... Missing in Action. This level is critical for persons wishing to move towards becoming a professional YW. It simultaneously provides accessibility; (distance learning options, on the job learning, shorter duration study) within an academic framework that will positively shape best practice, and it will (potentially) act as an access on ramp for further study and qualification. In my opinion many potential Youth Workers perceive that the access bar to study is set beyond their grasp (eg 3 years full time study). A suitably constructed Level 5 would/could significantly address this perception.

- Great opportunity to have youth workers trained specifically and to a higher level
- It would be ideal to have a Level 5 NZ Certificate in Youth Work, as many people out of College will be naturally looking to ways to give back to the community, as well as appropriate study qualifications. Having a Level 5 course is desirable and achievable, as well as allow for further study in youth work to increase a student's skills, knowledge, resource and practice of Youth Work. We need this qualification, so that our young rangatahi are supported and nurtured by people who have the relevant study and experience. It also will allow flexibility for those wanting to study by distance or part time, and thus more people will be eligible to study Youth Work, which is such an important sector of society coming out of a pandemic, dealing with anxiety issues, fears of the future, concerns right now and everything else that comes from being a young person.
- I think this should be the new standard base for youth workers entering the field as it is not too extreme (eg bachelors level) but provides youth workers with a good base knowledge
- Excellent. Many youth workers would benefit from this course. Having something at this level that could be completed while working would be excellent, as well as it being offered part time, and by distance. Good to dive into the challenges that youth face. Many youth workers work fairly independently at times - this would be a good course to ensure they can do so competently. Good step for those involved in Youth work already to gain training that could lead to Diploma or Degree level study.
- Appears very relevant for those working with a caseload of youth, rather than simply mentors.
- Be helpful for this to be offered, providing youth workers with another training option helps us retain them and deepen their working understanding and improve outcomes for young people which is sorely needed.
- We wholeheartedly agree with the Strategic Purpose, Graduate Profile and various Pathways. We do appreciate that the Level 4 entry requirement is highly recommended, but not compulsory; taking into consideration the likelihood of a student choosing to use the fees-free funding for tertiary study at the highest possible level. Level 4 qualifications are often a good introduction but I feel that the Level 5 certificate would be more beneficial for those wanting to pursue Youth Work. A Level 5 qualification is a natural 'next-step' for the youth work sector. It will provide a good and manageable entry point for students looking for higher education in youth work, with the potential of further study if they wish; it will also align with polytechnic and university first-year, degree level qualifications. This would provide opportunities for cross crediting into other courses related to Youth Work, some of which Youth Workers move into later in life. 120 credits ensures the development of a robust programme of study for youth workers. The achievement of a certificate at this level gives those studying the ability to work independently with a deep understanding of youth work and the complexities that come with the nature of the work. 300 hours of practical hours on the job is advisable - like a teaching practicum, the actual practice of youth work will inform and shape a graduate positively. This is a achievable number for most people who would wish to complete a Level 5 Certificate in Youth Work. We believe the introduction of this qualification will allow the Youth sector to expand as it gives providers the ability to create programmes of study which are accessible (the option of part-time study and distance learning) and practical (addressing the particular needs of youth workers as well as allowing for the actual practice of youth work). In turn, we will see well-equipped youth workers serving our rangatahi and our communities. We fervently support the proposed Level 5 Qualification, believing this will make the sector

stronger, more robust and will, ultimately, see better outcomes for Aotearoa's youth and communities.

- Youth Workers are passionate and uniquely talented people who care deeply. An opportunity to extend their learning and strengthen their foundation will support rangatahi within kura, whanau and local community
- Having been in the youth sector for over 25 years i feel this qualification is important for those within the sector as steppingstones to making youth work a career. It seems like a natural next step and will strengthen those seeking qualifications. I fully support this Level 5 proposal and know it will strengthen the youth work sector. The 120 credits are realistic, and the 300 hours of practical youth work give a place to apply their learning within the sector.
- Level 5 would be a practical next step for youth workers especially if they have done more years and would like to be further equipped or qualified. I think many youth workers will naturally continue to do the mahi even with just Level 3, but Level 5 would definitely open more options and doors in the future should a youth worker want to grow into greater levels of influence in a working capacity towards young people.
- Really important to ensure that people who aren't intellectual or wanting to study have a further qualification to ensure the standards of youth work are kept high
- It seems this would work best if it encompassed level 3 and 4. Would be great to hear more about this as an option through my employer.
- I like the proposal. I am particularly pleased that mental well-being is included as our stakeholders have stressed the importance of this content.
- I think having this as an option will be such an asset and will give opportunities for growth and further understanding to our ever changing industry. Having part time and distance options is great so we can work it into our school hours.
- This makes sense to make a pathway to the diploma, particularly for those new to study.
- I believe the Level 5 NZ Certificate in Youth Work would help the sector and deliver much needed wellbeing outcomes to our tamariki here at Rolleston School.
- This proposed level 5 cert is accessible to people in regards to distance learning and supports current work roles they may have by including a practical aspect to the qualification. I agree with the pre-requisite as this takes into account that some coming to the study, due to other study or experience, may not need the level 3. The focus on learning about limits, self and safe practice is important and I support the inclusion of this. I think the more that can be offered to make learning accessible and to develop the practice of youthwork the better for this field of work.
- This proposed level 5 cert is accessible to people in regards to distance learning and supports current work roles they may have by including a practical aspect to the qualification. I agree with the pre-requisite as this takes into account that some coming to the study, due to other study or experience, may not need the level 3. The focus on learning about limits, self and safe practice is important and I support the inclusion of this. I think the more that can be offered to make learning accessible and to develop the practice of youthwork the better for this field of work.
- The strategy and Graduate Profile here are good. I think 300 hours of practical engagement at this level is good. (About a day per week on a 40-hour week). Maybe an additional focus on how to engage with an employer?
- Support this development. It is odd that one has not existed for such a long time. It is a much needed qualification to ensure the professionalism of youth work. Without a level 5, we have no 1 year youth work qualification that could be put towards a degree in the future. We need to offer a variety of options to suit a variety of students and different learning approaches. Some tweaks to the GPO's: -GPO1 Professional development should be a programme condition not in the GPOs -Change the credits to

share the practicum component around more. Suggest GPO 3 (30 credits), GPO4 (20 credits) and GPO5 (20 credits). -300hrs works well as this totals 10hrs/week. This must be the equivalent to a 1st year of a degree. This would be better named as a diploma, not a certificate. This qualification should not gain endorsement from Korowai Tupu, the L6 should be the lowest level qualification that is able to be endorsed. Korowai Tupu would support this comment around endorsement.

- We are very interested in a level 5 qualification and we know from our stakeholder surveys there is a need and desire for this. We have several partners expressing their desire to support us in the delivery of a level qualification.
- In our context, study that meets criteria for HPCCA is increasingly important and if folk are aiming to study longer, there is a tipping point where they are better to follow a path that can lead to recognition under that act, particularly if they intend to progress to more advanced roles within the team eventually
- Level 5 should be a diploma, we like that Whanau Ora and specialise training within Mental health, addictions, suicide prevention, youth Employability program, ministry of Justice training be add modules- Family group conference training- VCA training with hours. Junior youth worker supervision, Level 5 should be within work place not just provider lead!
- 300 hours of placement = 40 days at 7.5 hours/day. A good balance of practical with theory. Important that a fair amount of time is spent on placement as the proposed agencies that will put staff on this Cert. will (possibly) need to have pre-conceptions adjusted, and learn different methods to be able to build trusted relationships
- The proposed qualification opens up the possibility of programmes that are more suited to the needs of employers in our context, specifically the Anglican Church. Youth work is increasingly complex and I do not feel that the level 3 and 4 programmes can adequately address the high level of need in our communities. Further, it is essential to be effective in our contexts that youth workers are able to engage with matters of faith and spirituality. The proposed level 5 qualification, with a focus on context, community, values, and belief appears to be a good vehicle to produce skilled and effect youth workers for our context. I am currently teaching students who work with young people and I work hard to offer opportunities for theological reflection alongside practical skill training. My students affirm the value of this approach. Learning about theology in the abstract and learning skills for the youth work outside their contexts are each valuable but great value comes from their integration. This is what I expect a new 120 credit programme will be able to achieve.
- We strongly support this qualification being adopted. Across the tertiary sector level 5 is considered the first step in study for people who have completed NCEA, and a worthwhile use of the fees-free year. The fact that there is currently no level 5 qual is surprising to many outside the current providers. In our discussions with employers in the faith-based sector we are recurrently hearing the desire for a robust introductory qualification at level 5, one that could then staircase into a full degree, and one that is worth students spending their fees-free year on. On the GPOs - GPO 1. We suggest this be modified to "Analyse and evaluate own culture, values, attitudes, beliefs and self-care practice to strengthen youth work practice." The requirement to engage in professional development (we assume this refers to supervision though this is unclear) is a programme condition and not a GPO - GPO 2. We like the breadth of this, it would work well for a range of contexts including faith-based providers. - GPO 3. We suggest this be modified to "Apply knowledge of Mana Taiohi, Code of Ethics, and human development frameworks to support young people". "Human development" includes "brain development" and so the repetition is unnecessary. Suggest "to support young people" rather than "to support young people in potential situations of vulnerability,"

as the GPO needs to allow for Learning Outcomes that equip the student to support ALL young people not merely those in potential situations of vulnerability--it is important that GPOs are not written to narrow the focus when the intention was to ensure that those in vulnerability are included (not the sole focus). We also suggest reducing the credits for this GPO from 40 to 30. The GPO is about gaining the knowledge in order that graduates of the programme are able to apply it, and so would not include many if any credits or learning hours that are given to practicum (see comment on GPO 4 and 5). - GPO 4 We suggest that the word "diverse" is removed. It is not clear what this means, and referring to "a range" entails reference to diversity. Simple and clear language is preferred in GPOs to avoid complications and confusion. - GPO 5. We suggest modifying this to "Oversee and evaluate a focussed aspect of a youth work project". The current wording sounds more like a learning task than an outcome, particularly the mention of a qualitative report. The tasks that map to this GPO will include reflective practice however. We also suggest increasing the credit for GPO 4 and 5 from 15 to 20 credits each. GPO 4 and 5 would map to course(s) with practicum placement hours, and these must total more than 30 credits. **The requirement of 300 learning hours given to practicum placement is equivalent to 30 credits, and it is important that there is time allowed in practicum course(s) for supervision, and completion of assessments with reflective practice to ensure that the practicum is safe and provides effective learning for the student. - Programme conditions We strongly support the significant practicum component. The feedback from the stakeholders indicates that 300 hours would work well in their contexts. It is important, however, that the GPOs which would map to the practicum course(s) are off sufficient credits to leave space for learning hours devoted to supervision and reflective practice assessments that support and assess the students learning. We suggest also adding a programme condition around supervision. Perhaps by modifying the language to "supervised fieldwork placement"

- We are in favour of this qualification being offered. Going forward Te Pukenga may consider offering a Level 4/5 Certificate in Social Practice (or similar name), which could then lead on to the Level 6 Diploma in Youth Work. We feel that a Level 5 exit qualification is good for those who are interested but cannot commit to more than a year of study. We will also consider offering the NZ Certificate in Youth Work Level 5. We agree with the Strategic Purpose, the GPOs and the evidence for this proposed qualification. Concerning the conditions, we agreed with almost everything except we have some concerns about the placement hours. We would recommend no more than 150 placement hours should be required. We would also like to stipulate in the conditions that there should be a requirement to undergo six supervision sessions at this level.
- We think a Level 5 certificate in Youth Work is an ideal qualification for several reasons. ***First, for the current pay scales for youth workers one year of study is an appropriate amount of time (until pay parity is introduced). This is in comparison to a 2-year diploma, which is a lot of study and commitment for the salaries of qualified youth workers. Second, a L5 certificate would follow well from a L4 Youth Work Strand in the Health and Wellbeing Certificate, in terms of graduate profile outcomes, key learnings, and options for pathways of study with smaller centre or rural polytechnics.

Questions/Comments:

- Stuck in no-man's land. Unsure what the need for a level 5 cert is, what learning is improved on from level 4, and what will be missing from level 6. Seems like it would be a watered-down version of either of these.

- We don't mind if it is developed for use by other providers as the first year of a degree programme, but it has little strategic purpose for us.
- Having a level 4 certificate at 80 credits and a level 5 at 120 is an issue for me. The level 4 certificate used to be 120 credits so as mentioned in my feedback on the level 4 certificate raise the credit to 120 and then there is no need to write a new level 5 qualification and go through a registration process for a new qualification.
- What are the benefits of Level 5? What are the placement requirements?
- Self-care Cross crediting from level 4
- Are the learning different or just a change of name?
- While I can't find a link to the proposed Level 5 Certificate, I would like to make the following comments. 1. Don't develop a certificate, develop a diploma. 2. A level 5 diploma makes sense as it would complement other people who already work with young people from other professions. Teachers, police etc. who are a bit older who want to bring a youth development edge to their tool kit. Especially those who have already done university study. 3. Maybe some of the cultural competencies from level 4 could be incorporated into this. However, I think most people entering at this level should already have a basic understanding and experience of this already (probably due to their previous work experience). Could level 3 be dropped in favor of developing this higher level? Especially as the area of youth work/youth development tends to be cash strapped and not too high on the Government's priority list?
- There are a few issues with the current proposal. 1. A 120 credit level 5 qualification is a Diploma on all the NZQA frameworks and so to call this a Certificate would be to undersell and misrepresent it in the marketplace. It is hard to see how this is a certificate and not a Diploma and it is hard to see NZQA thinking differently. This is simply a strange inconsistency to note. 2. The GPOS: GPO 1 - I would like to see this edited to say "Analyse and evaluate..." and delete the first part as it does not really fit. GPO2 - I like the "systemic worlds of young people" statement as that is general and encompasses a large diversity. GPO3 - It should just be "Human development" and delete "brain development" as human development includes brain development. GPO4 - Delete "diverse" as it is a tautology with "range." GPO5 - change to "oversee and evaluate a focussed aspect of a youth work project." GPOs 4 and 5 should be increased to 20 credits each to enable up to 300 hours of practicum space and have another 100 hours for mentoring, reflecting, supervision, etc. 40 credits is too much for GPO3 so take that down to 30. A diploma of this nature would work for us and our stakeholders looking for a robust stage 1 university-level entry into this area of study and experience. It would staircase into further work at Bachelor's level.
- We had two main areas of concern regarding the L5 certificate in its current form.
 ****First, it's missing Te Tiriti o Waitangi competence focus as a GPO. This would be especially important to include as some akonga will not have completed a L4 certificate, and demonstrating cultural awareness and the relationship to te Tiriti o Waitangi to professional practice is essential to Youth Work in Aotearoa. Second, 300 hours of placement is too much for smaller and rural centres to manage, as there is already competition between qualifications for social and youth service placements. We are in the process of getting feedback from our placement providers as to what an ideal number of hours would be in terms of both akonga outcomes and provider sustainability, fewer placement hours is our recommendation.
- My recommendation is that effort be put into strengthening support for current qualifications and their providers, rather than adding more qualifications to the sector. I believe the current qualifications provide a range of graduates who can work at different levels within the sector.

NZ Diploma in Youth Work (Level 6) feedback

SUMMARY

35 responses

Majority of responses support this qualification:

- Support at 240 credit L6 Diploma as a benchmark for professional practice. A Level 5 does not meet the need of a two-year Dip that can then staircase into a degree.
- It is critical to the development of professional leadership / best practice and foundational to establishing a post grad platform for research to inform ongoing practice.
- The sector needs graduates who are able to take on independent and management roles and bring a wide range of theoretical knowledge and experience. I believe the current diploma prepares graduates for specialising in youth work roles, a crucial part of strengthening the youth work sector in Aotearoa
- The strategic purpose, graduate profile outcomes, and related credits are good.
- It is good to see that the GPOs have been lifted to be genuinely Level 6. Other feedback
- 240 credit is too big* / .**
Our stakeholders are not interested in this qualification as students want either a 1 year diploma or 3 year degree. Clearly level 5 in the first year to level 6 in the second, or it would have to have some clear level 5 pathways into this level 6 qualification.
- The jump from level 4 to 6 is too great.
- 500 hours (about 12 hours per week for 40 weeks) is right at this level. Need the time to develop the practical skills***

Other comments:

- 500 hours of placement is potentially unsustainable when taught in classroom based face to face mode in rural, or outside of larger city locations, due to lower numbers of appropriate placement settings, and higher levels of competition for placement with other qualifications. It is potentially more achievable within an apprenticeship context. Additionally, compared to other qualifications, at level 7 and above, 500 hours is high. For example, registration and membership with New Zealand Association of Counsellors (NZAC) requires graduates of a Bachelor degree qualification to achieve 200 client hours as part of their training programme.
- A two-year Level 6 diploma is becoming increasingly uncommon across the board. In our context we could not cross-credit 240 credits into a degree programme (regulations say 1/3 is the upper limit), and so there is query around how well this qual staircases into further study.

Recommendations from feedback:

- **GPOs Add:**
 - Financial management, strategic planning, programme design, higher level risk management and reporting, policy frameworks.
 - Leadership should also be more strongly emphasised.
- **Conditions**
 - Under general conditions for the programme has carried out *in accordance with mātauranga Māori and the principles of contemporary overarching acts, frameworks, etc.* framework needs changing to positive youth development frameworks.*

-Add a programme condition around supervision. Perhaps by modifying the language to "supervised fieldwork placement"*

- We recommend no more than 250 placement hours. This would mean that over the two years of the course to gain the Diploma, a student will complete no more than 400 placement hours. *

- A requirement to undergo six supervision sessions at this level, with the recommendation that at least three of them be external supervision. *

○ **Pathways**

- The 1st year L5 qual contribute into the 2nd year L6 qual. We should offer a L5 diploma and a L6 advanced diploma.

- Graduates should be able to enter into the 3rd year of the Bachelor of Youth

Support

- Great option to get some in-depth learning and lines up well with a 2 year placement. Allows space for learning to be worked out and reflected on. Positive results from this.
- Good option to have.
- The current Level 6 Diploma is fit for purpose and should be left alone. For the past few years it has been recognised by other providers (Weltec & Canterbury Uni) for credit as a pathway into a degree programme.
- I am all for this as well but it should add on a unit on financial management, strategic planning, programme design, Higher level risk management and reporting, policy frameworks. Leadership should also be more strongly emphasised.
- In my opinion Level 6 is critical to the development of the profession. It is critical to the development of professional leadership / best practice and foundational to establishing a post grad platform for research to inform ongoing practice.
- The strategic purpose, graduate profile outcomes, and related credits are good. Under general conditions for the programme has carried out in accordance with mātauranga Māori and the principles of contemporary overarching acts, frameworks, etc. framework needs changing to positive youth development frameworks. This is the highest national Youth Work qualification and it important that it is promoted as such and hopefully if the Bachelor of Youth Development is delivered through a provider, graduates will be able to enter into the 3rd year of the Bachelor giving incentives for Youth Workers to enrol in the diploma.
- Good to have a tertiary qualification beyond certificate for people who want to study further or gain a degree
- I like and support the review.
- The graduate profile here is good. 500 hours (about 12 hours per week for 40 weeks) would be about what I would expect from someone at this level. I also like the intent behind the Level 6 Diploma as it also helps to create lifelong learners. Someone completing this level of study should be able to continue with further study at a higher level.
- This should be definitely workplace learning, for youth worker management, advance youth worker, supervision funding, community development- polices
- ***I believe the extension to 500 hours is a good start. This year we had two lvl 6 1st years on placement and 75 hours (10 days) was not nearly enough as this was over 10 weeks and didn't help connection with rakatahi or continuity in work (hard for placement provider to work around). The master social work students on placement do 50 days placement (4 days per week, their Tuesday's were Uni days and didn't count). As an agency wanting to assist with people moving into this field this was a much better arrangement for us, students and our clients. I understand that some agencies couldn't

commit to (i assume 200 hours first year/300 second year??) this much time to give to a "learner" but hopefully you can find enough because my fear of an 18 year veteran of youth work is that graduating students will know the theory of youth work when they graduate, but not have developed enough practical skills.

- I am in STRONG support of a Level 6 Diploma staying as part of the Youth Work qualifications. A Level 5 does not meet the need of a two year Dip that can then staircase into a degree.
- We agree with the Strategic Purpose, the GPOs and the evidence for this proposed qualification. Our only concern is about the placement hours. We would recommend no more than 250 placement hours should be required at this level. This would mean that over the two years of the course to gain the Diploma, a student will complete no more than 400 placement hours. We would also like to stipulate in the conditions that there should be a requirement to undergo six supervision sessions at this level, with the recommendation that at least three of them be external supervision.
- I support the retention of a strong level 6 diploma in youth work. The sector needs graduates who are able to take on independent and management roles and bring a wide range of theoretical knowledge and experience. I believe the current diploma prepares graduates for specialising in youth work roles, a crucial part of strengthening the youth work sector in Aotearoa

Questions/Comments:

- I would be interested in seeing how this would fit with other level 6/7 study
- Sure, this would be part of the degree I assume.
- I think there should always be an option for diploma or degree for those who enjoy studying and like to take that further.
- Would be very interesting however looks like a lot that may not necessarily be suitable for those on the pathway who are in a front facing position full time.
- Self-care Statutory youth work - youth justice, residential, statutory agencies Cross crediting from level 4 or 5. Will this reduce timeframe of completion Pathway to Youth work degree
- *It is odd to have such a large level 6 diploma. This feels as though it is based on the decades old qualifications such as Social Work or Counselling where someone was able to become registered with just a diploma. Or the also decades old model of 2 year qualifications needed for international students to obtain a visa. It would be good if there was a formal track to have the 1st year L5 qual contribute into the 2nd year L6 qual. We should offer a L5 diploma and a L6 advanced diploma.
- I would be interested in working toward this in the sense I work with a lot of youth as a youth champion right now. Would we have study leave available for study of this nature? Would we be required to fund the papers ourselves? Would this have a bearing on future career paths in different departments or fields?
- ***A 240 credit level 6 diploma seems redundant to us and is something of an anomaly in the tertiary sector. Our stakeholders are not interested in this qualification as students want either a 1 year diploma or 3 year degree. It is hard to see how a 240 credit diploma is a legitimate offering in the market now and how it would even be delivered in an appropriate way as it would take 2 years to complete and it would have to clearly move from level 5 in the first year to level 6 in the second, or it would have to have some clear level 5 pathways into this level 6 qualification. The current level 4 would certainly not be a legitimate pathway into this level 6 qualification as the jump from level 4 to 6 is too great. We do not support a level 6 240 credit Diploma.

- This is a level of specialization which seems redundant in the context I work in, there are few opportunities in Timaru to practice with this specialization, and it seems many contexts do not recognize the unique skill set developed through this training
 - While this qualification is clearly of use to current providers, a two-year Level 6 diploma is becoming increasingly uncommon across the board. In our context we could not cross-credit 240 credits into a degree programme (regulations say 1/3 is the upper limit), and so there is query around how well this qual staircases into further study. Having said that, it is good to see that the GPOs have been lifted to be genuinely Level 6. We support the number of practicum hours required, but suggest adding a programme condition around supervision. Perhaps by modifying the language to "supervised fieldwork placement"
 - We had two main areas of concern regarding the L5 certificate in its current form. First, it's missing Te Tiriti o Waitangi competence focus as a GPO. This would be especially important to include as some akonga will not have completed a L4 certificate, and demonstrating cultural awareness and the relationship to te Tiriti o Waitangi to professional practice is essential to Youth Work in Aotearoa. Second, 300 hours of placement is too much for smaller and rural centres to manage, as there is already competition between qualifications for social and youth service placements. We are in the process of getting feedback from our placement providers as to what an ideal number of hours would be in terms of both akonga outcomes and provider sustainability, fewer placement hours is our recommendation.
 - Our feedback regarding the L6 Diploma in Youth work are as follows: First, 500 hours of placement is potentially unsustainable when taught in classroom based face to face mode in rural, or outside of larger city locations, due to lower numbers of appropriate placement settings, and higher levels of competition for placement with other qualifications. It is potentially more achievable within an apprenticeship context. Additionally, compared to other qualifications, at level 7 and above, 500 hours is high. For example, registration and membership with New Zealand Association of Counsellors (NZAC) requires graduates of a Bachelor degree qualification to achieve 200 client hours as part of their training programme.
-