

# The Proposal

## CAREERFORCE AND ORANGA TAMARIKI

### YOUTH WORKER IN RESIDENCE TRAINING AND QUALIFICATIONS PATHWAYS

#### INTENTION STATEMENT

Building upon conversations held in 2020, Careerforce and Oranga Tamariki agree to form a working relationship with the aim of developing and supporting a training and qualification pathway for all youth workers supporting rangatahi that are currently living in Oranga Tamariki residences across Aotearoa. The pathway learning content for youth workers is to be aligned to Oranga Tamariki current policies, legislation and service needs. Currently employed youth workers can enter the pathway at a point that best reflects their knowledge, competence and confidence levels with the goal of building upon these while reflecting the evolving workforce development needs of Oranga Tamariki.

#### ORANGA TAMARIKI YOUTH WORK TRAINING PATHWAY



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Below we have outlined an approach to a training pathway plan with a set of suggested commitments and intentions for both parties. Careerforce acknowledges that Oranga Tamariki has a commitment to supporting the growth and safe practice development of youth workers in their employment while aiming to provide the best possible service keeping Taiohi in their care safe, supported and secure.

The plan below is a considered process. Careerforce acknowledges the importance of a robust, structured delivery of this training and is looking forward to working in collaboration with Oranga Tamariki in 2021.

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### CAREERFORCE

#### ROLES, RESPONSIBILITIES AND OUR COMMITMENT

##### SUPPORT

- Development and resourcing of official training and qualifications pathway rollout.
- Ongoing support of all learners.
- Provide assessing of all outcomes/unit standards/qualifications by a Careerforce Assessor Advisor.
- Provide on-site training/pastoral care of learners.
- Upskill and develop on-site observers.
- Provide monthly progress and activity reporting to help ensure programme progress and activity is on track.
- Provide support and guidance on suggested actions following the monthly progress and activity reports.
- Provide upskilling for a nominated Oranga Tamariki administration support.
- Provide and attend celebrations for graduates.
- Provide Learning workshops for enrolled L3 and L4 learners
  - Facilitated by the Careerforce Assessor Advisor and a nominated Oranga Tamariki trainer.
  - Assessor Advisor will attend in person one Tuesday learning workshop every four weeks – dedicated to a shift cohort or a mixed shift cohort.
    - Facilitate learning outcomes covering pathway options.
    - Pastoral care for Level 4 trainees.
    - Assessor Advisor will be available via phone, Microsoft TEAMS/ZOOM, email for one-to-one support.

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##### OBSERVER TRAINING SESSIONS

*Observers are the eyes and ears for the Assessor/Advisor providing evidence of competence and safe practice of the trainees. An observer can be a manager, team leader, clinical practitioner, case leader or coordinator.*

- Careerforce will run a two-hour observer training workshop for all nominated observers at each Oranga Tamariki site.
- Careerforce requires a minimum of one observer per shift, preferably two per shift or more.
- Observers will be equipped with all the necessary guidance to support the learners on-site.

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### ORANGA TAMARIKI

#### OUR NEEDS AND EXPECTATIONS FOR A SUCCESSFUL TRAINING PATHWAY

- To provide dates and plan for the Oranga Tamariki Road Shows, so that Careerforce can support and create promotional material and provide personal presence for these Road Shows.
- To provide staff to support the contextualization of the Youth Work apprenticeship resources, language and guidance documents to meet the outcomes required for the Oranga Tamariki Youth Work learners.
- To supply all Oranga Tamariki resources for Careerforce Library and for Oranga Tamariki trainee learning journey.
- To work with Careerforce to provide information to all Oranga Tamariki sites to ensure that Oranga Tamariki staff are informed and supported in choosing the most appropriate training pathway entry point.
- To support onsite Oranga Tamariki staff to access the Tuesday training and pastoral care events.
- To provide an Oranga Tamariki staff member to support and co-facilitate the Tuesday training sessions.
- To provide access and support of a cultural advisor or kaumatua. It would be expected that this person will awahi Careerforce Assessor Advisor while marking the cultural units that are reflecting the kawa and tikanga of Oranga Tamariki.
- To provide a national/regional resource to manage the rollout, activity and requirements of the learners.
- To provide a resource to respond to and action Careerforce progress reports, activity and admin requirements.
- To work in collaboration with Careerforce to identify and respond to any individual learner gaps found. This can be achieved by providing extra support and/or training so the learner may meet the skills and knowledge required of the programme; e.g. Youth Work Code of Ethics training; Mana Taiohi training; Te Tiriti o Waitangi training.
- To understand and support the training requirements of the Level 5 diploma learners.

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### FUNDING, BENEFITS AND COSTS:

Careerforce welcomed the Government announcement in 2020 to introduce a Targeted Training and Apprenticeships Fund (TTAF). As a result of the fund, programmes covered by the Oranga Tamariki Youth Work Training Pathway have been made possible without cost. Some programmes are normally valued at \$2,000 (Inc GST). \*

The following services are also included, as part of Oranga Tamariki Youth Work Training Pathway.

- Admin support
- Reporting
- Assessor Advisor
- Pastoral care
- Learning workshops
- Observer training
- Resources
- Workforce development leads

# CAREERFORCE AND ORANGA TAMARIKI

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Careerforce is funded by the Tertiary Education Commission (TEC) and part of our responsibility under this funding model is to ensure that all enrolled learners are actively working through their training programmes and uploading results to NZQA. Careerforce passes this on to Oranga Tamariki, and along with this, the responsibility of meeting the activity requirements. It is expected that all Oranga Tamariki learners are encouraged and supported at each site to continue to remain active in their learning to avoid being withdrawn from their respective programmes.

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### SIGNED BY CAREERFORCE:



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JANE WENMAN, CEO, CAREERFORCE

DATE: 4/2/21

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\* While the TTAF is for the period through to December 2022, the list of eligible qualifications and programmes may change over this period, so we cannot assume that the above qualifications and programmes will be covered for this entire period.

Date 4 February, 2021

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### WHERE TO FROM HERE

- Create and agree draft proposal.
- Resource and support the roadshow.
- Identify and train site observers.
- Set up site enrolment via an Expression of Interest process.
- Accept 15 new learners per site for first intake.
- Evaluate intake process and tentatively start 2nd intake 6 weeks after first intake.
- Careerforce to facilitate a collaborative training pathway workshop to align Oranga Tamariki workforce development outcomes and learning resources to the Level 4 youth work programme.