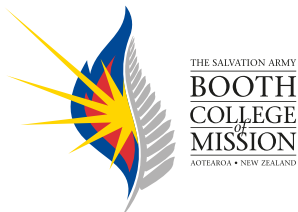


LAB

Expression of interest



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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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[New Zealand Youth Today](#)

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 26 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 LAB 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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Who Are We Looking For?

The Salvation Army Youth Work LAB Apprenticeship is a full-time, three-year commitment that includes undertaking practical youth work in a supportive environment at an approved LAB, 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?

Those accepted for training are known as 'Youth Work Apprentices'. Training takes place at an approved LAB (Living and Breathing training site), where they train under an experienced youth worker as they work toward approved qualifications.

The aim of studying at an approved LAB is to develop balanced, reflective youth workers who can integrate easily into a diverse range of future employment opportunities.

Apprentices will be based at one LAB throughout their training but will have the opportunity to visit other LAB sites during their training.

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Youth Work Apprentices Are Expected To:

- be actively involved in their LAB (this includes study, hands-on youth work and other responsibilities)
- accept supervision, management and support from their 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

How Will Apprentices Train?

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

- Onsite involvement in youth work at an approved LAB
- Study toward approved NZQA qualifications

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

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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

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.

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

The intention is that Apprentices gain experience at their LAB, and can then take that knowledge and experiences to an employed role at a corps/centre.

While the completion of a Youth Work LAB Apprenticeship does not necessarily guarantee a job, all Youth Work Apprentices wanting to pursue employment as Salvation Army youth workers will be advertised to those corps/centres and divisions that are looking for youth workers.

Qualifications and practical experience gained through the Youth Work LAB Apprenticeship are likely to make graduated Apprentices strong candidates for employment.

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

What Does a LAB Need to Provide?

- 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

Local Leadership & Support

- The Youth Work LAB Apprenticeship programme and Apprentice is overseen by a LAB Facilitator with the support of the corps/centre leadership team
- A LAB Facilitator must meet the following criteria: individual who has proven experience in youth work, with at least five years' paid youth work experience in The Salvation Army or elsewhere, have the support of a sound leadership team, commitment to ongoing training and self-development and adherence to Salvation Army beliefs, mission and goals as a senior soldier
- Apprentices will meet with their LAB Facilitators 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

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Connected To The Salvation Army

Youth Worker Apprentices are encouraged to have strong connections with the wider Salvation Army:

- regular meetings between the Apprentice and the LAB Facilitator
- 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 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 LAB 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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Youth Work Competencies

Youth Work Training provides development that prepares youth workers/ leaders to ensure their practice is faith centered, reflexive, evidence based and informed best practice, ethical and relevant to context.

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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Costs And Funding?

WHO FUNDS THE YOUTH WORK LAB APPRENTICESHIP?

Each Youth Work Apprentice is required to pay all course fees, as well as any expenses involved in relocating to a LAB. Any ongoing personal and family expenses are also the responsibility of the Youth Work Apprentice.

The Salvation Army provides the following financial assistance to LABs:

- funding to offset incurred expenses of the LAB, which can be used to subsidise the LAB Facilitator's salary
- an accommodation supplement to subsidise Apprentice accommodation, with the Youth Work Apprentice contributing the remainder of the cost of accommodation
- 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 LAB 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 LAB Apprenticeship programme or agreed responsibilities at their LAB

CAN APPRENTICES HAVE THEIR COURSE FEES REIMBURSED?

The Salvation Army will reimburse course fees to those Youth Work Apprentices that complete the Youth Work LAB 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

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Application Process: How Do I Apply?

The application process is as follows:

- 1 Complete a LAB Expression of Interest application form. This must be endorsed by your Corps Officer/ Centre Manager and at Divisional level by the Divisional Youth Secretary and Divisional Leaders
- 2 Applications will be reviewed and shortlisted by the Youth Quality Improvement Working Party (QIWP) Board and the Youth Work Training Committee
- 3 LAB Facilitator will have a Police Check processed
- 4 Applicant and corps/centre leadership will be interviewed by members of the Youth Work Training Committee.
- 5 The outcome will be conveyed to the applicant by the Director -Youth Missions Training

Acceptance and on-going participation in the Youth Work LAB Apprenticeship is dependent on the applicant and corps/centre 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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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 LAB Apprenticeship commences each February.

4 What is the minimum age for a Youth Work Apprentice? The Youth Work LAB 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 soldier of The Salvation Army to be a Youth Work Apprentice? Soldiership is not a pre-requisite for the Youth Work LAB Apprenticeship. However, it is expected that Apprentices would explore the possibility of becoming a soldier 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 LAB after my training ends? No. The intention is that Apprentices gain experience at their LAB, and can then take that knowledge and experiences to an employed role at a corps/centre.

While the completion of a Youth Work LAB Apprenticeship does not necessarily guarantee a job, all Youth Work Apprentices wanting to pursue employment as Salvation Army youth workers will be advertised to those corps/centres and divisions that are looking for youth workers.

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; or initiate a mediation procedure by contacting the Territorial Youth Secretary

9 Who can give me more information about the Youth Work LAB Apprenticeship? The Divisional Youth Secretaries are the primary contacts for any additional information. The Director - Youth Missions Training is your secondary point of contact. You can also visit the www.firezone.co.nz 'Training and Development' area.