



Webcast on Child & Youth Care Work

Zeni Thumbadoo

Moderator

About the Global Social Service Workforce Alliance

Vision

The Global Social Service Workforce Alliance works toward a world where a well-planned, well-trained and well-supported social service workforce effectively delivers promising practices that improve the lives of vulnerable populations.

Mission

To promote the knowledge and evidence, resources and tools, and political will and action needed to address key social service workforce challenges, especially within low to middle income countries.

Approach

Serve as a convener for an inclusive, representative network of stakeholders to create a forum for discourse and collective learning

Advance knowledge by deriving, organizing and disseminating critical evidence-based research, resources, tools, models and best practices

Advocate for workforce-supportive policy reforms at the global and national levels

Panellist

- **Professor Jim Anglin**, PhD, School of Child and Youth Care, University of Victoria, Canada: **definitional framework for child and youth care work**;
- **Dr. Thom Garfat**, PhD, Consultant: **characteristics of child and youth care work**;
- **Ms. Zeni Thumbadoo**, MA, Deputy Director, NACCW: **para social service worker competencies developed by the Global Social Service Workforce Alliance**;
- **Mr. Jack Phelan**, MA, **supervision of child and youth care workers**;
- **Rev. Robert Sihubwa**, BTh Hon, Chairperson of the Zambian Association of Child Care Workers (ZACCW): **development work of the ZACCW**;
- **Ms. Aziwe Magida**, Msc., Chairperson of Professional Board for Child and Youth Care: **statutory regulation of South African child and youth care workers**.

Professor Jim Anglin PhD

School of child and Youth Care, University of Victoria, Canada

Definitional framework for Child and Youth Care Work

The Essence of Child and Youth Care

Adapted from Ferguson, R.V. and Anglin, J.P. (1985) The child care profession:
A vision for the future." Child Care Quarterly, 14(2).

While members of other professions often demonstrate some of these elements in their practice, it is proposed that this cluster of elements as a whole is unique to child and youth care and serves to differentiate CYC from other human service professions.

1. Child and youth care is primarily focussed on the growth and development of children and youth (“the child’s best interests”).

While families, communities and organizations are important concerns for child and youth care professionals, these are viewed largely as contexts for the care of children.

2. Child and youth care is concerned with ***the totality of child development and functioning*** (***“to care for the soul of the child” – Janusz Korczak***).

The focus is on persons living through a certain portion of the human life cycle, rather than with one facet of functioning as is characteristic of some other human service disciplines.

3. Child and youth care has developed with a model of **social competence** (“a **strengths-based approach**”; “**the courage to trust in the children**”), rather than in a pathology-based orientation to child development.

4. Child and youth care has evolved from (but is not now restricted to) **direct day-to-day work with children and youth in their environment** (in “the lifespace” , “the other 23 hours” – Trieschman, Whittaker and Brendtro, 1969.)

Unlike many other professions, child and youth care practitioners do not operate in a single setting or on an interview or session-oriented basis.

5. Child and youth care involves the development of **therapeutic relationships** (“**relational practice**”) with children and their families (and strong relationships with other informal and formal helpers).

The development and use of such therapeutic **relationships (i.e. relationships that heal and nourish growth)** in a life-space context requires the integration of a complex set of knowledge, skills and elements of self.

6. Child and youth care involves the child and youth care worker in **a moral/spiritual journey of self-discovery.**

We are impelled by our relationships with children and families, who are often dealing with deep and profound psycho-emotional pain.

An important part of **the child and youth care difference** is the fact that we are often the person most present in the life-space of the children with whom we work.

This means that we have both the **opportunity** and the **responsibility** to spend our time thoughtfully and in the best interests of the children in order to create **developmental and therapeutic experiences** for the children.

And finally, at the same time as we are working with the particular children, families and communities that we do, we need to **advocate - with and for young people - at all levels of society** and in all possible forums for their needs and voices of to be heard, understood and effectively addressed.

Dr.Thom Garfat PhD

Transformation

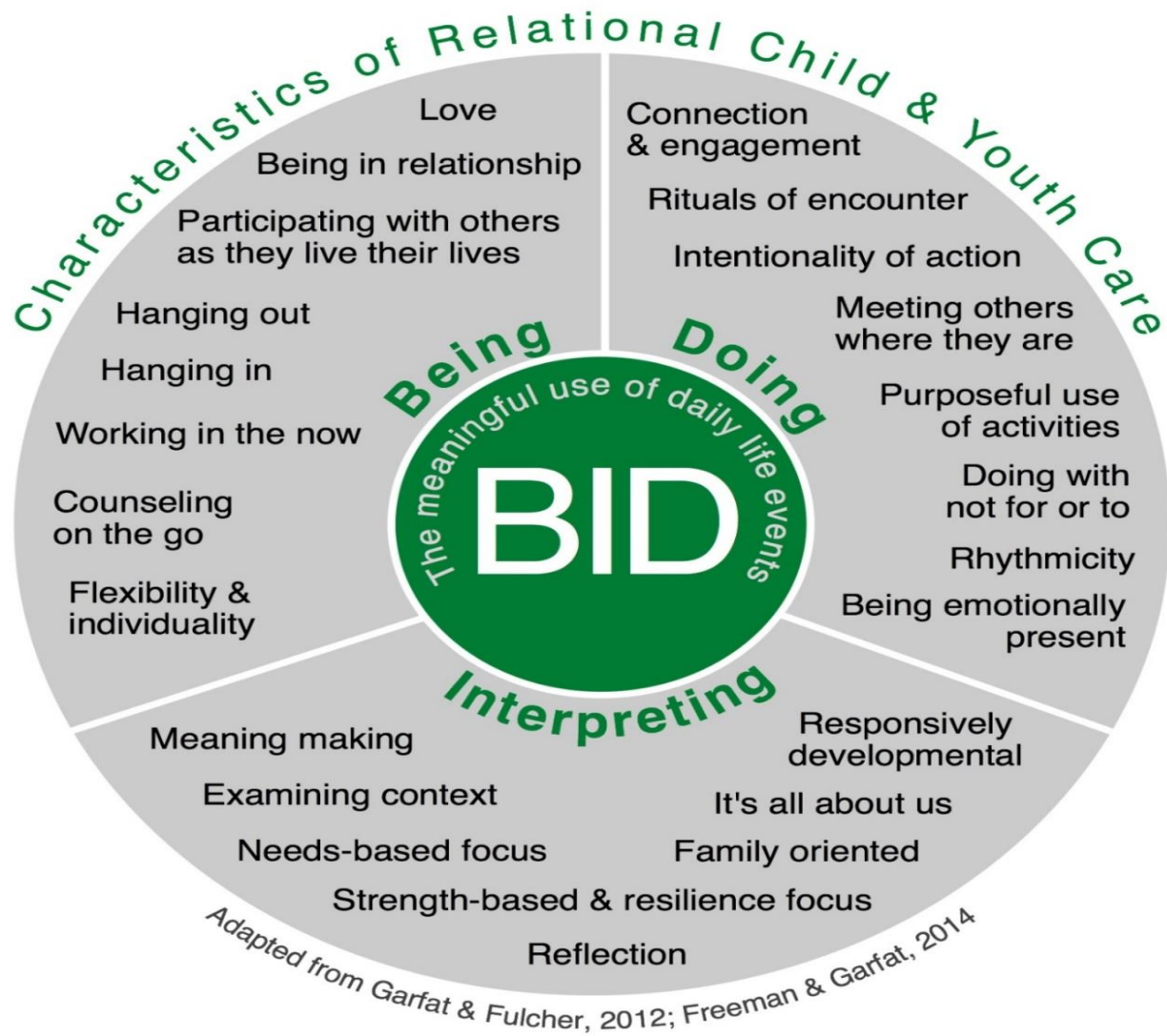
Characteristics of Child and Youth Care Work

A Child and Youth Care Approach

How we are,
Who we are,
While we do,
What we do.

Characteristics of a Child and Youth Care Approach

- Identifies our way of working with children, young people and families.
- Defines how we do what we do.
- Being, Interpreting, Doing - BIDs
- Our way of being in the world with others.



Relational Child and Youth Care Practice

- Relational, not Relationship-based, Practice.
- The characteristics of the relationship.
- The in-between between us.
- A context of Relational Safety.

The Relationship is the Intervention (Carol Stuart)

- We live, grow and die in relationships (Fewster).
- Healing through relationship.
- Experiences of relational safety.

Making Moments Meaningful

- The purposeful use of everyday life events.
- Connecting this moment to overall goals.
- Creating safety in relationship with adults.
- BIDs.

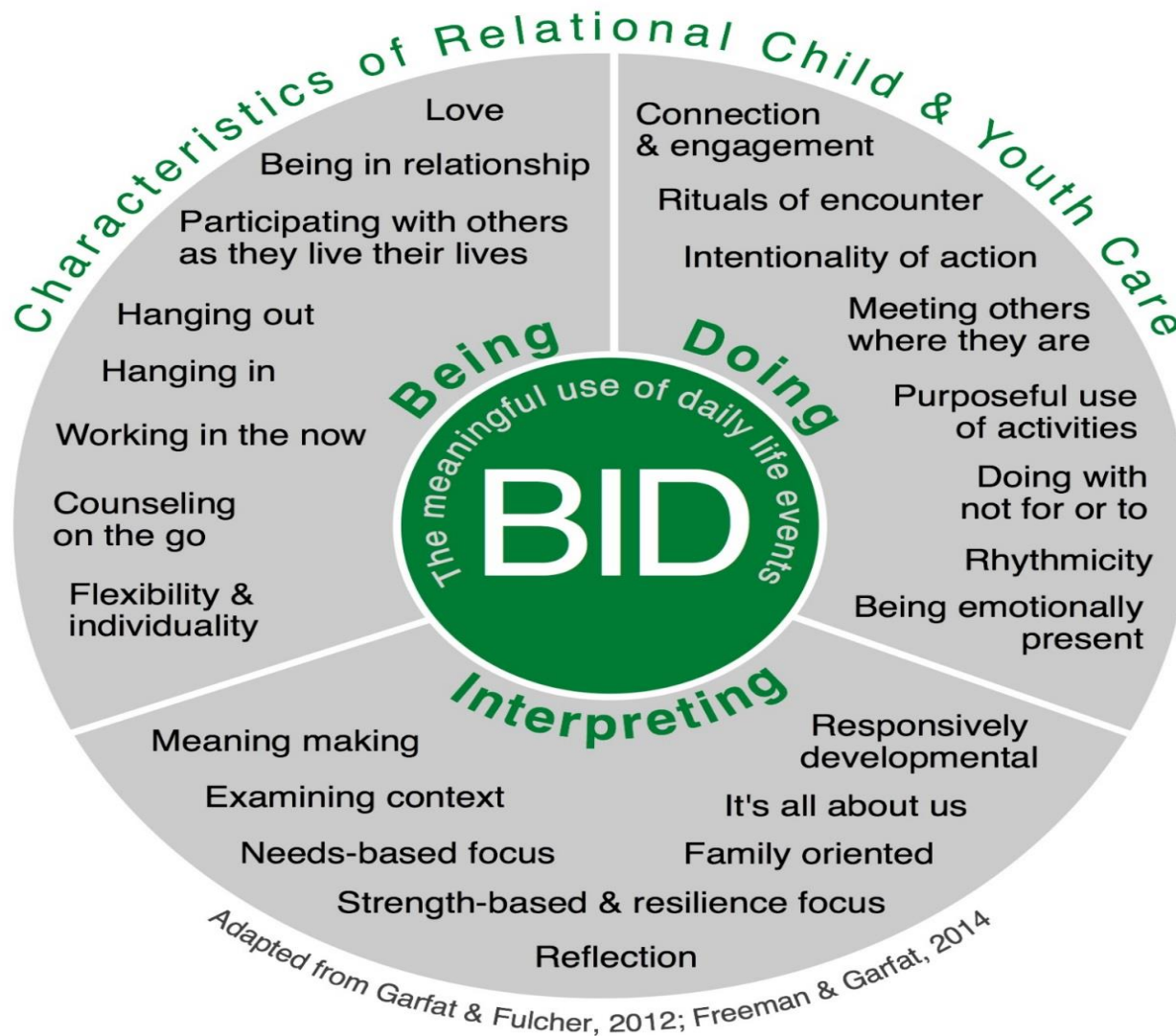
CYC is a Way of Being in the World with Others

- Not a set of techniques, but a way of being.
- Permeates all aspects of our work – with children, families and each other.
- How we are, who we are while we do, what we do.
- CYC instructor, researcher, family worker, etc.

A Child & Youth Care Approach

Thom Garfat, PhD

How we are,
Who we are,
While we do,
What we do.



Zeni Thumbadoo

The National Association of Child Care Workers (NACCW)

Para Social Service Worker Competencies developed by the Global Social Service Workforce Alliance

Interest Group on Para Professionals in the Social Service Workforce

- Identified as priority area in initial Alliance planning.
- Initially convened in **2013**.
- Currently there are **35** participants on our member list from **10** different countries in North America, Europe and Africa.
- Survey of interest group participants identified **developing competencies of para professionals** as key issue.
- Group has developed a set guiding of principles for para professional social service workers.
- Generic/Core functions developed to strengthen service programs and training programs for para professionals working as direct care workers in the social service sector.
- Para/Auxiliary Child and Youth Care Worker competencies.

Para or Auxiliary Child and Youth Care Workers work developmentally/therapeutically in the life space of children and families using daily life events as their focus of intervention.

Para Professional Community Development Workers intervene with focus on community levels, which may include economic empowerment, engaging community stakeholders and the like on behalf of vulnerable groups.

Generic / Core Competencies

Para Social Workers may identify children or other vulnerable populations at risk, assess needs and strengths and develop a service plan including direct support but may also include coordination of services with other resources where they exist or can be brokered.

Key issues motivating the need for competency framework

- To date, **there is no agreed upon and recognized definition for a paraprofessional social service worker** at either the global or regional level.
- This is especially true within the **African context**, where a range of different kinds of paraprofessionals have rapidly been trained and deployed to fill existing gaps of professional social service workers.
- Para-professionals take on a **myriad of titles and roles** within the larger social welfare system (Davis, 2009, Bess, Lopez & Tomaszewski, 2011, Mendenhall, 2012; Mwansa, 2012).

Guiding principles for the development of para professional social workers

- Represent a base for the development of programs and activities for training, development, deployment and support of para professional social service workers
- Recognizing country- specific context, they promote the planning, development and support of the para social service workforce

EXAMPLE OF PARA/ AUXILIARY CHILD AND YOUTH CARE WORKER COMPETENCY

Para Professional CYCW Functional Areas	Para Professional CYCW Practice Competencies	Para Professional CYCW Training Competencies
<p>Implements basic life-space work practices in order to ensure routines and basic developmental activities take place, under the guidance of a supervisor</p>	<p>Implement everyday activities and routines to help children/youth and their families feel a sense of belonging, learn skills, make choices and care for others</p>	<p>Able to describe routines and activities in the life space and give basic examples of how these can help children and youth develop.</p>
<p>Implements specific life-space work within routine interactions with children, youth and their families to ensure that routines, developmental and basic therapeutic activities take place, under the guidance of a supervisor</p>	<p>Under supervision, and based on the child/youth's individual development plans, allocates and adjusts routines, tasks and activities to children, youth and their families, in a way that suits their individual developmental strengths and needs, within the context of individual or group interactions</p>	<p>Shows an understanding that the life space constitutes the container within which all developmental and therapeutic work takes place</p> <p>Can explain how life-space work can be developmental and therapeutic</p> <p>Can explain the concept of individualized responses to children and youth</p>

Validation Process

- The Child and Youth Care competencies were validated at the FICE Kenya Child and Youth Care conference in Kisumu which took place between the 7th – 11th April 2015.

“We’ve had lots and lots of trainings, if you ask people to bring out their certificates they will bring out a box. But at the end of it all you are nothing, you have no identity, you can’t be forceful or powerful. We Need to direct training to a profession and give a good career Development Path for people working in care.”

(Kazi Ngumu Focus Group)



Jack Phelan

MacEwan University

Supervision of Child and Youth Care Workers

Child and Youth Care Supervision

Specific Functions and Competencies

- Life Space Work – an unsafe place for new workers.
- Daily Events – how I do things, versus the agency standards and expectations, versus the way the youth/family does things.
- Interactions between people – Social, personal, cultural, political, and physical differences have to be respected.

2 Levels of Para Professional

- One year or less CYC experience – this person has a self focus, everything is judged by how it affects me.
- One – two years of CYC experience – this person is more “other” focused, evaluating events by how the other person is affected.
- The basic difference between the levels is developed through experience and acquiring confidence in one’s competence, resulting in more personal safety and less professional anxiety.

Issues for Supervision with Level 1

- Personal safety.
- Anxiety about competence.
- Overwhelmed by too many demands.
- ‘Deer in the headlights’ reaction to information and training.
- Self focus is very high.

Issues for Supervision with Level 2

- Personal confidence is building and anxiety is manageable.
- Focus on learning strategies and skills.
- External control skills are important.
- Competence focus is on performing tasks well.
- Interactions with youth/families are positive.
- Training can be absorbed well.

Rev. Robert Sihubwa

The Zambian Association of Child and Youth Care Workers (ZACCW)

Development work of the ZACCW

The Zambian Story



Basic facts on the context impacting our work

- Democratic governance system
- National population of 13 million +
- Over 2 million children have been orphaned due to HIV & AIDS
- In 2010 46.4% of our population was below 15
- Over 65% live under a Dollar

Zambian Association of Child Care Workers (ZACCCW)

ZACCCW is an Association of Child Care professionals whose aim is to promote Child Welfare through quality service provision in Zambia.

Formed in 2005, inspired by the Minimum Standards of Care initiated by the Ministry of Community Development and Social Services through the Child Care Upgrading Program (CCUP).

The Beginnings

- We started as a small District Child Care Network.
- The aim was to provide a platform for CYCW to interact.
- We were introduced to NACCW and travelled to South Africa to see their work.
- We received training on Basic Qualifications in Child Care (BQCC).
- We affiliated to NACCW and transformed the network in ZACCW.

Chapters

- To date out of 10 Provinces ZACCCW has opened Chapters in:
 - Lusaka Province;
 - Copper belt Province;
 - North Western Province;
 - Southern Province;
 - Eastern Province.

Scope of Work

1. Co-ordinating and promoting quality standards in CYCW.
2. Capacity building of child care providers and leadership.
3. Research and Advocacy.
4. Awareness-raising.
5. Networking in the field.

Program: Isibindi

Isibindi

- Endorsed by the Government as an effective program.
- Play seen as one of the major factors in allowing children to be children.
- Piloting of Isibindi project in Zambia started with the training of Trainers: 15 trained.
- It is now working in 2 Provinces.

CYCW applying their skills



Program: Safe Park

- The Association implementing 5 Safe Parks in Lusaka.
- A total number of 1,500 children have attended the Safe Parks since January 2013.
- 105 parents have been to the Parks with their children.
- 21 HIV-Positive pregnant women who attended PMTC programme at the Safe Park and 20 delivered HIV-Negative Babies.

Safe Park: Youth Day Celebration



Safe Park



Training: BQCC

- Basic Qualification in Child Care (BQCC) is the key foundational training recognized by Govt as part of the minimum standards of care.
- We have so far trained close to 2000 CYCW since 2006 we linked with NACCCW.
- BQCC has since been adopted in principle to be accredited by Training regulator in Zambia TEVETA (A Gov.t Crafts).



Leadership: Training

- These target leaders in the field and in residential institutions that influence our work.
- We explore ways of providing effective and inspiring leadership in CYC.
- We have so far held 3 leadership workshops focusing on:
 - Visioning
 - Engagement with Government policies
 - Advocacy and resource mobilization

Our Relevance in the Country

1. Through training of CYCW, we have promoted efficiency and quality child care in the country
 - Every child care worker is now asked to complete BQCC as a minimum qualification.
 - It has further been accredited by **Technical and Vocational Training Authority of Zambia (TEVETA)**
We are consulted on key decisions concerning children in the country.

2. We have influenced legislation and policy in the area of CYCW

- BQCC has been adopted as part of the minimum standards of care by the Govt.
- It has been included as part of the child policy.
- CYCW is now recognized by authorities as a Profession (*Some of our Passports carry CYCW as a profession*).
- *We have spoken strongly to* Child Policy, Minimum Standards of Care, The Juvenile Act, Fostering & Adoption Act and The Bill of Children's Rights.

3. The CYC field is increasingly being taken seriously

- The leadership trainings have increase awareness.
- Leadership forums have stimulated interest from Directors who never thought they needed any training in this area.

4. We have stimulated national debates

- Through the production of a Newsletter “**The Zambian Child**” we are seeing increased debate on issues of children.
- Through representation of members in various fields, the agenda of children is increasingly being addressed.

Aziwe Magida

Professional Board for Child and Youth Care (PBCYC)

Statutory Regulation of the South African Child and Youth Care Workers

History of CYCW Professionalising

- CYC field organized since 1975.
- Developed national standards for ethical behavior of CYCWs.
- Developed a 'shadow', non-statutory regulatory body.
- After 1994 advocated for the establishment of a statutory regulating body.
- In 1998 the then Social Work Act amended to become the Social Services Professions Act.
- Allowed for the development and regulation of emerging social service professions.
- Took some years beyond the legislative change to develop agreement on the regulation of CYCWs.
- 2014 regulations signed by the Minister of Social Development to allow for the statutory regulation of CYCWs – at both para-professional and professional levels.

SACSSP (COUNCIL)

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graph TD; A[SACSSP (COUNCIL)] --- B[PROFESSIONAL BOARDS (2)];
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PROFESSIONAL BOARDS (2)

(Directs policy on profession-specific matters)

Social Work

- Social Workers / Specialists
- Social Auxiliary Workers
- Student Social Workers/SAWs

Child and Youth Care

- Child and Youth Care Workers
- Professional & Auxiliary levels
- Students - both levels

What Guides Registration?

- Regulations and conditions for registration were developed by the PBCYC, sent out for public comment, approved by the Council and promulgated by the Minister of Social Development in October 2014.

What does this mean?

- South African CYCWs are required by law to have completed a year-long accredited training course before becoming employed as either an auxiliary, or a 4 year professional degree to practice as a professional CYCW.
- They are obliged to register with the regulatory body, and will be required to provide proof of continuous professional development.
- They are required to adhere to a set of ethical standards of practice which protect the rights of child and family service recipients of child and youth care work.
- And ... in the event of CYCWs behaving unethically they can be deregistered and prevented from working as CYCWs.

What statutory regulation means, continued...

- The CYCW Code of Ethics embraces 6 broad areas of responsibility:
 - To self
 - To children young people and their families
 - To colleagues
 - To the employer
 - To the profession
 - To society
- Regulation provides assurance for all on the multi-disciplinary team, knowing standards of practice and training are common.

What statutory regulation means, continued...

- In the context of the reality that at the end of the century almost half the world's children will come from Africa...
- SA is demonstrating it's commitment to both developing and licensing a child focused, 'children's workforce'.
- The Professional Board for CYCW is a statutory body which will champion the dignity of the profession and promote its ongoing development.

South Africa Celebrates!

- Over 7000 Child Care workers have already received their registration numbers from the SACCP.



Conclusion

- Read more about child and youth care work on [CYC-Net](#), an international network of thousands of members. The network aims to promote and facilitate reading, learning, information sharing, discussion, networking, support and accountable practice amongst all who work with children, youth and families in difficulty.
- Take a look at their online journal, [CYC-Online](#), and at the [Relational Child & Youth Care Practice Journal](#).
- More information about a certification process in the US for child and youth care workers can be found on the [CYC Certification Institute website](#).

- **NACCW social media links**

Website: <http://www.naccw.org.za>



naccwisibindi



[National Association of Child and Youth Care Workers \(NACCW\)](#)

Visit the Global Social Service Workforce Alliance in the exhibition hall at the CTICC

Q & A
email to
nbrown@intrahealth.org
or
tweet @sswalliance