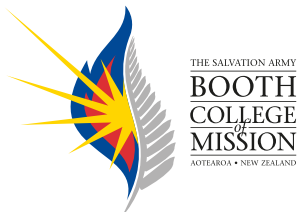


You Choose



Youth Work Training Options



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At your corps/centre + 3 years full-time study with practical experience

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"Make A Real Difference"

Welcome

The Salvation Army endeavours to train and equip our youth workers to engage with and positively influence young people in New Zealand society.

People who desire training and professional development in youth work can get great education and gain the required skills to work in a range of settings. Our aim is to develop youth workers who will make a long-term impact in local corps, centres and communities around New Zealand.

Mission Statement

Youth work training provides development that prepares/ strengthens youth workers and leaders to ensure their practice is faith centered, reflexive, evidence informed, best practise, ethical and relevant to context.

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Young people in New Zealand face significant challenges. Some will be bullied at school and may come from troubled homes. Alcohol and drugs have become a way of life for many, solid parental and other adult role models are in decline, and staying in education isn't always easy. Finding a job after leaving school can be hard, with high youth unemployment.

Many New Zealand young people battle low self-esteem, and some are self-harming. Others experience depressive and even suicidal thoughts. As well, it can be difficult to be a Christian teenager when teachers and peers don't always understand or support Christian values and beliefs.

Young people are trying to work out who they are, how to form relationships with others, what is right and wrong, whether there is a God (and if there is, what this means for them), and where they are going with their lives.

We Need Qualified Youth Workers

Working with young people is potentially one of the most rewarding things someone can do with their life. Adolescence is a stage of life when people are growing and developing, when they are forming beliefs, attitudes and habits that will help define the kind of adults they are going to be, and the kind of contribution they make to the world.

These days, there is a real shift toward having professional and qualified youth workers. Youth workers are expected to have proven skills in leadership, supervision and programme development, and to hold recognised qualifications.

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Transforming Young Lives

The Salvation Army is strongly committed to working with young people as a way to value people and transform lives.

Over the past 25 years, The Salvation Army has employed many youth workers at corps and centres throughout New Zealand. This doesn't downplay the valuable work of our volunteer youth leaders, but it does show how important we think youth work is—because we want some people to focus on it full time.

Salvation Army youth workers serve in all sorts of mission settings. While the work they do might differ widely, each youth worker has a common goal: to contribute positively to the personal, social and spiritual development of young people.

Training For Sustainability

Salvation Army Youth Work Training in New Zealand is delivered by the Youth Missions Training faculty at Booth College of Mission in conjunction with the Territorial Youth Department, and supported by Divisional Youth Secretaries, the Youth Quality Improvement Working Party (QIWP), and the Youth Work Training Committee. This ensures monitored training, with accountability for educational standards and processes.

The general administration of the Youth Work Distance Apprenticeship comes under the Territorial Youth Department, which will have some oversight and input into the programme. An annual review will be conducted by the Territorial Youth Department, in conjunction with the Divisional Youth Secretary and Booth College of Mission, to ensure corps/centre are complying with Salvation Army requirements and Youth Work Apprentices are being trained according to set guidelines.

The Territorial Youth Department is committed to seeing Salvation Army youth workers in New Zealand effectively trained, sustainably resourced and strongly supported and mentored.

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The Salvation Army Youth Work Distance Apprenticeship is a full-time, three-year commitment that includes undertaking practical youth work in their local corps/centre, while studying for approved qualifications. It is for those wanting to train in youth work, and who may sense a calling to this work as a 'vocation' or long-term career.

We're looking for potential Salvation Army youth workers that are committed and passionate disciples of Jesus: people willing to be encouraged to become counter-cultural risk takers; people empowered by the Holy Spirit to share Jesus, to meet human need and to do Kingdom work, specifically with New Zealand youth.

We prefer applicants with prior involvement in the life of their corps/centre or divisional youth team (although this is not mandatory). Applicants are expected to have some experience of youth work practice, along with the backing of their corps/centre and Divisional Youth Secretary.

What Will the Training Be Like?

The Youth Work Distance Apprenticeship is a full-time, three year commitment which will include studying towards approved qualifications and undertaking practical youth work in a supportive environment.

Those wanting to train as youth workers will be referred to as Youth Work Apprentices and:

- will train at their local corps/centre under suitable leadership
- will receive mentoring and coaching from on-site mentor
- will receive additional coaching from an approved LAB Facilitator
- will work towards approved qualifications

The aim of studying at an approved corps/centre is to develop balanced, reflective youth workers who can integrate easily into a diverse range of future employment opportunities. Apprentices will be based at their corps/centre throughout their training but will have the opportunity to visit other sites (e.g. LABs) during their training.

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- be actively involved in their corps/centre (this include study, hands-on youth work and other responsibilities)
- have increased responsibilities as they gain more experience, and by the end year should include exposure to leadership and management functions.
- accept supervision, management and support from their local mentor, LAB Facilitator and other staff
- attend retreats and events with other Youth Work Apprentices and youth workers
- attend monthly professional supervision, funded by The Salvation Army
- maintain an agreed study programme while working toward recognised youth work qualifications.

WHAT ARE THE BENEFITS AND OUTCOMES OF THE TRAINING?

During the Youth Work Distance Apprenticeship, the Youth Work Apprentice will:

- explore and develop the creative and imaginative skills required for best practice across all areas of youth work on a broad basis
- explore and apply models of best practice in youth work
- explore the role and contribution of youth work both as a methodology and powerful means of self-expression for young people
- develop the skills and knowledge to design, plan, deliver, facilitate and evaluate youth projects, including their own, in their own setting
- develop a network and engage with youth work practitioners, organisations, supports and contacts to aid in future youth work
- have an effective understanding of contemporary youth work in New Zealand.

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How Will Apprentices Train?

The Youth Work Distance Apprenticeship training component is delivered via two primary methods:

- 1 Onsite involvement in youth work at the Apprentice's local corps/centre
- 2 Study toward approved NZQA qualifications

The study component may include travel to block courses, classroom learning, and distance study in some cases.

What Will Apprentices Learn?

Youth Work Apprentices develop competencies in the following areas:

- biblical and theological understanding
- translating The Salvation Army mission into youth Contexts
- safe practice and other relevant industry standards
- practitioners of youth ministry
- professional development
- good administration skills

During their training, Apprentices:

- develop the creative and imaginative skills required for best practice across all areas of youth work
- learn to apply models of best practice to their own youth work
- gain the skills and knowledge to design, plan, deliver, facilitate and evaluate youth projects
- examine the role and contribution of youth work as a methodology and a powerful means of self-expression for young people
- develop a network by engaging with youth work practitioners, organisations, supports and contacts to aid a future in youth work
- gain a foundational understanding of contemporary youth work in New Zealand

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[What Qualifications Will Apprentices Gain?](#)

Successful graduated Apprentices will receive the Certificate of Salvation Army Youth Work Training. The desired study model can enable the Apprentice to also gain the Diploma of Christian Studies (Laidlaw) and Diploma in Youth and Community Studies (Praxis). It is acknowledged that there is a possibility that the qualifications gained may vary according to previous study and experience.

[Will Apprentices Have a Job at the End of their Training?](#)

The intention is that Apprentices gain experience at their corps/centre, and can then take that knowledge and experiences to an employed role at a corps/centre. Qualifications and practical experience gained through the Youth Work Distance Apprenticeship are likely to make graduated Apprentices strong candidates for employment.

Completion of a Youth Work Distance Apprenticeship does not necessarily guarantee a job. If it is intended that the Apprentice will continue into employment at the corps/centre after the completion of their training, this should be talked through at the time of application and discussed with corps/centre leadership. However no official guarantee of employment can be made or assumed via participation in the Youth Work Distance Apprenticeship.

Note: To be eligible for employment as a youth worker in The Salvation Army, certain criteria may need to be met.

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What Does a Corps/Centre Need to Provide to Host an Apprentice?

- a wide range of youth work opportunities
- sustainable youth work projects appropriate to the skills and experience of the Youth Work Apprentice that the Apprentice can gradually assume responsibility for.
- a local mentor for the Apprentice who fulfils the requirements.

WHAT ARE THE EXPECTED CRITERIA FROM THE CORPS/CENTRE TO BE A TRAINING SITE?

- a healthy expression of youth work operating in the community and corps/centre
- a supportive team in operation. This team could comprise of corps/centre leadership, paid/volunteer youth workers and leaders and mentors who will interact with the Youth Work Apprentice(s) and be involved in diverse expressions of youth work
- ongoing support from the local corps congregation and leadership team
- linked to a healthy worshipping faith community.

WHAT ARE THE EXPECTATIONS FOR CORPS/CENTRES?

Corps/centres are expected to invest into the development and supervision of each Youth Work Apprentice as per agreed time frames and provide support and logistical help.

- ensure that the local mentor is supporting the Apprentice to stay on top of things academically, emotionally, practically and spiritually. If problems arise it may be necessary to arrange further support for the Apprentice (in conjunction with the Territorial Youth Department)
- provide exposure to a wide variety of youth work experiences.
- ensure that the Apprentice has an adequate workspace which is conducive to their study and/or youth work needs.

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Local Mentor

- The Youth Work Distance Apprenticeship programme and Apprentice is overseen by a local mentor with the support of the corps/centre leadership team and an approved LAB Facilitator
- The local mentor must meet the following criteria: individual who has proven experience in youth work, a relevant qualification (which may be in a related field such as Social Work or Officership), have the support of a sound leadership team, commitment to ongoing training and self-development and adherence to Salvation Army beliefs, mission and goals
- Apprentice will meet with their local mentor at least once a fortnight for coaching in Salvation Army Youth Work Competencies and to ensure that all aspects of the Apprentice's situation—study, youth work, practical, spiritual and emotional wellbeing—are checked regularly
- Both the Apprentice and local mentor will receive additional coaching by an approved LAB Facilitator at regular intervals which will be reviewed annually
- The local mentor will also model good youth work practice to the Apprentice, and have an active role in their youth work, particularly during the first two years

Note: It is an expectation that the local mentor will be committed to the position for a minimum of three years.

WHAT ARE THE EXPECTATIONS FOR LOCAL MENTORS?

- Help to arrange professional supervision for the Apprentice and ensure that this continues in a regular (monthly) fashion
- Hold regular meetings with the Apprentice to ensure that they are staying on top of things academically, emotionally, practically and spiritually. Some record of these meetings should be kept for later review, if needed, including agreed action points.
- Supporting the Apprentice to stay on top of things academically. If problems arise it may be necessary to liaise with the study provider and/or arrange further academic support for the Apprentice (in conjunction with the Territorial Youth Department)
- Provide spiritual mentoring for the Apprentice and encourage the Apprentice along a path of continual spiritual growth. This may include teaching on Salvation Army Soldiership
- Regularly check the Apprentice's progress against the Youth Work Apprenticeship competencies. The corps/centre leadership and local mentor should identify any areas of weakness or further development, and work out a plan for how to address these areas
- Ensure that any logistics for training (e.g. travel) are taken care of in a timely manner
- Arrange regular meetings between the Apprentice and the Corps Officer/ Centre Manager
- Keep the corps/centre leadership and wider corps family (including leadership and staff) informed of the Apprentice's progress
- Ensure that the Apprentice attends Territorial and Divisional youth events (including THRIVE Conference) as negotiated, and check that any logistics (e.g. travel) are taken care of in a timely manner
- Ensure that the Apprentices meet at least once per term with the Divisional Youth Secretary to discuss the on-going progress of the Youth Work Apprentice/s

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WHAT IS THE ROLE OF A LAB FACILITATOR?

Youth Work Apprentices and the local mentor will receive additional coaching support by an approved LAB Facilitator. Meetings will take place at regular intervals as negotiated between the Youth Work Training Committee and the local Corps. The role of the LAB Facilitator and the nature of support provided will be reviewed annually. The LAB Facilitator will not have any direct responsibility in managing the Youth Work Apprentice.

WHAT ARE THE EXPECTATIONS FOR LAB FACILITATORS?

- Meet with the Apprentice and local mentor as per agreed time frames at which notes need to be taken by the Facilitator to keep a record of conversations and to insure action points are achieved.
- Additional support coaching and support as negotiated with the local Corps, mentor, and Youth Work Training Committee

Connected to The Salvation Army

Youth Work Apprentices are encouraged to have strong connections with the wider Salvation Army.

- regular meetings between the Apprentice and the local mentor
- regularly connect with their Corps Officer/Centre Manager and wider corps/centre (including leadership and staff)
- regular attendance at Territorial and Divisional Youth Events (including THRIVE—Youth & Childrens' Ministry Conference)

Training Partners

An individualised training plan is developed to meet the specific needs of each Youth Work Apprentice. This plan, which is spread over three years, takes into account their unique skills, knowledge and experiences.

No single training provider in New Zealand is able to deliver all the required Salvation Army Youth Work Competencies for the Youth Work Distance Apprenticeship in one qualification. We therefore partner with Praxis (www.praxis.org.nz) and Laidlaw College (www.laidlaw.ac.nz) to ensure that Apprentices develop the necessary academic foundation for their professional practice as youth workers.

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Praxis

DIPLOMA IN YOUTH AND COMMUNITY STUDIES

This course of study covers: the development of youth work in Aotearoa; youth needs in the community; building relationships with young people of different cultures and backgrounds; connecting with a young person in crisis; ethics for youth work; developing a working relationship with tangata whenua as a youth worker; implementing Te Tiriti o Waitangi in youth work; leadership and management.

Apprentices will focus on five key areas:

- Inward Journey
- Youth and Community Work
- Community Connection
- Frameworks for Action
- Safe Practice

Note: The Diploma in Youth and Community Studies provides at least one year's credit toward a Bachelor of Youth Development through WelTec.

Laidlaw

DIPLOMA OF CHRISTIAN STUDIES (Youth Track)

The Diploma of Christian Studies (DipCS) provides Youth Work Apprentices with an introduction to biblical and theological studies, spiritual formation and youth work practice. This qualification prepares Apprentices to live out the Gospel of Christ, engaging thoughtfully and compassionately in the world.

On completion of their DipCS, Apprentices will have developed the capacity to tell the biblical story, to read the Bible within its historical context, and to understand a theological framework for life and ministry. They will have begun the process of developing disciplines necessary to maintain their own spiritual growth and to serve in leadership capacities within the church and in our world.

Note: The DipCS provides one year's credit toward either the Bachelor of Ministries or the Bachelor of Theology degrees.

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1 BIBLICAL AND THEOLOGICAL TRAINING

- Sound knowledge in Theology
- Awareness in how to read and understand the Bible
- Salvation Army distinctives
- Spiritual formation

2 TRANSLATING THE SALVATION ARMY MISSION INTO YOUTH CONTEXTS

- Integration of “Caring for People, Transforming Lives and Reforming Society” into Youth Ministry
- Social Justice
- Practical Holiness

3 SAFE PRACTICE AND OTHER RELEVANT INDUSTRY STANDARDS

- Youth Work Ethics
- Health and Safety (Keeping Children Safe)
- Understanding of Treaty of Waitangi (Participation, Protection & Partnership)

4 PRACTITIONERS OF YOUTH MINISTRY

- Group facilitation
- Intentional & Strategic
- Evidence informed
- Pastoral Care/ Intentional Mentoring
- Develop Leaders
- Effective communicator (internal & external)
- Working Cross Culturally (acknowledging the Treaty of Waitangi)
- Working holistically with young people

5 PROFESSIONAL DEVELOPMENT

- Self-Care and Supervision
- Commitment to further learning
- Reflexivity (action reflection)
- Spiritual Growth

6 GOOD ADMINISTRATION SKILLS

- Financial Management
- Evaluation and record keeping
- Know systems and processes

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WHO FUNDS THE YOUTH WORK DISTANCE APPRENTICESHIP?

Each Youth Work Apprentice is required to pay all course fees. Any ongoing personal and family expenses are also the responsibility of the Youth Work Apprentice.

The Salvation Army provides the following financial assistance to corps/centres:

- funding to offset incurred expenses of the corps/centre, which can be used to subsidise the local mentor's salary
- funding to cover the travel expenses and time taken by the LAB Facilitator for ongoing coaching
- some approved additional training and conference costs (e.g. airfares) not included in course fees
- monthly professional supervision fees for the Youth Work Apprentice.

WHAT OTHER FUNDING SOURCES ARE THERE?

- Training providers utilised in the Youth Work Distance Apprenticeship are accredited by NZQA for student loans and allowances.
- The Youth Work Apprentice can undertake part-time paid employment provided this does not conflict in any way with the requirements of their Youth Work Distance Apprenticeship programme or agreed responsibilities at their corps/centre.

CAN APPRENTICES HAVE THEIR COURSE FEES REIMBURSED?

The Salvation Army will reimburse course fees to those Youth Work Apprentices that complete the Youth Work Distance Apprenticeship and then proceed into employment as a full-time youth worker in The Salvation Army.

Following the first year of employment, the youth worker will receive reimbursement for their first year of course fees. The same will happen at the completion of the second and third years of employment, leading to all course fees being reimbursed after three years of paid youth work in The Salvation Army. Documentation (e.g. tax invoices, receipts) will have to be submitted at time of reimbursement.

ACCOMMODATION SUPPLEMENT

Applicants can apply for a supplement to subsidise their accommodation. The application for an 'Accommodation Supplement' must be submitted along with the application for consideration.

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The application process is as follows:

- 1 Complete a Youth Work Distance Apprenticeship application form. This must be endorsed by your Corps Officer/ Centre Manager and at Divisional level by the Divisional Youth Secretary and Divisional Commander
- 2 Applications will be reviewed and shortlisted by the Youth Quality Improvement Working Party (QIWP) Board and the Youth Work Training Committee
- 3 Shortlisted applicants will have a Police Check processed and their referees will be contacted
- 4 Shortlisted applicants will be interviewed by a member of the Youth Work Training Committee. The leadership of corps/centre where the applicant will be based will also be interviewed with regards to the support structures required of the Youth Worker Distance Apprenticeship
- 5 The outcome will be conveyed to the applicant by the Territorial Youth Secretary

Acceptance and on-going participation in the Youth Work Distance Apprenticeship is dependent on the applicant meeting the requirements of the training programme and accepting Salvation Army procedures and guidelines.

Note: Application forms are available online at www.firezone.co.nz (in the 'Training and Development' area).

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Will Apprentices Have a Job at the End of their Training?

What Does a Corps/Centre Need to Provide to Host an Apprentice?

Local Mentor

Additional Support

Connected to The Salvation Army

Training Partners

Praxis & Laidlaw

Youth Work Competencies

Costs and Funding?

How Do I Apply?

Frequently Asked Questions

- 1 How do I get an application form?** Applications forms are available online at www.firezone.co.nz in the 'Training and Development' area.
- 2 When do I need to apply?** Check online at www.firezone.co.nz in the 'Training and Development' area.
- 3 When would I start training if accepted?** The Youth Work Distance Apprenticeship commences each February.
- 4 What is the minimum age for a Youth Work Apprentice?** The Youth Work Distance Apprenticeship is open to anyone 18 years and over as of the date in February when the Apprenticeship starts.
- 5 Do I have to be a senior soldier of The Salvation Army to be a Youth Work Apprentice?** Soldiership is not a pre-requisite for the Youth Work Distance Apprenticeship. However, it is expected that Apprentices would look to become soldiers by the end of their training. To be eligible for employment as a youth worker in The Salvation Army, certain criteria (such as soldiership) may need to be met.
- 6 Can married people apply?** Yes.
- 7 Will I be employed at my corps/centre after my training ends?** No. Completion of a Youth Work Distance Apprenticeship does not necessarily guarantee a job. If it is intended that the Apprentice will continue into employment at the corps/centre after the completion of their training, this should be talked through at the time of application and discussed with corps/centre leadership. However no official guarantee of employment can be made or assumed via participation in the Youth Work Distance Apprenticeship.
- 8 What if I have a problem during training?** If issues arise that cannot be resolved locally, the Youth Work Apprentice or corps/centre leadership can: seek advice from the Divisional Youth Secretary; initiate a mediation procedure by contacting the Territorial Youth Secretary
- 9 Who can give me more information about the Youth Work Distance Apprenticeship?** The Divisional Youth Secretaries are the primary contacts for any additional information. The Territorial Youth Secretary is your secondary point of contact. You can also visit the www.firezone.co.nz 'Training and Development' area.