

## Who is the NACOSA Training Institute?

NACOSA Training Institute is part of NACOSA -The Networking HIV/AIDS Community of South Africa. NACOSA is a national civil society network of organisations working in the HIV, AIDS, TB and related social development fields. NACOSA has more than 1,400 members – mainly community-based organisations (over 900) but also non-profit organisations and individuals.

NACOSA Training Institute is an accredited training organisation and holds accreditation with HWSETA, ETDPSETA and Services SETA for various training products. NACOSA Training Institute has a national footprint and has the capacity to deliver training interventions in all 9 provinces.

NACOSA Training Institute's vision is: *Collaborative transformation through capacity building excellence.*

NACOSA Training Institute informs its work by living the following values:

- Integrity
- Inclusiveness and non-discrimination
- Culture of Learning
- Respect
- People and Community Centered
- Excellence
- Commitment
- Accountability and Transparency

## ABOUT THE CHILD AND YOUTH CARE WORKER QUALIFICATION

Traditional learning streams are proving inadequate to equip people for child at risk contexts, and there is an increasing call for the skills particular to child care work across diverse sectors including prisons, hospitals, schools and communities. South Africa's unique combination of threats and circumstances presents a special challenge in the area of children at risk. Those who work with children at risk must be empowered to promote and facilitate the optimum development of children and adolescents with both normal and special developmental needs, so as to ensure that they are able to be effective within all contexts.

In addition, there are people who have been working in the sector for some time, and who have gained the additional skills and expertise required through systematic on-the-job training or practical experience. This Qualification offers possibilities for appointment in line with their recognised skills.



This Qualification is an entry-level qualification for those who want to enter the field of Child and Youth Care Work as a potential career. It builds on practical experience and community-based learning, and equips people for their role as an auxiliary child and youth care worker.

As such the Qualification will also be valuable for those who may have been practising within the field, but without formal recognition.

In particular, this Qualification will be useful for:

- Auxiliary child and youth care workers.
- Persons who work in related fields such as social workers, pastoral counsellors, where knowledge and skill of CYCW is an advantage.

Recipients of this Qualification will be able to:

- Perform clearly defined tasks and activities which contribute to holistic care and development of the young person.
- Develop themselves purposefully, professionally and as a resource for C&YCW.
- Demonstrate knowledge of and work in ways that are consistent with the ethics of the field and workplace.
- Demonstrate understanding of on-line and consultative supervision and their role in the provision of care and own personal development.
- Describe and uphold the rights of young people, and promote these in their practice.
- Solve common problems within familiar contexts:
  - Adjust an application of a common solution within relevant parameters to meet the needs of small changes in the problem or operating context.
  - Motivate the change using relevant evidence.

Auxiliary workers will carry out their role at all times:

- Under the supervision of an appointed supervisor.
- As a member of a team.
- Auxiliary workers will not be assigned full responsibility for the young person's welfare.

The course is experiential and interactive with learners gaining real exposure to all aspects of Child and Youth Care. The learning activities include role-plays, case studies, videos, self-discovery exercises, small and large group discussions, peer learning through the buddy system and PowerPoint presentations.

## Course content

The course is divided into 5 modules:

### Module 1: Introduction to CYCW (24 credits/240 notional hours)

- US 254181 Demonstrate a basic understanding of the fundamentals of child and youth care work, 10 credits
- US 254176 Promote and uphold the rights of children and youth, 4 credits



- US 254174 Demonstrate knowledge of the developmental approach to therapeutic work with children and youth at risk, 5 credits
- US 254180 Demonstrate knowledge of lifespan development theories for application in child and youth care work, 5 credits

## Module 2: Therapeutic work with children (38 credits/380 notional hours)

- US 254184 Apply basic communication skills in interactions with children and youth at risk, 8 credits
- US 254175 Describe the use of relationships for developmental and therapeutic ends in child and youth care work, 8 Credits
- US 254187 Demonstrate basic interpersonal skills with children and youth at risk, and their families, 12 credits
- US 254184 Apply behaviour management and support techniques in routine child and youth care work contexts, 10 credits

## Module 3: Assessment and programming in CYCW (23 credits/230 notional hours)

- US 254186 Participate in a developmental assessment, 8 credits
- US 254182 Demonstrate knowledge of activities within programming, and implement activities in child and youth care work, 10 credits
- US 254177 Observe, record and report in a child and youth care work context, 5 credits

## Module 4: Caring Skills and HIV (12 credits/120 notional hours)

- US 254178 Demonstrate basic caring skills for children and youth at risk, 6 credits
- US 117493 Provide information about HIV and AIDS and treatment options in community care and support situations, 6 credits

## Module 5: The CYCW as a professional person (13 credits/130 notional hours)

- US 254183 Apply personal development strategies and skills to enhance effective service delivery in child and youth care work, 7 credits
- US 254179 Work as part of a team, under supervision, with children and youth at risk, 5 credits

## Learning outcomes

After completing all 5 the modules the learner should have achieved the following:

- Communicate with and on behalf of young persons at risk for developmental and therapeutic ends.
- Develop professional and personal competence in auxiliary child and youth care work.
- Participate in development assessments of children and youth at risk.
- Provide support for children and youth at risk.



## Minimum requirements for registration

Learners in possession of a Grade 10, 11 or 12 Certificate can register, providing that their application has been approved by the NACOSA Selection Committee. You will be notified of the success of your application.

## Duration of programme

The duration of this program is 18 months.

## Accreditation

Accreditation is against ID 60209 Further Education and Training Certificate in Child and Youth Care Work at NQF Level 4.

## Method of instruction

The course consists of 7 contact sessions:

- Session 1: Learner orientation (3 days) and supervisor/mentor preparation (2 days)
- Session 2-6: Modules 1-5
- Session 7: Learner support and final assessment.

The course includes theoretical and practical components. The theoretical component includes classroom learning during which a variety of learning techniques are used such as lectures, individual activities, discussions, role plays, observation, etc. Classroom training is compulsory.

The practical component includes research, demonstrations, practising through assignments and practical exercises/projects. Practical learning also takes place off-site at the workplace.

The learner will receive a Learner Guide and a Learner Workbook. The Learner Guide will serve as a study guide that could be used for future references. The workbook provides practical formative and self - assessment activities to be included into the portfolio of evidence. The work programme for each module will be discussed in class.

- **Classroom Training**

The classroom training consists of five (5) consecutive days for each session. Attendance to these classroom trainings is compulsory and any absence must be accompanied by a letter from a doctor. During these sessions all the theory related to the module will be covered and discussed. The facilitator will also prepare you for the workplace assessments. Formative assessments will also be conducted during these sessions. Each will receive a comprehensive learner manual.

- **Practical workplace training**

At the conclusion of the classroom training, the facilitator will provide the learners with the workplace assignments to be conducted. It is expected that the learner will prepare well for the workplace training, by reading the prescribed sections in the manual and follow the instructions carefully.

- **Coaching and Mentoring**

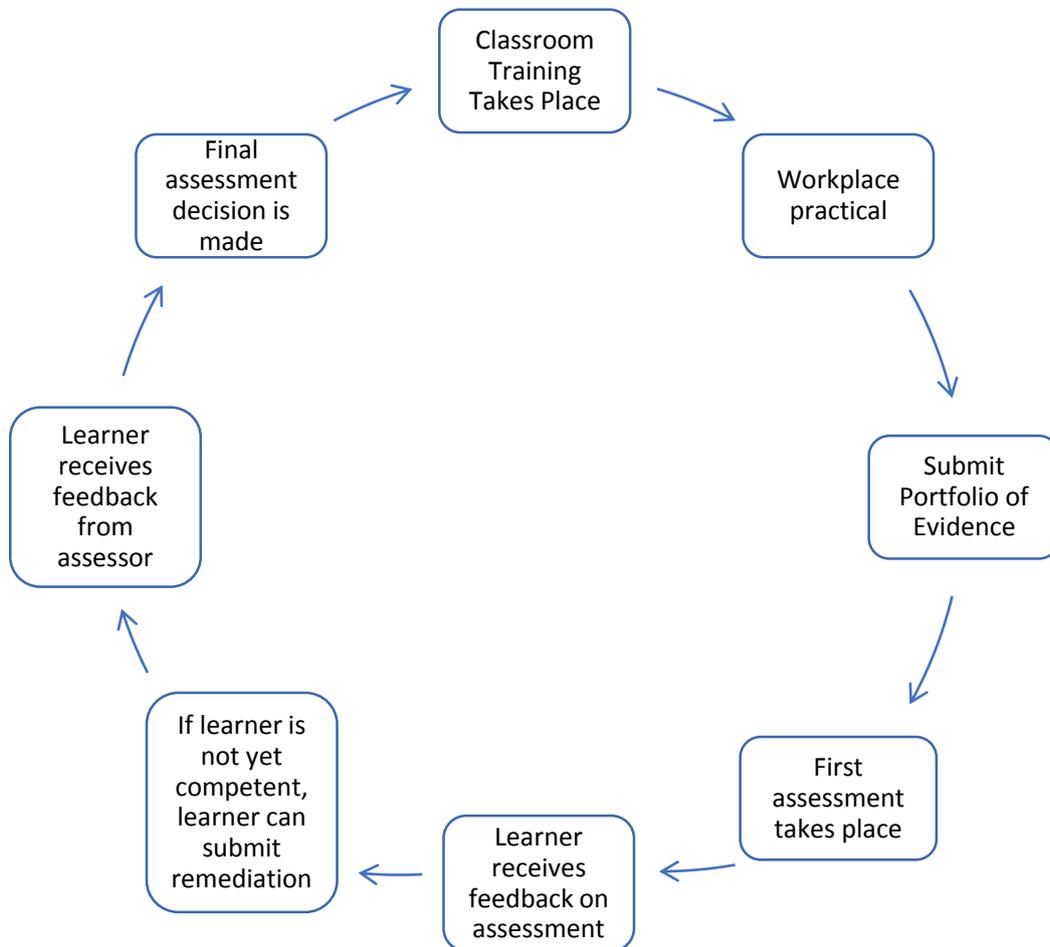
A workplace mentor will be appointed for each learner. The role of the workplace mentor would be to support the learner with the practical workplace assignments. The mentors are available for questions and support.



- **Logbook**

It is expected that the learner will write all the hours spend on their practical assignments into their logbook.

## Flow of training



## NACOSA's commitment

- NACOSA will provide a comprehensive learner manual for each learner.
- NACOSA will provide an experienced facilitator and subject matter expert to facilitate the workshop
- NACOSA will conduct a post training assessment to establish the impact of the training on skills, knowledge and attitudes.
- The training is accredited and learners will complete a PoE and submit for assessment and moderation.
- NACOSA will provide a post training report to focusing on Return on Investment and further recommendations.
- NACOSA will present the learning intervention to HWSETA for verification.



## NACOSA Contact Details

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Skills Development

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and programme

specific training.

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