



Antrim & Newtownabbey Action Plan 2018-2020

6. Area Action Plan

The following plan has been devised to allow for the accurate reporting of issue led work within the area. The needs identified in the research have influenced the targets set which have been laid out in a manner to feed into the Priorities for Youth. This enables a clear link between policy and practice enabling relevant reporting of outcomes to be made.

DE Priority: Raising Standards for All			
Area For Action	Outputs	Outcome	Measure/Target
Planning	Area Plan for the Antrim Newtownabbey Division	Youth Service provision and resources delivered based on an assessment of need	<ul style="list-style-type: none"> • Local Area Assessment of Need developed, and disseminated by September 2018 • Area Youth Development Plan developed, and disseminated by September 2018 • Resources and staff allocated to areas of greatest need • SOAs in the top 25% most deprived areas will have access to professional youth work staff • 100% of controlled centres and youth workers meet the standards required for approval of the CDA
	Stakeholder Consultations	Localised needs of young people identified	<ul style="list-style-type: none"> • Local Area Assessment of Need consultation annually • Area Youth Development Plan consultation annually
Partnerships	Partnerships which complement Youth Service provision	Effective planning and reduced duplication of services	<ul style="list-style-type: none"> • 100% partnerships reviewed annually • Memoranda of understanding completed with Partner Organisations
Support to part-time voluntary groups	Registration of voluntary youth organisations	Voluntary sector youth organisations supported to deliver youth provision	<ul style="list-style-type: none"> • 4 new youth groups supported towards registration • 2 new groups achieve standard for registration • 122 sponsored and registered groups supported through grant-aid

DE Priority: Raising Standards for All			
Area For Action	Outputs	Outcome	Measure/Target
Quality Assurance	Quality Assurance Framework	High quality youth provision	<ul style="list-style-type: none"> • Controlled youth centres and youth workers will establish a unit-based Quality Assurance Team including young people, staff and management • 100% of controlled units and workers to submit quarterly Target Monitor reports and statistical returns • 100% controlled F/T youth workers receive 6 supervision sessions per year
	Moderation process	High quality youth provision Inspection readiness	<ul style="list-style-type: none"> • 100% of controlled youth centres and youth workers will receive a minimum of one moderation visit per year • 100% voluntary youth organisations receiving moderation visits proportionate to funding received • Action plan developed to address areas for improvement following moderation visit or ETI Inspection
	Quarterly reports	High quality youth provision	<ul style="list-style-type: none"> • 100% of controlled youth centres and youth workers will complete quarterly reports

DE Priority: Raising Standards for All			
Area For Action	Outputs	Outcome	Measure/Target
Measurement of Youth Work Programmes	Measuring Outcomes Framework	Effective services delivered and reviewed Impact of programme delivery recorded Engagement levels of young people recorded and reflected on	<ul style="list-style-type: none"> • 100% of registered and controlled units to have completed NIYSA forms by end of February each year • 100% of controlled youth workers and youth centres to maintain evidence files recording the engagement of and outcomes for young people
Generic Provision	Generic provision for the generality of young people	The generality of young people have access to youth services	<ul style="list-style-type: none"> • Each controlled youth centre will have 40 young people in attendance per evening • Each controlled youth centre will have 80 young people registered as members • 7 controlled youth centres will operate 4 evenings per week over 42 weeks per year • 7 Summer Programmes will operate for 80 hours over a 20 day period between 01 July – 31 August
Public Relations	PR Articles & Events	Increased public awareness of Youth Service	<ul style="list-style-type: none"> • 20 articles per year submitted for publication to local media • Youth Service to be represented locally at 5 events per year

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity			
Area For Action	Outputs	Outcome	Measure/Target
School-based youth work	Programmes for pupils at Key Stage 3 to address educational underachievement	Enhanced Personal Capabilities	<ul style="list-style-type: none"> • KS 3 programmes run in 5 post primary schools in the Division • 80% of pupils progress on a minimum of three of the seven outcomes • Minimum of 2 Peer Mentoring Programmes in post primary schools, involving 30 peer mentors • Minimum 80% of peer mentors to receive OCNNI Level 1 accreditation
	Programmes for pupils at Key Stage 4 to address educational underachievement	Enhanced Personal Capabilities	<ul style="list-style-type: none"> • Certificate in Personal Effectiveness and Success delivered over 2 years at KS4 to minimum of 15 young people in 6 schools • More than 80% pupils progress against 3 of the 6 outcomes by June 2019 • Minimum of 80% participants achieve equivalent to GCSE Grade B accreditation
Health and Well-being	Gender Based Youth Work programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> • 100% controlled youth workers will deliver 1 gender themed project with 12 young people • 100% controlled youth centres will take part in 1 gender focused event per year
	Health and Well-Being programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> • 100% of youth workers will deliver a minimum of one health related project with 12 young people per year • One Mental Health Youth Worker (EA FLARE Project) delivering positive mental health interventions in the Antrim & Newtownabbey Division

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity			
Area For Action	Outputs	Outcome	Measure/Target
Personal & Social Development	Personal and Social Development	Improved Health and Well-Being	<ul style="list-style-type: none"> • 100% controlled youth workers will deliver a minimum of one project focused on personal and social development with a minimum of 12 young people per year • 100% youth workers will deliver a minimum of 2 personal and social development programmes per year
Positive Behaviour	Programmes for young people at risk of being involved in criminal or anti-social behaviour	Improved relationships with others	<ul style="list-style-type: none"> • 5 projects per year, each targeting 12 young people at risk of or engaged in these behaviours
	Programmes Addressing Risk Taking Behaviour	Improved relationships with others	<ul style="list-style-type: none"> • 5 projects focusing on Risk Taking Behaviour each targeting 10 young people at risk of or engaged in these behaviours each year
	Youth Intervention Programmes	Improved relationships with others	<ul style="list-style-type: none"> • 5 year round Intervention programmes targeting 100 young people per year

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity			
Area For Action	Outputs	Outcome	Measure/Target
Education in Lawfulness	Education in Lawfulness and other relevant programmes for the generality of young people in schools and youth projects in the Antrim & Newtownabbey area	Lawfulness is spoken about Improved Health and Well-being	<ul style="list-style-type: none"> • Resources collated/developed around e.g. Lawfulness, Resilience, Drugs & Alcohol Misuse for use in youth clubs and in schools at KS3 from September 2018 • 4 Youth Workers within 4 schools delivering lawfulness programmes to 20 young people at KS3 annually • 7 Youth Workers within 7 Youth Centres delivering lawfulness programmes to 20 young people annually • 6 Youth Workers in an outreach setting delivering lawfulness programmes to 20 young people annually • 4 Youth Workers in LTP Programme at KS4 to deliver a Lawfulness module in 4 schools in the Antrim & Newtownabbey area, with 15 pupils each by March 2020
Access to Services	Rural Engagement programmes	Enhanced Personal Capabilities	<ul style="list-style-type: none"> • 3 projects tackling rural isolation issues (1 in Crumlin, 2 in Newtownabbey) per year

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Area For Action	Outputs	Outcome	Measure/Target
Targeted Provision in area of Deprivation	Outreach Work	Improved relationship with others	<ul style="list-style-type: none"> • 100% of Area Youth Workers will engage in project delivery with 60 targeted young people across 6 evening projects per year • Each Controlled Area Youth Worker's evening projects to have an average attendance of 10 young people • Each Controlled Senior Youth Worker will engage in project delivery with 40 targeted young people across 4 evening projects per year with a minimum of 10 young people completing each project
	Extended Provision	Improved relationships with others	<ul style="list-style-type: none"> • 1 extended provision project to be supported in Mill Green Youth Centre.
Inclusion	Inclusion	Improved relationship with others	<ul style="list-style-type: none"> • 100% of controlled youth centres and youth workers will each deliver 1 Inclusion programme with 10 young people from a community of interest completing per year • Develop 1 Partnership Project with a Communities of Interest Partner per year • Minimum of one inclusion programme underpinned and supported by the regional Inclusion team
	Irish Medium	Improved relationships with others	<ul style="list-style-type: none"> • 2 Irish Medium Schemes supported in Cumann Óige Chroi Éanna, Glengormley each year

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity			
Area For Action	Outputs	Outcome	Measure/Target
Inclusion (cont.)	Inclusion scheme aimed at promoting inclusive youth work projects	Improved relationship with others	<ul style="list-style-type: none"> • 5 programmes funded through Inclusion scheme with a minimum of 12 young people completing per project each year.
CRED / CRED Addendum	Community Relations, Equality and Diversity programmes	Positive engagement with others from diverse backgrounds	<ul style="list-style-type: none"> • 11 CRED programmes delivered involving a minimum of 15 young people participating • 5 applications for TBUC funding per annum from units in the Division, involving 90 young people
Participation	Participative structures for young people	Active Citizenship	<ul style="list-style-type: none"> • 100% of youth centres to establish a participative structure for young people by October 2018
	Youth Council	Active Citizenship	<ul style="list-style-type: none"> • 1 Youth Council meeting weekly; 2 subgroups (Antrim and Newtownabbey) • One strategic Youth Council for the Division responding to local council consultations and emerging youth needs, meeting monthly, and delivered in partnership with regional participation team. • Youth Councils will complete 2 active citizenship projects (1 in Antrim, 1 in Newtownabbey) with associated social action with 10 young people in each • 2 Peer facilitators recruited, 1 to support each of the Youth Council sub groups Youth Council will deliver annually a workshop in each controlled centres in their area

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity			
Area For Action	Outputs	Outcome	Measure/Target
Participation (Contd)	Accredited/non accredited leadership programme for young people in participative structures	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 20 young people in the area completing a leadership programme annually.
	Small Grants Scheme	Increased participative action	<ul style="list-style-type: none"> • Minimum of four applications to the Small Grants Scheme
	Participative opportunities for individual young people	Increased participative action	<ul style="list-style-type: none"> • 5 young people per year will participate in the Oscars Programme as part of the assessment panel
CSE/eSafety/Child Protection	Child Sexual Exploitation Projects	Improved Health and Well-Being	<ul style="list-style-type: none"> • 7 controlled youth centres and 6 area youth workers will deliver an age-appropriate issue based programme focussed on Child Sexual Exploitation with 10 young people per year
	Age appropriate Internet Safety programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> • 100% of controlled youth centres and youth workers will each deliver an age-appropriate internet safety programme with all young people who access internet on-site
Summer intervention programmes	Summer Activities Scheme	Improved relationships with others	<ul style="list-style-type: none"> • 5 summer intervention applications targeting 100 young people per year
Raising aspirations	International programmes	Active Citizenship	<ul style="list-style-type: none"> • 2 international programmes, underpinned and supported by the Regional International Team, with a total of 30 young people by March 2020

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Area For Action	Outputs	Outcome	Measure/Target
Raising aspirations (Contd)	Employability programmes	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 5 OCN courses per year targeting 50 young people/ OCN accreditation • 15 young people complete OCN Music Performance as part of Camp Rock per year • 20 young people complete OCN as part of CADi per year • 11 young people complete the CADi apprenticeship programme per year
	Residential	Enhanced Personal Capabilities	<ul style="list-style-type: none"> • 7 controlled youth centres to deliver 1 residential programme per year with 10 young people
Outdoor Learning	Residential and non-residential outdoor learning opportunities for EA-registered youth groups and schools	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • Minimum of 1 programme is underpinned and supported by Regional Outdoor Peripatetic team. • Minimum of 80% of young people who complete programme achieve expected outcomes.
Training	Training for young people	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 100% full-time youth centres conducting a minimum of one accredited programme for young people per year • Minimum of 70% of participants achieve accreditation

DE Enabling Goal: Developing the non-formal Education Workforce			
Area For Action	Outputs	Outcome	Measure/Target
Workforce Development	Staff Development Part-Time Staff Generic	Workforce Development needs identified and addressed	<ul style="list-style-type: none"> • 100% of staff to complete induction process • All controlled staff to complete EA Youth Support Worker Qualification or Adult Trainee Leader Course within first year of service
	Staff Development Part-Time youth workers and volunteers	Enhanced and increased skills for part-time youth workers & Volunteers	<ul style="list-style-type: none"> • 80% satisfaction rate for all training courses • Training Needs Analysis submitted annually to inform regional Training Calendar for part-time youth workers and volunteers • Minimum of 80% Controlled Part-Time staff to attend unit-based training • 50% volunteers to complete EA Youth Support Worker Qualification or Adult Trainee Leader Course within first year of service • 80% satisfaction rate for all training courses • Minimum 80% volunteers in controlled youth centres complete unit-based training
Volunteering	Accreditation for young volunteers	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> • A minimum of 30 volunteers will gain accreditation through Millennium Volunteers per year
	Adult Volunteering	Effective services delivered	<ul style="list-style-type: none"> • 7 controlled youth centre will recruit volunteers in line with EA staff establishment • 9 full-time professionally qualified Youth Workers will manage and co-deliver with at least 1 volunteer

DE Enabling Goal: Developing the non-formal Education Workforce			
Area For Action	Outputs	Outcome	Measure/Target
Induction training	Induction training for all EA youth work staff	Effective services delivered	<ul style="list-style-type: none"> • 100% of new staff complete staff induction on commencement • 100% youth work staff complete Child Protection induction training • 100% of staff complete Moving Ahead with CRED within first 6 months. • 100% of staff complete Introduction to Youth Work within first 6 months. • Basic First Aid Training courses completed by a minimum of 10 participants
Youth Support Worker Training	Youth Work training course	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 1 x Youth Support Worker Qualification course completed with support of Regional Training Team.

DE Enabling Goal: Improving the Non-Formal Learning Environment			
Area For Action	Outputs	Outcome	Measure/Target
Facility Management	Budget Monitoring	Effective management of EA Youth Service resources Value for money ensured	<ul style="list-style-type: none"> • All budgets maintained within limits • All budgets reviewed quarterly • Audit carried out at all Youth centres once per year
	Risk Management	Educational Visits	Youth Service activities thoroughly risk assessed
	Health and Safety Audits	Our young people are safe Our staff are safe	<ul style="list-style-type: none"> • 100% of Controlled Youth Work settings implement safeguarding policies • 100% of controlled Units adhere to all Health and Safety regulations
	Participative opportunities for individual young people	Increased participative action	<ul style="list-style-type: none"> • 5 young people per year will participate in the Oscars Programme as part of the assessment panel

DE Enabling Goal: Improving the Non-Formal Learning Environment			
Area For Action	Outputs	Outcome	Measure/Target
Participation	Participation of young people in the Local Advisory Group	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 1 Youth Advocacy Panel, involving 13 young people from Antrim & Newtownabbey Area • Youth Advocacy Panel members to attend Local Advisory Group meetings per quarter • 1 Conference/Planning event organized by the Youth Advocacy Panel per annum • 13 young people completing a programme of capacity-building and training

DE Enabling Goal: Transforming Governance and Management of Non-Formal Education			
Area For Action	Outputs	Outcome	Measure/Target
Management	Local Advisory Groups in each Division	Effective local engagement with stakeholders Increased accountability for the Service	<ul style="list-style-type: none"> • 4 Local Advisory Group meetings per year
Participation	Participation of young people in the Local Advisory Group	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 1 Youth Advocacy Panel, involving 13 young people from Antrim & Newtownabbey Area • Youth Advocacy Panel members to attend Local Advisory Group meetings per quarter • 1 Conference/Planning event organized by the Youth Advocacy Panel per annum • 13 young people completing a programme of capacity-building and training • 100% Youth Advocacy Panel members to attend regional Network for Youth event annually
Securing External Funding	Additional resources for delivery	Enhanced youth provision	<ul style="list-style-type: none"> • 2 applications from external sources completed per year