



Armagh City, Banbridge & Craigavon Division

Action Plan 2018-2020

6. Action Plan - September 2018 – March 2020

Introduction

This section outlines the annual action plan for EA Youth Services in the Armagh, Banbridge and Craigavon Area September 2018 to March 2020. Moving forward, set within the context of current budget restrictions, there is a significant challenge for the EA Youth Service to build on the success of previous programmes. Youth work planning and practice will seek to be flexible and responsive to emerging needs and new policy directions during the life of this Plan.

DE Priority: Raising Standards for All

Area For Action	Outputs	Outcome	Measure/Target
Planning	Area Plan for the Armagh, Banbridge & Craigavon Division	<p>Youth Service provision and resources delivered based on an assessment of need</p> <p>Youth Service resources and staff allocated to areas of greatest need</p>	<ul style="list-style-type: none"> • Area Assessment of Need developed, and disseminated by September 2018 • Area Youth Development Plan developed, and disseminated by September 2018 • 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 • 100% of full-time voluntary youth clubs have an approved Service Level Agreement
	Stakeholder Consultations	Localised needs of young people identified	<ul style="list-style-type: none"> • Area Assessment of Need consultation with Local Advisory Group (L.A.G.) annually • Each of 3 Youth Councils conducting a consultation event per annum • Area Youth Development Plan consultation annually with L.A.G.
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

DE Priority: Raising Standards for All

Area For Action	Outputs	Outcome	Measure/Target
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"> • Minimum of 4 new youth groups supported towards registration per year • Minimum of 2 new groups achieve standard for registration per year • 183 sponsored and registered groups supported through grant-aid, including Irish Medium youth groups
Quality Assurance	Quality Assurance Framework	High quality youth provision	<ul style="list-style-type: none"> • 100% controlled youth centres self-evaluating • 100% controlled F/T youth workers receive 6 supervision sessions per year • 100% of controlled units and workers to submit quarterly Target Monitor reports and statistical returns

DE Priority: Raising Standards for All

Area For Action	Outputs	Outcome	Measure/Target
Quality Assurance (Cont'd)	Moderation process	High quality youth provision Inspection readiness	<ul style="list-style-type: none"> • 100% of controlled youth centres and youth workers will receive 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
Measurement of Youth Work Programmes	Measuring Framework Outcomes	<p>Effective services delivered and reviewed</p> <p>Impact of programme delivery recorded</p> <p>Engagement levels of young people recorded and reflected on</p>	<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 • 100% of full-time voluntary youth organisations to maintain evidence files recording the engagement of and outcomes for young people

DE Priority: Raising Standards for All

Area For Action	Outputs	Outcome	Measure/Target
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 a minimum of 35 young people in attendance each evening • Each controlled youth centre will have a minimum of 80 young people registered as members • 100% full-time controlled youth centres will operate minimum of 5 evenings per week
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	Transition programmes for pupils at Key Stage 2	Enhanced Personal Capabilities	5 transitions programmes delivered in targeted primary schools, involving a minimum of 100 pupils
	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 6 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 • 80% of peer mentors to receive 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 90 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

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity

Area For Action	Outputs	Outcome	Measure/Target
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 & Wellbeing (Cont'd)	General 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
	Health and Well-Being programmes aimed at risk-taking behaviours	Improved Health and Well-Being	<ul style="list-style-type: none"> • 14 health programmes promoting healthy lifestyles delivered to a minimum total of 140 young people
	Positive mental health programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> • 14 positive mental health programmes delivered to a minimum total of 140 young people • One Mental Health Youth Worker (EA FLARE Project) delivering positive mental health interventions in the Armagh, Banbridge & Craigavon Division

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 Armagh, Banbridge & Craigavon 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 • 5 Youth Workers within 5 schools delivering lawfulness programmes to 20 young people per school at KS3 annually • 9 Youth Workers within 9 Youth Centres delivering lawfulness programmes to 20 young people per programme annually • 6 Youth Workers in an outreach setting delivering lawfulness programmes to 20 young people per programme annually • 8 Youth Workers in LTP Programme at KS4 to deliver a Lawfulness module in 7 schools in the Armagh, Banbridge & Craigavon area, with 15 pupils each per year
Access to Services	Rural Engagement programmes	Enhanced Personal Capabilities	<ul style="list-style-type: none"> • 2 Rural Outreach Youth workers delivering personal and social development programmes annually • 2 Youth Forums to be established in rural settings by March 2019 • Respond appropriately to the research report recommendations regarding the needs of rural young people (December 2018)

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity

Area For Action	Outputs	Outcome	Measure/Target
Targeted Provision in area of Deprivation	Outreach and Area Youth Workers' programmes	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 in addition to other targeted work in this plan • Each Controlled Outreach/Area Youth Worker's evening projects to have an average attendance of 10 young people
	Extended Provision Programmes	Improved relationships with others	<ul style="list-style-type: none"> • 7 extended provision projects operating in the Armagh, Banbridge & Craigavon Division
Inclusive youth work	Inclusion Programmes	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 a minimum of 10 young people from a community of interest completing per year • Minimum of one inclusion programme underpinned and supported by the regional Inclusion team
	Irish Medium Youth Clubs	Improved relationships with others	<ul style="list-style-type: none"> • 2 Irish Medium Schemes supported in the Armagh, Banbridge & Craigavon Division each year
	Inclusion scheme aimed at promoting inclusive youth work projects	Improved relationship with others	<ul style="list-style-type: none"> • Minimum of 4 programmes funded through Inclusion scheme for a minimum of 10 young people completing per project

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity

Area For Action	Outputs	Outcome	Measure/Target
CRED / CRED Addendum	Community Relations, Equality and Diversity programmes	Positive engagement with others from diverse backgrounds	<ul style="list-style-type: none"> • Minimum of 5 CRED programmes delivered involving a minimum of 15 young people per programme • Minimum of 3 applications for TBUC funding per annum from units in the Division, involving a minimum of 90 young people
Participation	Participative structures for young people	Ownership and active involvement of young people	<ul style="list-style-type: none"> • 100% of youth centres to establish a participative structure for young people by October 2018
	Youth Councils in the Armagh, Banbridge & Craigavon area	<p>Active Citizenship</p> <p>Sharing of information</p> <p>Showcase and advocate on local issues for young people</p> <p>Active voice of young people in planning of services</p>	<ul style="list-style-type: none"> • 3 Youth councils operating in the Division meeting fortnightly • Each Youth Council to complete a social action project with minimum 10 young people delivering per year • 1 strategic Youth Council for ABC area responding to local council consultations and emerging youth needs, meeting monthly. • 3 joint event to take place per year involving all three councils

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity

Area For Action	Outputs	Outcome	Measure/Target
Participation (Cont'd)	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"> • Minimum of 25 young people per Division completing a leadership programme • Minimum of 80% Youth council members complete modular training programme
	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"> • 6 controlled youth centres and 2 area youth workers will deliver an age-appropriate issue based programme focused 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 will each deliver an age-appropriate internet safety programme with all young people who access internet on-site
Summer intervention programmes	Youth Intervention Scheme	Improved relationships with others	<ul style="list-style-type: none"> • 7 summer intervention applications targeting 140 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
Summer intervention programmes (Contd)	Summer activities programmes	Improved relationships with others	<ul style="list-style-type: none"> • Minimum of 5 x 4 week summer activities programmes for young people aged 6-10 involving a minimum of 250 young people
Raising aspirations	International programmes	Active Citizenship	<ul style="list-style-type: none"> • 2 international programmes, underpinned and supported by the Regional International Team, delivered with a total minimum of 20 young people by 2020
	Employability programmes	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 20 young people complete OCN Music Performance as part of Camp Rock (Sept - March 2019) • 20 young people complete OCN CADi as part of Camp Rock per year (April-December 2019)
	Residentials	Enhanced Personal Capabilities	<ul style="list-style-type: none"> • 28 residential programmes for a minimum of 12 young people per residential by April 2020
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.

DE Priority: Closing the gap between the highest and lowest performers, improving access and equity

Area For Action	Outputs	Outcome	Measure/Target
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
<p>Workforce Development</p>	<p>Staff Development Part-Time Staff Generic</p>	<p>Workforce Development needs identified and addressed</p>	<ul style="list-style-type: none"> • 100% of staff and volunteers to complete induction process
	<p>Staff Development Part-Time youth workers and volunteers</p>	<p>Enhanced and increased skills for part-time youth workers & Volunteers</p>	<ul style="list-style-type: none"> • 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
<p>Volunteering</p>	<p>Accreditation for young volunteers</p>	<p>Volunteers feel valued by the Education Authority</p>	<ul style="list-style-type: none"> • A minimum of 30 volunteers will gain accreditation through Millennium Volunteers per year • 1 accredited pilot “Trainee Youth Worker” Scheme aimed at 12 young people aged 18-25

DE Enabling Goal: Developing the non-formal Education Workforce

Area For Action	Outputs	Outcome	Measure/Target
Volunteering (contd)	Adult Volunteering	Effective services delivered	<ul style="list-style-type: none"> • 6 controlled youth centres will recruit volunteers in line with EA staff establishment • 6 full-time professionally qualified Youth Workers will manage and co-deliver with at least 1 volunteer
	Volunteer Recognition Events	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> • One volunteer recognition event for volunteers in the Derry & Strabane Division per year, supported by the regional officer • Minimum of 50 volunteers to attend the regional hub's volunteer event
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
	Educational Visits	Youth Service activities thoroughly risk assessed	<ul style="list-style-type: none"> • Approval for all Educational Visits to be sought using the official forms and procedures • All Educational Visits will be risk assessed
Risk Management	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

DE Enabling Goal: Transforming Governance and Management of Non-Formal Education

Area For Action	Outputs	Outcome	Measure/Target
Management	Local Advisory Groups in the Armagh, Banbridge & Craigavon Division	Effective local engagement with stakeholders Increased accountability for the Service	<ul style="list-style-type: none"> • Minimum of 4 Local Advisory Group meetings per year
Securing External Funding	Additional resources for delivery	Increased funding for programmes	<ul style="list-style-type: none"> • A minimum of £200,000 drawn down from external funders per annum
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 a minimum of 13 young people per Local Council 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 • Minimum of 13 young people completing a programme of capacity-building and training • 100% Youth Advocacy Panel members to attend regional Network for Youth event annually