



North Belfast

Action Plan 2018-2020

6. Action Plans – September 2018 – March 2020

6.1 Introduction

This section outlines separate annual action plans for EA Youth Services in:

- North Belfast and
- East Belfast

For the period 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 Youth Development Plan for the North and East Belfast Area	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 • 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 with Local Advisory Group (LAG) annually • North Belfast Youth Council conducting a consultation event per annum • Area Youth Development Plan consultation annually with LAG
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"> • 3 new youth groups supported towards registration • 2 new groups achieve standard for registration • 69 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
	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

DE Priority: Raising Standards for All			
Area For Action	Outputs	Outcome	Measure/Target
Quality Assurance (Contd)	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 Outcomes Framework	<p>Effective services delivered and reviewed</p> <p>Impact of programme delivery recorded</p> <p>Engagement levels of young people recorded and reviewed</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
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 an average of 40 young people attending evening sessions • 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

DE Priority: Raising Standards for All

Area For Action	Outputs	Outcome	Measure/Target
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 programme for pupils at Key Stage 2	Enhanced Personal Capabilities	<ul style="list-style-type: none"> • 3 transitions project delivered in targeted primary schools, involving 90 pupils
	Programme for pupils at Key Stage 3 to address educational underachievement	Enhanced Personal Capabilities	<ul style="list-style-type: none"> • KS3 projects run in 4 post primary schools and 1 special school • 80% of pupils progress on a minimum of three of the seven outcomes • Minimum of 2 Peer Mentoring Projects in post primary schools, involving 30 peer mentors • Minimum 80% of peer mentors to receive OCNNI Level 1 accreditation
	Programme 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 2 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 Wellbeing	Gender Based Youth Work programme	Improved Health and Wellbeing	<ul style="list-style-type: none"> • 14 gender based Health projects delivered to minimum 140 young people • 100% controlled youth centres will take part in 1 gender focused event per year

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

Area For Action	Outputs	Outcome	Measure/Target
Health & Wellbeing (Contd)	General Health and Well-Being programme	Improved Health and Wellbeing	<ul style="list-style-type: none"> 14 personal & social development projects delivered on body image, bullying, resilience, choices and self-protection to 140 young people
	Health and Well-Being programme aimed at risk-taking behaviours	Improved Health and Wellbeing	<ul style="list-style-type: none"> 14 health projects promoting healthy lifestyles delivered to 140 young people
	Positive mental health programme	Improved Health and Wellbeing	<ul style="list-style-type: none"> 18 positive mental health projects delivered to 180 young people One Mental Health Youth Worker (EA FLARE Project) delivering positive mental health interventions in the Belfast area
Positive behaviour	Programmes for young people at risk of becoming involved in criminal or antisocial behaviour	Improved relationships with others	<ul style="list-style-type: none"> Youth Volunteer Academy Programme delivered to minimum of 15 young people by March 2020 Minimum 15 young people gain OCNNI Level 1 accreditation in Public Services

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

Area For Action	Outputs	Outcome	Measure/Target
Participation	Participative structures for young people	Increased participative action	<ul style="list-style-type: none"> 100% of full time youth units to establish a participative structure for young people by December 2018
	Youth Councils Programme	Active Citizenship	<ul style="list-style-type: none"> 1 Youth Councils Project delivered with 15 young people operating in the North Belfast Youth Council for North Belfast responds strategically to local council consultations and emerging youth needs, meets fortnightly, and delivered in partnership with regional participation team. <p>Youth Council to complete 2 social action projects</p>
	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"> 30 young people completing a leadership programme at OCNNI Level 2 Minimum of 80% Youth council members complete modular training programme
	Small Grants Scheme	Increased participative action	<ul style="list-style-type: none"> 6 applications to the Small Grants Scheme 2 young people per year will apply to participate in the Small Grants assessment panel
	Participative opportunities for individual young people	Increased participative action	<ul style="list-style-type: none"> 2 young people per year will apply to participate in the Oscars Programme as part of the assessment panel

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 areas of Deprivation	Extended Provision Programme	Improved relationships with others	<ul style="list-style-type: none"> • 4 Extended Provision project operating in the North Belfast area
	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
Inclusive Youth Work	Inclusion Programme	Improved relationship with others	<ul style="list-style-type: none"> • 14 Inclusion projects involving 140 young people • 1 inclusion project supported by the regional • Inclusion team
	Inclusion scheme aimed at promoting inclusive youth work projects	Improved relationship with others	<ul style="list-style-type: none"> • 4 projects funded through Inclusion scheme with 10 young people completing per project
CRED / CRED Addendum	Community Relations, Equality and Diversity Programme	Positive engagement with others from diverse backgrounds	<ul style="list-style-type: none"> • 14 CRED projects delivered to 140 young people • 4 applications for TBUC funding per annum involving 20 young people per project

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 North Belfast 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 per school at KS3 annually • 6 Youth Workers within 6 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 • 4 Youth Workers in LTP Programme at KS4 to deliver a Lawfulness module in 4 schools in the North Belfast area, with 15 pupils each per year
CSE/eSafety/Child Protection	Child Sexual Exploitation Programme	Improved Health and Well-Being	<ul style="list-style-type: none"> • 6 CSE age-appropriate projects delivered to 120 young people
	Age appropriate Internet Safety programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> • Internet safety induction for all young people accessing internet in youth centres • 8 age-appropriate internet safety programmes with 120 young people

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	Youth Intervention Scheme	Improved relationships with others	<ul style="list-style-type: none"> 9 summer intervention projects delivered to 180 young people
	Summer activities programme	Improved relationships with others	<ul style="list-style-type: none"> 6 x 4 week summer activities programmes for young people involving 600 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"> 6 OCNNI courses delivered to 60 young people per year 15 young people complete OCN Music Performance as part of Camp Rock (April-December 2019) 20 young people complete OCN as part of CADi by March 2020

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

Area For Action	Outputs	Outcome	Measure/Target
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"> • 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
<p>Workforce Development</p>	<p>Staff Development - Part-Time Staff & volunteers</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"> • 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 centre 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 North and East Belfast Area 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 to complete Moving Ahead with CRED within first 6 months. • 100% of staff to complete Introduction to Youth Work within first 6 months. • Basic First Aid Training courses completed by a minimum of 10 participants

DE Enabling Goal: Developing the non-formal Education Workforce

Area For Action	Outputs	Outcome	Measure/Target
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	<ul style="list-style-type: none"> • Approval for all Educational Visits to sought using the official forms and procedures • All Educational Visits will be 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

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"> • 6 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 £5k achieved 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 13 young people from North Belfast • Youth Advocacy Panel members to attend Local Advisory Group meetings • 1 Conference/Planning event organized by the Youth Advocacy Panel • 13 young people completing a programme of capacity-building and training • 100% Youth Advocacy Panel members to attend regional Network for Youth event annually



East Belfast

Action Plan 2018-2020

DE Priority: Raising Standards for All

Area For Action	Outputs	Outcome	Measure/Target
<p>Planning</p>	<p>Area Youth Development Plan for the North and East Belfast Area</p>	<p>Youth Service provision and resources delivered based on an assessment of need</p>	<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 • 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
	<p>Stakeholder Consultations</p>	<p>Localised needs of young people identified</p>	<ul style="list-style-type: none"> • Local Area Assessment of Need consultation with Local Advisory Group (LAG) annually • East Belfast Youth Council conducting a consultation event per annum • Area Youth Development Plan consultation annually with LAG
<p>Partnerships</p>	<p>Partnerships which complement Youth Service provision</p>	<p>Effective planning and reduced duplication of services</p>	<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
<p>Support to part-time voluntary groups</p>	<p>Registration of voluntary youth organisations</p>	<p>Voluntary sector youth organisations supported to deliver youth provision</p>	<ul style="list-style-type: none"> • 3 new youth groups supported towards registration • 2 new groups achieve standard for registration • 66 registered groups supported through grant-aid
<p>Quality Assurance</p>	<p>Quality Assurance Framework</p>	<p>High quality youth provision</p>	<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
	<p>Moderation process</p>	<p>High quality youth provision Inspection readiness</p>	<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

DE Priority: Raising Standards for All			
Area For Action	Outputs	Outcome	Measure/Target
Quality Assurance (Contd)	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 Outcomes Framework	<p>Effective services delivered and reviewed</p> <p>Impact of programme delivery recorded</p> <p>Engagement levels of young people recorded and reviewed</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
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 an average of 40 young people attending evening sessions • 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

DE Priority: Raising Standards for All

Area For Action	Outputs	Outcome	Measure/Target
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
<p>School-based youth work</p>	<p>Transition programme for pupils at Key Stage 2</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> • 3 transitions projects delivered in targeted primary schools, involving 90 pupils in June 2019
	<p>Programme for pupils at Key Stage 3 to address educational underachievement</p>	<p>Enhanced Personal Capabilities</p>	<ul style="list-style-type: none"> • KS3 projects run in 2 post primary schools • 80% of pupils progress on a minimum of three of the seven outcomes • Minimum of 2 Peer Mentoring Projects in post primary schools, involving 30 peer mentors • Minimum 80% of peer mentors to receive OCNNI Level 1 accreditation
	<p>Programme for pupils at Key Stage 4 to address educational underachievement</p>	<p>Enhanced Personal Capabilities</p>	<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 2 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
<p>Health and Wellbeing</p>	<p>Gender Based Youth Work programme</p>	<p>Improved Health and Wellbeing</p>	<ul style="list-style-type: none"> • 9 gender based Health projects delivered to minimum 90 young people • 100% controlled youth centres will take part in 1 gender focused event per year

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

Area For Action	Outputs	Outcome	Measure/Target
Health & Wellbeing (Contd)	General Health and Well-Being programme	Improved Health and Wellbeing	<ul style="list-style-type: none"> 9 personal & social development projects delivered on body image, bullying, resilience, choices and self-protection to 90 young people
	Health and Well-Being programme aimed at risk-taking behaviours	Improved Health and Wellbeing	<ul style="list-style-type: none"> 9 health projects promoting healthy lifestyles delivered to 90 young people
	Positive mental health programme	Improved Health and Wellbeing	<ul style="list-style-type: none"> 12 positive mental health projects delivered to 120 young people One Mental Health Youth Worker (EA FLARE Project) delivering positive mental health interventions in the Belfast area
Positive behaviour	Programmes for young people at risk of becoming involved in criminal or antisocial behaviour	Improved relationships with others	<ul style="list-style-type: none"> Youth Volunteer Academy Programme delivered to minimum of 15 young people by March 2020 Minimum 15 young people gain OCNNI Level 1 accreditation in Public Services

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

Area For Action	Outputs	Outcome	Measure/Target
Participation	Participative structures for young people	Increased participative action	<ul style="list-style-type: none"> • 100% of full time youth units to establish a participative structure for young people by December 2018
	Youth Councils Programme	Active Citizenship	<ul style="list-style-type: none"> • 1 Youth Councils Project delivered with 15 young people operating in the North Belfast • Youth Council for North Belfast responds strategically to local council consultations and emerging youth needs, meets fortnightly, and delivered in partnership with regional participation team. • Youth Council to complete 2 social action projects
	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"> • 30 young people completing a leadership programme at OCNNI Level 2 • Minimum of 80% Youth council members complete modular training programme
	Small Grants Scheme	Increased participative action	<ul style="list-style-type: none"> • 6 applications to the Small Grants Scheme • 2 young people per year will apply to participate in the Small Grants assessment panel
	Participative opportunities for individual young people	Increased participative action	<ul style="list-style-type: none"> • 2 young people per year will apply to participate in the Oscars Programme as part of the assessment panel

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

Area For Action	Outputs	Outcome	Measure/Target
<p>Inclusive Youth Work</p>	<p>Inclusion Programme</p>	<p>Improved relationship with others</p>	<ul style="list-style-type: none"> • 2 Inclusion projects involving 40 young people • 1 inclusion project supported by the regional Inclusion team
	<p>Inclusion scheme aimed at promoting inclusive youth work projects</p>	<p>Improved relationship with others</p>	<ul style="list-style-type: none"> • 3 projects funded through Inclusion scheme with 10 young people completing per project
<p>Education in Lawfulness</p>	<p>Education in Lawfulness and other relevant programmes for the generality of young people in schools and youth projects in the East Belfast area</p>	<p>Lawfulness is spoken about</p> <p>Improved Health and Well-being</p>	<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 • 2 Youth Workers within 2 schools delivering lawfulness programmes to 20 young people per school at KS3 annually • 3 Youth Workers within 3 Youth Centres delivering lawfulness programmes to 20 young people per programme annually • 3 Youth Workers in an outreach setting delivering lawfulness programmes to 20 young people per programme annually • 2 Youth Workers in LTP Programme at KS4 to deliver a Lawfulness module in 2 schools in the East Belfast area, with 15 pupils each per year

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 Programme	Positive engagement with others from diverse backgrounds	<ul style="list-style-type: none"> • 9 CRED projects delivered to 90 young people • 3 applications for TBUC funding per annum involving 20 young people per project
Targeted Provision in area of Deprivation	Outreach and Area Youth Workers' Programme	Improved relationship with others	<ul style="list-style-type: none"> • Each Area Youth Worker will deliver 6 engagement projects with 60 targeted young people
	Extended Provision Programme	Improved relationships with others	<ul style="list-style-type: none"> • 3 Extended Provision project operating in the East Belfast area
CSE/eSafety/Child Protection	Child Sexual Exploitation Programme	Improved Health and Well-Being	<ul style="list-style-type: none"> • 3 CSE age-appropriate projects delivered to 60 young people
	Age appropriate Internet Safety programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> • Internet safety induction for all young people accessing internet in youth centres • 6 age-appropriate internet safety programmes with 90 young people
Summer intervention programmes	Youth Intervention Scheme	Improved relationships with others	<ul style="list-style-type: none"> • 6 summer intervention projects delivered to 120 young people

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

Area For Action	Outputs	Outcome	Measure/Target
	Summer activities programme	Improved relationships with others	<ul style="list-style-type: none"> • 3 x 4 week summer activities programmes for young people involving 300 young people
Raising aspirations	International programmes	Active Citizenship	<ul style="list-style-type: none"> • 1 international programmes, underpinned and supported by the Regional International Team, delivered with a total minimum of 20 young people
	Employability programmes	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> • 6 OCNNI courses delivered to 60 young people per year
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"> • 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 & volunteers	Workforce Development needs identified and addressed	<ul style="list-style-type: none"> • 100% of staff and volunteers to complete induction process
	Staff Development Part-Time youth workers and volunteers	Enhanced and increased skills for part-time youth workers & Volunteers	<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
Volunteering	Accreditation for young volunteers	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> • 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"> • 3 controlled youth centre will recruit volunteers in line with EA staff establishment • 3 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 North and East Belfast Area 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 to complete Moving Ahead with CRED within first 6 months. • 100% of staff to complete Introduction to Youth Work within first 6 months. • Basic First Aid Training courses completed by a minimum of 10 participants

DE Enabling Goal: Developing the non-formal Education Workforce

Area For Action	Outputs	Outcome	Measure/Target
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	<ul style="list-style-type: none"> • Approval for all Educational Visits to sought using the official forms and procedures • All Educational Visits will be 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

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"> • 6 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 £5k achieved 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 13 young people from East Belfast • Youth Advocacy Panel members to attend Local Advisory Group meetings • 1 Conference/Planning event organized by the Youth Advocacy Panel • 13 young people completing a programme of capacity-building and training • 100% Youth Advocacy Panel members to attend regional Network for Youth event annually