

LSI YW31(SQA Unit Code-HE06 04)

Provide youth work support to other workers



Overview

This standard is about providing youth work support, mentoring and informal supervision to other workers, including those for whom you have no managerial responsibility. It includes sharing own youth work professional practice when providing support.

This standard is for youth workers who work with others to provide youth work services, and provide them with support and advice without having line management responsibilities. It is suitable for youth workers who are supporting others to develop their youth work practice.

In the context of this standard, other workers can mean those within and external to own organisation, including those who may not have a specific youth work role and responsibilities.

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Performance criteria

- You must be able to:*
- P1 provide other workers with youth work support, mentoring, informal supervision and advice when they need it, especially during periods of setback and change
 - P2 motivate and support other workers to achieve their work and development objectives and provide recognition when they are successful
 - P3 empower others in own area of work to develop their own ways of working and take their own decisions within agreed boundaries
 - P4 encourage other workers to take a lead in their own areas of expertise and show willingness to follow this lead
 - P5 win, through effective performance, the trust and support of people within own area of work
 - P6 work within any required structures, procedures and requirements of own and other organisations when providing support to other workers
 - P7 work in line with and champion the values and principles underpinning youth work when working with others

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Knowledge and understanding

You need to know and understand:

- K1 legal, regulatory and ethical requirements relating to youth work, and their impact on own area of operations
- K2 the fundamental differences between management and providing support in a non- managerial capacity
- K3 the types of support that can be provided such as mentoring, informal supervision and professional practice advice, and how these differ
- K4 types of support and advice that others are likely to need and how to respond to these
- K5 ways of reflecting youth work professional practice when providing support, mentoring or informal supervision to other workers
- K6 different methods for communicating with others and how to select and successfully apply methods in different situations
- K7 types of difficulties and challenges that may arise, including conflict within the area, and ways of identifying and overcoming them
- K8 the importance of encouraging others to take the lead and ways in which this can be achieved
- K9 how to empower others effectively
- K10 how to select and successfully apply different methods for encouraging, motivating and supporting others and recognising achievement
- K11 own values, motivations and emotions
- K12 own role, responsibilities and level of power
- K13 the overall objectives of own organisation
- K14 the values and principles which underpin youth work

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Additional Information

Values

Working with representatives of the sectors within youth work, LSIS has agreed a suite of values and principles which distinguish youth work from other, sometimes related, activities involving young people. These values and principles are at the core of the work undertaken within youth work and underpin this standard. The behaviours required within this standard include those which reflect particular values and principles.

Behaviours

1. Encourage and support others to make the best use of their abilities
2. Model behaviour that shows respect, helpfulness and co-operation
3. Make time available to support others
4. Communicate regularly, making effective use of a range of different communication methods, with all the people working within your area and show that you consider what they say
5. Encourage and support others to take decisions autonomously
6. Seek to understand people's needs and motivations
7. Show integrity, fairness and consistency in decision-making
8. Act within the limits of your authority

Glossary

'**Other workers**' includes those within and/or external to own organisation, including those who may not have a specific youth work role and responsibilities.

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