

YOUTH WORK WORKFORCE RESEARCH 2015



**To help inform the development of a professional
body for youth workers in Aotearoa**

Prepared for:

The Ara Taiohi Pathways to Professionalisation Working Group

Prepared by:

Trina King, October 2015

INTRODUCTION AND METHODOLOGY

The scope of this report, given by the Pathways to Professionalisation Working Group, was to a) scope the potential size (market) of those who might join a professional body for youth workers and b) describe the various groups (contexts) who may be eligible including; how many people have a relevant certificate/diploma/degree level qualification, and how many people have recognised experience seen as equal to a qualification that could be 'grandparented' into a professional body.

This information was gathered through an online survey and with data sourced from the Ministry of Education on providers that receive government funding.

A sample group for completing the survey was designed from first mapping the various Ara Taiohi databases including members, stakeholders, the Youth Week email list, participants of the 2014 national youth sector survey and caucus groups (including youth work, Nga Kaihoe etc), as well as old NZAAHD and Involve lists. Unfortunately old NYWNA databases could not be mined as these were lost in the Christchurch earthquake. This mapping resulted in a list of 780 organisations working with young people. These were sorted into 23 groupings of the 37 youth worker contexts (youth health, specialised youth services, faith-based, statutory orgs etc) from the *Code of Ethics* and then these groupings were weighted to an estimated spread for sector representation, with input from key people. Weighting around small, medium and large organisations, and national and local organisations was also included, and as much as possible representation of organisations from across the country was included. Organisations were identified to fill any gaps and target, key and highly engaged organisations were included - a final sample group of 121 organisations was selected.

These 121 organisations were invited to take part in the online and 39 (32%) engaged with the survey. Thirty-three organisations undertook the survey, representing 2,275 youth workers, and six organisations indicated that they either did not employ youth workers or that those staff they considered youth workers had qualifications that aligned to a different profession (eg social work), so none of their employees would be interested in joining a professional body for youth workers and therefore did not complete the survey, their information has been included in order to represent that part of the picture.

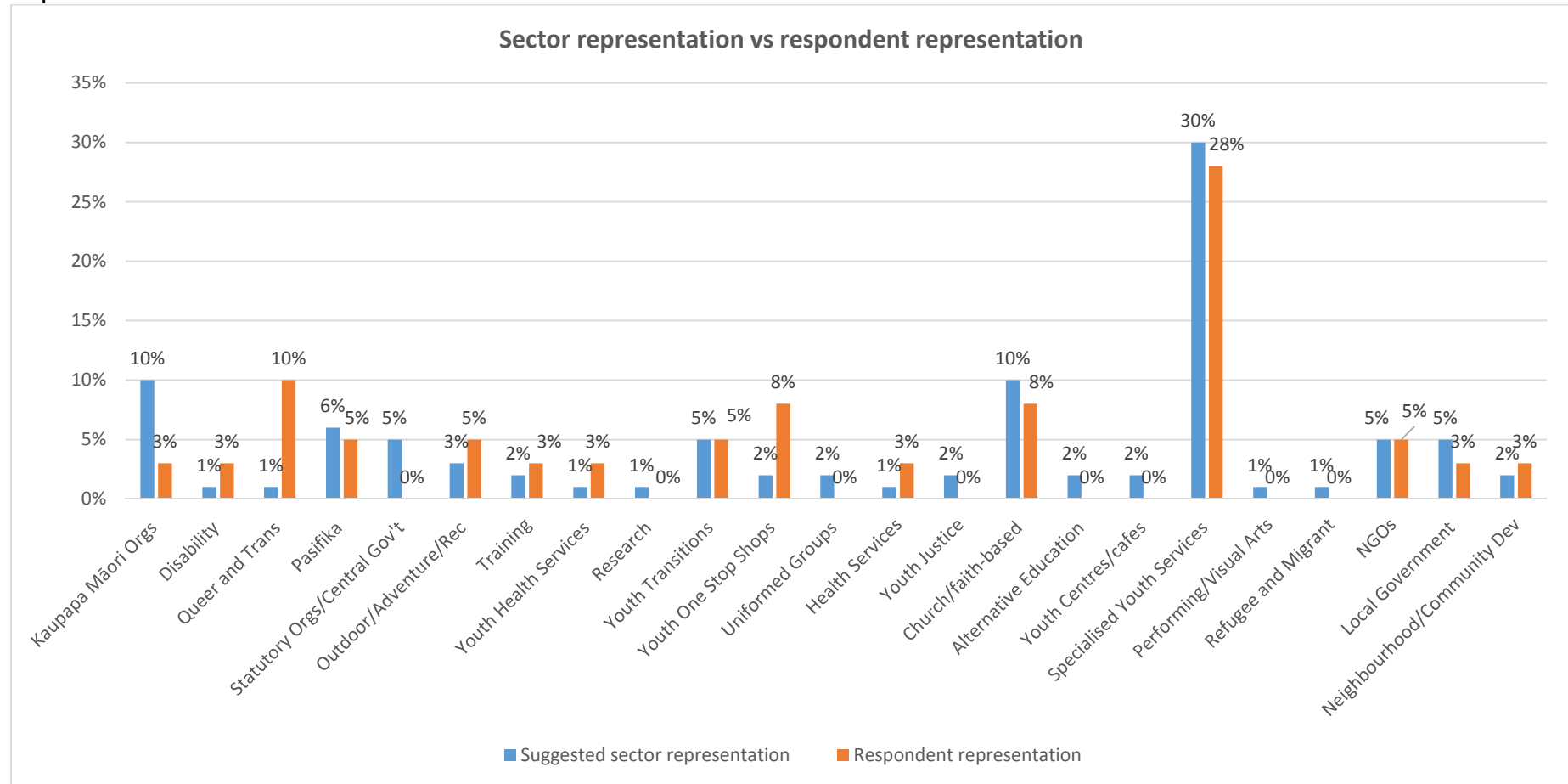
Given there has never been a formal stocktake of the sector, in order to produce numbers for a potential market to inform financial modelling for a professional body the following assumptions have been made 1) the 780 organisations we were able to map represent up to two-thirds of existing organisations working with young people, 2) the survey respondents were representative of youth worker numbers that exist in the wider sector, and 3) the median number (five) of youth workers per organisation from this sample is representative of the wider sector.

Based on these assumptions the 39 organisations represented in the survey could equate to a possible total of 1,170 organisations working with young people and 5,850 youth workers. These numbers roughly correlate to *Real Work* in 2006, which stated 'that there are at least 2,000 youth workers who are connected into regional youth worker networks, and we expect that the actual total of youth workers is much higher'¹, and at a rough comparison to the current number of 5,333 registered social workers in Aotearoa².

¹ NYWNA, *Real Work: a report from the national research project on the state of youth work in Aotearoa*, Lloyd Martin, pg 24

² Social Workers Registration Board website as at 6/10/15 www.swrb.govt.nz/public-information/search-the-register

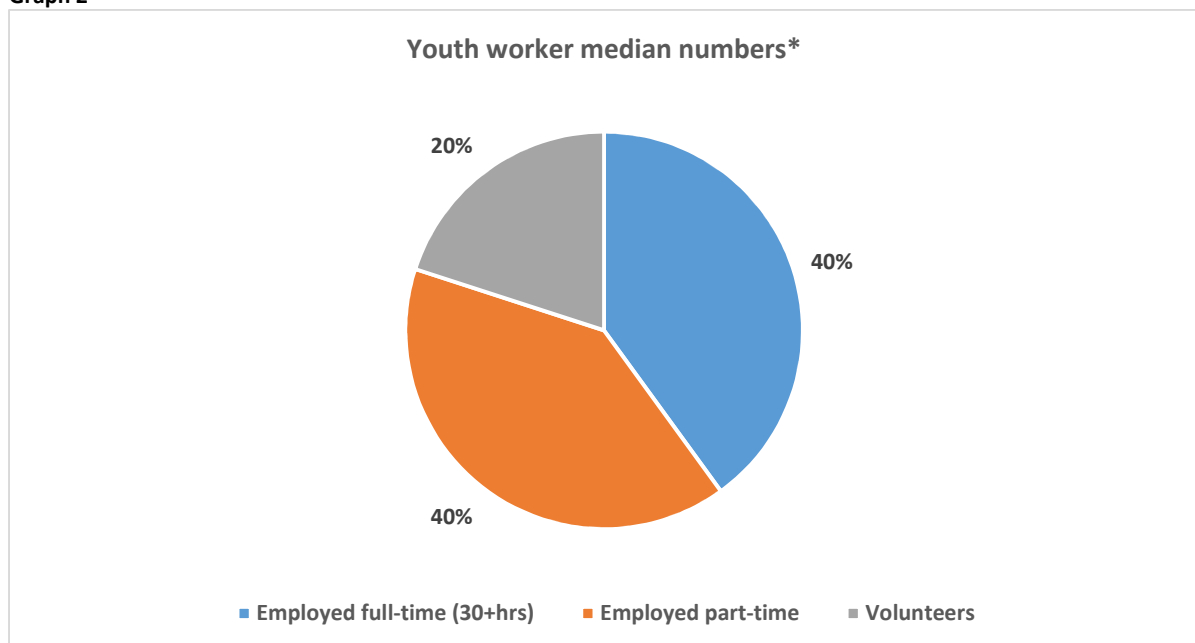
Graph 1



This chart contains a breakdown and comparison of the estimated sector representation utilised in the survey sample (discussed in the Introduction and Methodology section) and the actual response spread. Several categories were un and under-represented, which is important to keep in mind as we pull information out of the data. Thirty-two of the 39 organisations who engaged with the survey identified themselves at the end of the survey so we were able to categorise them, however seven organisations did not so these numbers have not been included in this graph and may well represent some of the gaps.

SURVEY RESULTS

Graph 2

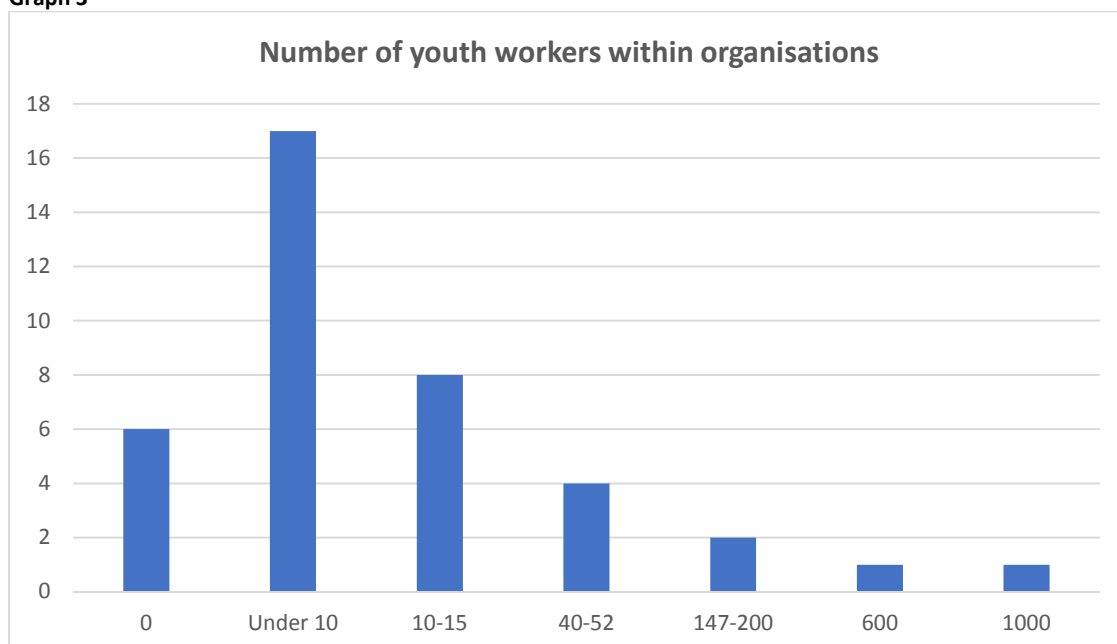


***Based on the median exemplar organisation as an average**

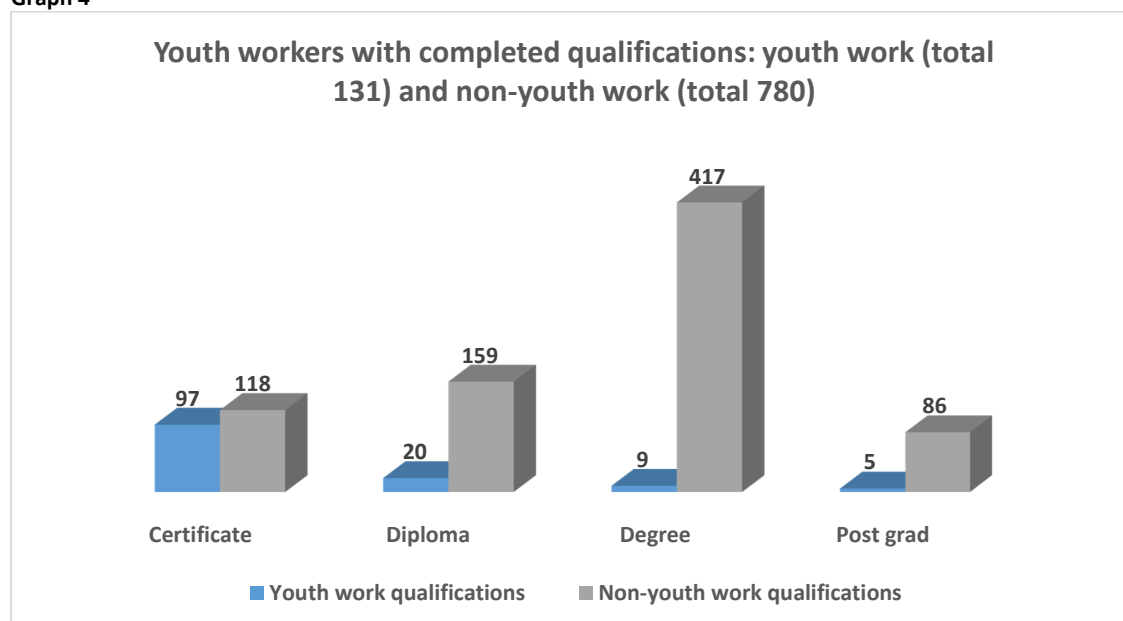
The total number of youth workers represented within the survey was 2,275, however due to one organisation having an outlying number of 1,000 and inconsistencies in the data between employment categories and totals provided, any mean calculations were too unreliable. Instead we have used the median respondent as an exemplar organisation to provide the average presented in graph 2.

Extrapolating these numbers out to a total population, based on the assumptions put forward in the introduction, suggests an approximate total of 5,850 youth workers within Aotearoa: 2,340 (40%) full-time employed, 2,340 (40%) part-time employed and 1,170 (20%) volunteers.

Graph 3



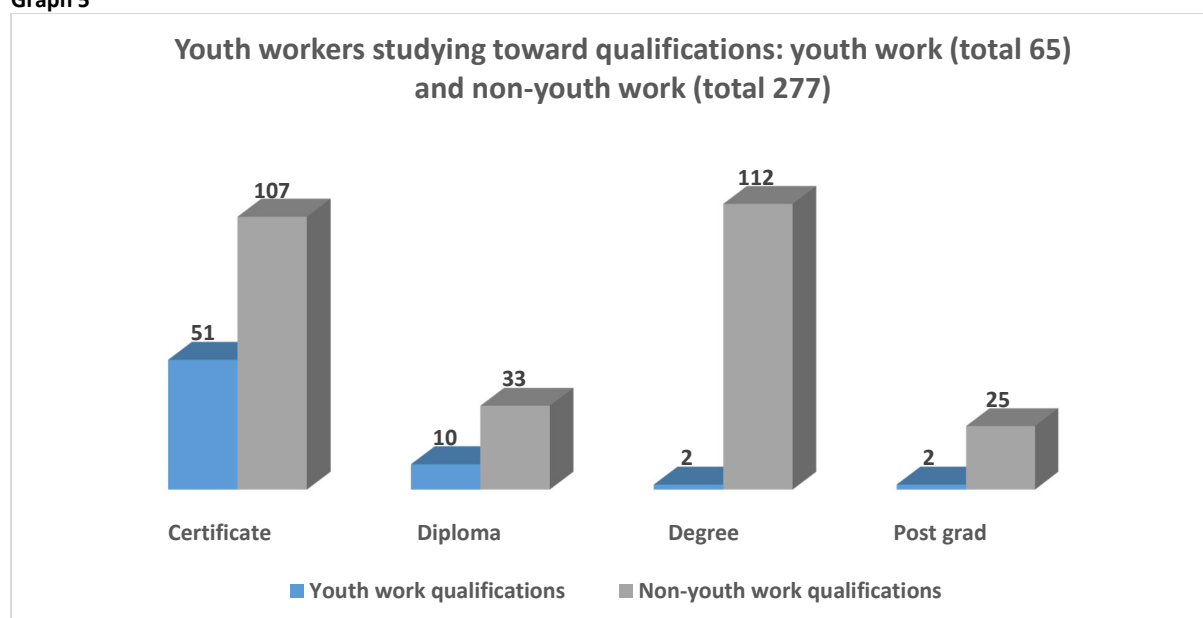
Graph 4



Extrapolated out to a total population, based on the assumptions put forward in the introduction, for youth work qualifications there would be 234 certificates, 50 diplomas, 22 degrees and 12 post grad qualifications. For non-youth work qualifications this would be 293 certificates, 410 diplomas, 1,053 degrees and 234 post grad qualifications.

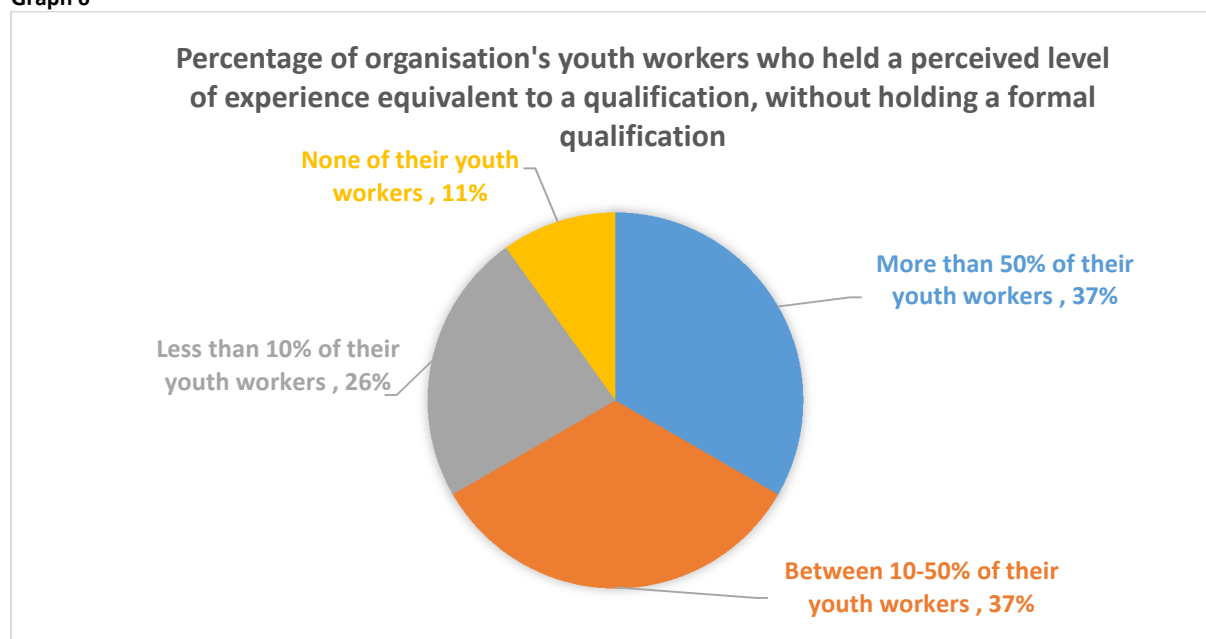
Over 30 different types of qualifications were listed for youth workers holding non-youth work qualifications, with counselling, social work, education, psychology and theology featuring most. See Appendix A for the full list.

Graph 5



For the purposes of informing total numbers of existing qualifications and enrolment numbers, data sourced from the Ministry of Education (MoE) is most accurate – see the Official Qualifications Data section for these details. It is worthwhile noting that data received from the survey will capture qualifications completed outside Aotearoa, which the MoE data will not.

Graph 6



When asked about experience equivalent to formal qualifications 29 of the 33 organisations who undertook the survey responded; two stated that all youth workers held qualifications (for one of these it was explicitly stated that it was an organisational policy for all staff to hold a bachelor level qualification). These organisations identified 629 youth workers they felt held a level of experience equivalent to a qualification, without holding a formal qualification. This number accounts for 27% of the total number of youth workers identified in this survey.

If we can assume that 27% of the total number of youth workers would fall into this category, this would indicate that there were 1,580 youth workers who held a level of experience equivalent to a qualification, as defined by employers.

The percentage of youth workers in this category within organisations ranged quite widely with three organisations stating that none of their youth workers held a level of experience equivalent to a qualification to four organisations stating that all of their youth workers were in this category. In one organisation they felt only one of the 147 youth workers engaged fit this category, while in another they felt that 500 of the 600 youth workers engaged fit this category – both had high volunteer numbers at 93% and 83% consecutively. This may reflect a diversity in what level of experience was considered equivalent to a qualification.

When asked what level of experience (paid and/or volunteer) they would consider equivalent to a certificate, diploma and degree level qualification survey participants said the following:

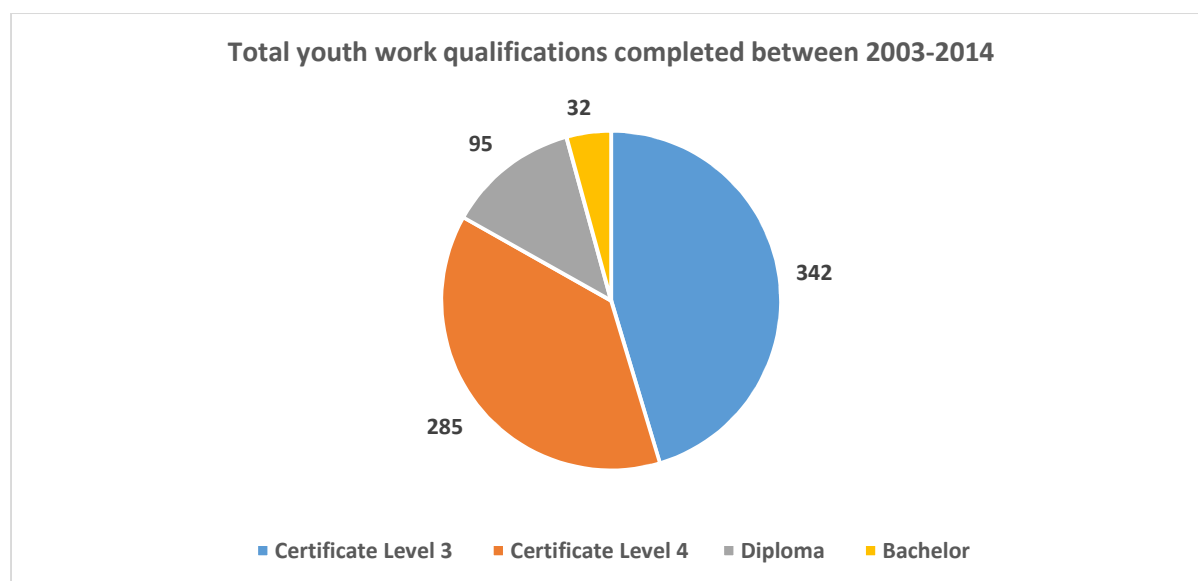
Qualification level	Certificate	Diploma	Degree
Range	1-5 years	2-10 years	3-10 years
Average	2.25 years	4.17 years	5.5 years

Some gave further information, such as differentiating between the number of full-time and voluntary years, giving examples of the levels of roles and responsibilities that would either equate to or accompany years, or life experience and equivalent non-youth work qualifications.

Of the youth workers included in the survey 505 or 21% were tagged by employers as being members of another professional association. Some examples given were ANZASW and the Social Work Registration Board, NZAC, NZ Psychological Society, DAPANNZ, Education Council, Nursing Council and Outdoor Leadership Associations. Some cited Ara Taiohi and the Canterbury Youth Workers Collective.

OFFICIAL QUALIFICATIONS DATA

Data relating to qualification completion for students by their field of specialisation (effective 17/08/15)³ sourced from the Ministry of Education showed that there were a total of 754 youth work qualifications completed between 2003-2014 (when data first started being collected through to the latest data available) including certificate level 3 (342), certificate level 4 (285), diploma (95), bachelor (32).



Some people may have multiple qualifications so total numbers may not translate to numbers of youth workers with youth work qualifications, but do start to paint a picture. This data only accounts for qualifications completed in Aotearoa, so we have to assume there are numbers outside of these that were completed elsewhere. Our survey included 131 (17%) out of those 754 youth work qualifications – this figure would vary some if we could include details of qualifications completed outside of Aotearoa.

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	Total
Qualification Completions	83	51	71	62	63	71	57	83	64	61	88	*	754
Course Enrolments	180	185	224	272	253	349	423	457	356	466	483	471	4119

Total youth work related course enrolments for the 2003-2014 period were 4,119. Total course enrolments numbers since 2010: 813 enrolments for certificate level 4 qualifications, 361 for certificates/diplomas 5-7, 997 for bachelors and 36 for honours/postgraduate qualifications, however are more telling of possible future qualification numbers. The low completion rate (754/4119) overall is also important to consider in any forecasting.

³ From data compiled by Amy Jennings, Senior Policy Analyst, Tertiary Sector Performance Analysis, Ministry of Education

ADDITIONAL RELEVANT DATA FROM 2014 ARA TAIOHI NATIONAL SURVEY

In 2015 Ara Taiohi published *Stepping Stone - A report on youth work trends from the 2014 Ara Taiohi National Youth Sector Survey compared against the 2006 NYWNA Real Work Report*, which represented data from 165 (33%), of a total of 499 people who participated in an online survey, who identified as youth workers. Some data has been further mined here to contribute extra understanding for the purposes of this report.

Of the 65% (n=107) full time youth workers, 64 (60%) indicated they wanted to still be working in youth work in five years' time. Of those 64 youth workers; 18 had a Certificate in Youth Work, 17 had a Diploma in Youth Work, two had a Degree in Youth Work or higher, 15 had a degree level qualification or higher (not Youth Work), 12 had no formal qualification and 22 were currently studying (four towards a Certificate in Youth Work, three towards a Diploma in Youth Work, five towards a Degree in Youth Work and four towards a degree level qualification or higher (not Youth Work).

Of the 23% (n=38) part time youth workers, 16 (42%) indicated they wanted to still be working in youth work in five years' time. Of those 16 youth workers; five had a Certificate in Youth Work, three had a Diploma in Youth Work, one had a Degree in Youth Work or higher, three had a degree level qualification or higher (not Youth Work), four had no formal qualification and four were currently studying (three towards a Certificate in Youth Work, and one towards a degree level qualification or higher (not Youth Work).

Of the 12% (n=20) volunteer youth workers, 11 (55%) indicated they wanted to still be working in youth work in five years' time. Of those 11 youth workers; four had a Certificate in Youth Work, one had a Diploma in Youth Work, one had a degree level qualification or higher (not Youth Work), five had no formal qualification and nine were currently studying (one towards a Diploma in Youth Work, **seven** towards a Degree in Youth Work and one towards a degree level qualification or higher (not Youth Work).

All up 59% of youth workers surveyed in 2014 indicated their intention to still be working in youth work in five years, a 38% increase from 2006.⁴

SUMMARY AND DISCUSSION

The purpose of this report was to a) scope the potential size (market) of those who might join a professional body for youth workers and b) describe the various groups (contexts) who may be eligible including; how many people have a relevant certificate/diploma/degree level qualification, and how many people have recognised experience seen as equal to a qualification that could be 'grandparented' into a professional body.

Based on the assumptions made in the introduction there are a possible:

- 5,850 youth workers within Aotearoa: 2,340 (40%) full-time employed, 2,340 (40%) part-time employed and 1,170 (20%) volunteers.
- 1,580 youth workers who hold a level of experience equivalent to a qualification, as defined by employers.

Official data shows 754 youth work qualifications completed between 2003 -2014, including certificate level 3 (342), certificate level 4 (285), diploma (95), bachelor (32).

⁴ Ara Taiohi (2015). Available at: www.arataiohi.org.nz/images/uploads/general/Stepping_Stone.pdf

Factors to consider within the parameters of giving these numbers are:

- That the following assumptions are correct 1) the 780 organisations we were able to map represent up to two-thirds of existing organisations working with young people, 2) the survey respondents were representative of youth worker numbers that exist in the wider sector, and 3) the median number (five) of youth workers per organisation from this sample is representative of the wider sector.
- Due to one organisation having an outlying number of 1,000 and inconsistencies in the data between employment categories and totals provided, any mean calculations on full time/part time/volunteer youth workers were too unreliable. Instead we have used the median respondent as an exemplar organisation to provide the averages used in this report.
- The extrapolated numbers from the survey for youth work qualifications are lower than the official data. Our survey represented 37% (234/627) of certificates, 42% of diplomas and 69% of degrees. It also showed 12 youth workers with post grad youth work qualifications where the official data showed none.
- There will be also be some youth work qualifications that may have been missed in the official data search, based on how field of study has been categorised, but the majority have been included.
- Official qualifications data only accounts for qualifications completed in Aotearoa.
- Twenty-one percent of youth workers were tagged by employers as being members of another professional association, and therefore may or may not be interested in joining a professional body for youth workers.
- As mentioned in the introduction several categories were un and under-represented in the survey responses.

The purpose of this report was to provide some numbers to help inform the financial modelling and contribute towards defining membership criteria for a professional body for youth workers – if you want the data broken down into further detail to inform other parts of the groups’ work please just let me know.

ACKNOWLEDGEMENTS

Thank you to all the organisations that completed the survey and contributed to our understanding of the youth work workforce. For some this would have been a big task and we are grateful to all the people who gave time to this work. Thank you to Ben Parker at Careerforce and John Harrington at the Canterbury Youth Workers Collective for sharing your time and immense knowledge of the sector.

APPENDIX

Appendix A: Non-youth work qualifications held by youth workers

Counselling	Christian ministry	Tourism
Education	Careers	ECE
Social work	Psychology	Finance / accounting
Occupational therapy	Health science	Events management
NFP management	Journalism	Addiction
Business	Communication	Computing & Mathematical Science
Sports science	National broadcasting	Anthropology
Community work	Performing arts	Development Studies
Public health	Maori studies	Sociology
Theology	Art & design	Outdoor education
Mental health	Law	