

# **Action Plan 2018-2020**

## **Mid Ulster District**

**DE Priority: Raising Standards for All**

<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Planning</b>	Area Plan for the Causeway Coast and Glens Division	Youth Service provision and resources delivered based on an assessment of need	<ul style="list-style-type: none"> <li>• Local Area Assessment of Need developed, and disseminated by September 2018</li> <li>• Area Youth Development Plan developed, and disseminated by September 2018</li> <li>• SOAs in the top 25% most deprived areas will have access to professional youth work staff</li> <li>• 100% of controlled centres and youth workers meet the standards required for approval of the CDA</li> <li>• 100% of full-time voluntary youth clubs have an approved Service Level Agreement</li> </ul>
	Stakeholder Consultations	Localised needs of young people identified	<ul style="list-style-type: none"> <li>• Local Area Assessment of Need consultation with Local Advisory Group (L.A.G.) annually</li> <li>• Each of 3 Youth Councils conducting a consultation event per annum</li> <li>• Area Youth Development Plan consultation annually with L.A.G.</li> </ul>
<b>Partnerships</b>	Partnerships which complement Youth Service provision	Effective planning and reduced duplication of services	<ul style="list-style-type: none"> <li>• 100% partnerships reviewed annually</li> <li>• Memoranda of Understanding completed with Partner Organisations</li> </ul>

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<b>Support to part-time voluntary groups</b>	Registration of voluntary youth organisations	Voluntary sector youth organisations supported to deliver youth provision	<ul style="list-style-type: none"> <li>• Minimum of 4 new youth groups supported towards registration</li> <li>• Minimum of 2 new groups achieve standard for registration</li> <li>• 115 sponsored and registered groups supported through grant-aid, including Irish Medium youth groups</li> </ul>
<b>Quality Assurance</b>	Quality Assurance Framework	High quality youth provision	<ul style="list-style-type: none"> <li>• 100% controlled youth centres self-evaluating</li> <li>• 100% controlled F/T youth workers receive 6 supervision sessions per year</li> <li>• 100% of controlled units and workers to submit quarterly Target Monitor reports and statistical returns</li> </ul>

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Area For Action	Outputs	Outcome	Measure/Target
<p><b>Quality Assurance (Contd)</b></p>	<p>Quality Assurance Framework</p>	<p>High quality youth provision</p>	<ul style="list-style-type: none"> <li>• 100% controlled youth centres self-evaluating</li> <li>• 100% controlled F/T youth workers receive 6 supervision sessions per year</li> <li>• 100% of controlled units and workers to submit quarterly Target Monitor reports and statistical returns</li> </ul>
	<p>Moderation process</p>	<p>High quality youth provision  Inspection readiness</p>	<ul style="list-style-type: none"> <li>• 100% of controlled youth centres and youth workers will receive a minimum of one moderation visit per year</li> <li>• 100% voluntary youth organisations receiving moderation visits proportionate to funding received</li> <li>• Action plan developed to address areas for improvement following moderation visit or ETI Inspection</li> </ul>
	<p>Quarterly reports</p>	<p>High quality youth provision</p>	<ul style="list-style-type: none"> <li>• 100% of controlled youth centres and youth workers will complete quarterly reports</li> </ul>

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Area For Action	Outputs	Outcome	Measure/Target
<p><b>Measurement of Youth Work Programmes</b></p>	<p>Measuring Outcomes Framework</p>	<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"> <li>• 100% of registered and controlled units to have completed NIYSA forms by end of February each year</li> <li>• 100% of controlled youth workers and youth centres to maintain evidence files recording the engagement of and outcomes for young people</li> <li>• 100% of full-time voluntary youth organisations to maintain evidence files recording the engagement of and outcomes for young people</li> </ul>
<p><b>Generic Provision</b></p>	<p>Generic provision for the generality of young people</p>	<p>The generality of young people have access to youth services</p>	<ul style="list-style-type: none"> <li>• Each controlled youth centre will have a minimum of 40 young people in attendance each evening</li> <li>• Each controlled youth centre will have a minimum of 80 young people registered as members</li> <li>• 100% full-time controlled youth centres will operate minimum of 5 evenings per week</li> </ul>
<p><b>Public Relations</b></p>	<p>PR Articles &amp; Events</p>	<p>Increased public awareness of Youth Service</p>	<ul style="list-style-type: none"> <li>• 20 articles per year submitted for publication to local media</li> <li>• Youth Service to be represented locally at 5 events per year</li> </ul>

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

<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>School-based youth work</b>	Transition programmes for pupils at Key Stage 2	Enhanced Personal Capabilities	<ul style="list-style-type: none"> <li>• 3 transitions programmes delivered in targeted primary schools, involving a minimum of 90 pupils by March 2020</li> </ul>
	Programmes for pupils at Key Stage 3 to address educational underachievement	Enhanced Personal Capabilities	<ul style="list-style-type: none"> <li>• KS 3 programmes run in 6 post primary schools in the Division</li> <li>• 80% of pupils progress on a minimum of three of the seven outcomes</li> <li>• Minimum of 2 Peer Mentoring Programmes in post primary schools, involving 30 peer mentors</li> <li>• Minimum 80% of peer mentors to receive OCNNI Level 1 accreditation</li> </ul>
	Programmes for pupils at Key Stage 4 to address educational underachievement	Enhanced Personal Capabilities	<ul style="list-style-type: none"> <li>• Certificate in Personal Effectiveness and Success delivered over 2 years at KS4 to minimum of 15 young people in 6 schools</li> <li>• More than 80% pupils progress against 3 of the 6 outcomes by June 2019</li> <li>• Minimum of 80% participants achieve equivalent to GCSE Grade B accreditation</li> </ul>
<b>Health and Well-being</b>	Gender Based Youth Work programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> <li>• 6 gender based Health Programmes delivered to minimum 60 young people aged 14+</li> <li>• 100% controlled youth centres will take part in 1 gender focused event per year</li> </ul>

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<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Health &amp; Wellbeing (Contd)</b>	General Health and Well-Being programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> <li>• 6 personal &amp; social development programmes delivered on body image, bullying, resilience, choices and self-protection to minimum of 60 young people</li> </ul>
	Health and Well-Being programmes aimed at risk-taking behaviours	Improved Health and Well-Being	<ul style="list-style-type: none"> <li>• 6 health programmes promoting healthy lifestyles delivered to a minimum total of 80 young people</li> </ul>
	Positive mental health programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> <li>• 8 positive mental health programmes delivered to a minimum total of 150 young people</li> <li>• One Mental Health Youth Worker (EA FLARE Project) delivering positive mental health interventions in the Mid Ulster District</li> </ul>
<b>Positive behaviour</b>	Programmes for young people at risk of becoming involved in criminal or antisocial behaviour	Improved relationships with others	<ul style="list-style-type: none"> <li>• Youth Volunteer Academy programme delivered to minimum of 15 young people by March 2020</li> <li>• Minimum 15 young people gain OCNNI Level 1 accreditation in Public Services</li> </ul>

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Area For Action	Outputs	Outcome	Measure/Target
<b>Promoting Lawfulness</b>	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"> <li>• Resources collated/developed around e.g. Lawfulness, Resilience, Drugs &amp; Alcohol Misuse for use in youth clubs and in schools at KS3 from September 2018</li> <li>• 6 Youth Workers within 6 schools delivering lawfulness programmes to 20 young people per school at KS3 annually</li> <li>• 4 Youth Workers within 4 Youth Centres delivering lawfulness programmes to 20 young people per programme annually</li> <li>• 3 Area Youth Workers in an outreach setting delivering lawfulness programmes to 20 young people per programme annually</li> <li>• 4 Youth Workers in LTP Programme at KS4 to deliver a Lawfulness module in each school in the Mid Ulster area, with 40 pupils each per year</li> </ul>
<b>Access to Services</b>	Rural Engagement programmes	Enhanced Personal Capabilities	<ul style="list-style-type: none"> <li>• Area/Rural Outreach Youth Workers delivering 16 personal and social development programmes with minimum 160 completing by March 2020</li> <li>• Respond appropriately to the research report recommendations regarding the needs of rural young people (December 2018)</li> </ul>



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

<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Targeted Provision in area of Deprivation</b>	Outreach and Area Youth Workers' programmes	Improved relationship with others	<ul style="list-style-type: none"> <li>• 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</li> <li>• Each Controlled Outreach/Area Youth Worker's evening projects to have an average attendance of 10 young people</li> </ul>
<b>Inclusive Youth Work</b>	Inclusion Programmes	Improved relationship with others	<ul style="list-style-type: none"> <li>• Minimum of 18 Inclusion programmes delivered by full-time youth workers involving minimum of 10 young people aged 14+ per programme by March 2020</li> <li>• Minimum of one inclusion programme underpinned and supported by the regional Inclusion team</li> </ul>
	Inclusion scheme aimed at promoting inclusive youth work projects	Improved relationship with others	<ul style="list-style-type: none"> <li>• Minimum of 4 programmes funded through Inclusion scheme for a minimum of 10 young people completing per project</li> </ul>
<b>CRED / CRED Addendum</b>	Community Relations, Equality and Diversity programmes	Positive engagement with others from diverse backgrounds	<ul style="list-style-type: none"> <li>• Minimum of 18 CRED programmes delivered involving a minimum of 150 young people in the 9-16 age range by March 2020</li> <li>• Minimum of 1 applications for TBUC funding per annum involving a minimum of 20 young people</li> </ul>

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Area For Action	Outputs	Outcome	Measure/Target
<b>Participation</b>	Participative structures for young people	Increased participative action	<ul style="list-style-type: none"> <li>• 100% of youth centres to establish a participative structure for young people by December 2018</li> </ul>
	Youth Councils in Causeway Coast & Glens Division	Active Citizenship	<ul style="list-style-type: none"> <li>• 3 Youth Councils with a minimum membership of 15 operating in the Division meeting fortnightly</li> <li>• One strategic Youth Council for Mid Ulster District responding to local council consultations and emerging youth needs, meeting monthly, and delivered in partnership with regional participation team.</li> <li>• Each Youth Council to complete an active citizenship project, with minimum 10 young people delivering per project</li> </ul>
	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"> <li>• Minimum of 30 young people completing a leadership programme at OCNNI Level 2</li> <li>• Minimum of 80% Youth council members complete modular training programme</li> </ul>
	Small Grants Scheme	Increased participative action	<ul style="list-style-type: none"> <li>• Minimum of four applications to the Small Grants Scheme</li> </ul>
	Participative opportunities for individual young people	Increased participative action	<ul style="list-style-type: none"> <li>• 5 young people per year will participate in the Oscars Programme as part of the assessment panel</li> </ul>

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<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>CSE/eSafety/Child Protection</b>	Child Sexual Exploitation Projects	Improved Health and Well-Being	<ul style="list-style-type: none"> <li>• 9 CSE age-appropriate, issue based programmes focussed on Child Sexual Exploitation with minimum of 90 young people per year</li> </ul>
	Age appropriate Internet Safety programmes	Improved Health and Well-Being	<ul style="list-style-type: none"> <li>• 9 age-appropriate internet safety programmes with minimum of 90 young people young people</li> <li>• Internet safety induction for all young people accessing internet in youth centres</li> </ul>
<b>Summer intervention programmes</b>	Youth Intervention Scheme	Improved relationships with others	<ul style="list-style-type: none"> <li>• 6 summer intervention programmes targeting 120 young people per year</li> </ul>
	Summer activities programmes	Improved relationships with others	<ul style="list-style-type: none"> <li>• Minimum of 5 x 2 week summer activities programmes for young people aged 6-10 involving a minimum of 250 young people</li> </ul>
<b>Raising aspirations</b>	International programmes	Active Citizenship	<ul style="list-style-type: none"> <li>• 2 international programmes, underpinned and supported by the Regional International Team, delivered with a total minimum of 20 young people by 2020</li> </ul>

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<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Raising aspirations (Contd)</b>	Employability programmes	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> <li>• 5 OCNNI courses delivered to 50 young people per year</li> <li>• 15 young people complete OCN Music Performance as part of Camp Rock per year</li> <li>• 20 young people complete OCN as part of CADi per year</li> <li>• 11 young people complete CADi Apprenticeship programme</li> </ul>
	Residential	Enhanced Personal Capabilities	<ul style="list-style-type: none"> <li>• 12 residential programmes for a minimum of 300 young people aged 11-18 by March 2020</li> </ul>
<b>Outdoor Learning</b>	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"> <li>• Minimum of 1 programme is underpinned and supported by Regional Outdoor Peripatetic team.</li> <li>• Minimum of 80% of young people who complete programme achieve expected outcomes.</li> </ul>
<b>Training</b>	Training for young people	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> <li>• 100% full-time youth centres conducting a minimum of one accredited programme for young people per year</li> <li>• Minimum of 70% of participants achieve accreditation</li> </ul>

## DE Enabling Goal: Developing the non-formal Education Workforce

Area For Action	Outputs	Outcome	Measure/Target
<b>Workforce Development</b>	Staff Development - Part-Time Staff & volunteers	Workforce Development needs identified and addressed	<ul style="list-style-type: none"> <li>• 100% of staff and volunteers to complete induction process</li> </ul>
	Staff Development Part-Time youth workers and volunteers	Enhanced and increased skills for part-time youth workers & Volunteers	<ul style="list-style-type: none"> <li>• Training Needs Analysis submitted annually to inform regional Training Calendar for part-time youth workers and volunteers</li> <li>• Minimum of 80% Controlled Part-Time staff to attend unit-based training</li> <li>• 50% volunteers to complete EA Youth Support Worker Qualification or Adult Trainee Leader Course within first year of service</li> <li>• 80% satisfaction rate for all training courses</li> <li>• Minimum 80% volunteers in controlled youth centres complete unit-based training</li> </ul>
<b>Volunteering</b>	Accreditation for young volunteers	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> <li>• A minimum of 30 volunteers will gain accreditation through Millennium Volunteers per year</li> <li>• 1 accredited pilot "Trainee Youth Worker" Scheme aimed at 12 young people aged 18-25</li> </ul>
	Adult Volunteering	Effective services delivered	<ul style="list-style-type: none"> <li>• 5 controlled youth centre will recruit volunteers in line with EA staff establishment</li> <li>• 5 full-time professionally qualified Youth Workers will manage and co-deliver with at least 1 volunteer</li> </ul>

## DE Enabling Goal: Developing the non-formal Education Workforce

Area For Action	Outputs	Outcome	Measure/Target
<b>Volunteering (Contd)</b>	Volunteer Recognition Events	Volunteers feel valued by the Education Authority	<ul style="list-style-type: none"> <li>• One volunteer recognition event for volunteers in the Mid Ulster District per year, supported by the regional officer</li> <li>• Minimum of 50 volunteers to attend the regional hub's volunteer event</li> </ul>
<b>Induction training</b>	Induction training for all EA youth work staff	Effective services delivered	<ul style="list-style-type: none"> <li>• 100% of new staff complete staff induction on commencement</li> <li>• 100% youth work staff complete Child Protection induction training</li> <li>• 100% of staff complete Moving Ahead with CRED within first 6 months.</li> <li>• 100% of staff complete Introduction to Youth Work within first 6 months.</li> <li>• Basic First Aid Training courses completed by a minimum of 10 participants</li> </ul>
<b>Youth Support Worker Training</b>	Youth Work training course	Developing of thinking skills, life skills and work skills	<ul style="list-style-type: none"> <li>• 1 x Youth Support Worker Qualification course completed with support of Regional Training Team.</li> </ul>

**DE Enabling Goal: Improving the Non-Formal Learning Environment**

<b>Area For Action</b>	<b>Outputs</b>	<b>Outcome</b>	<b>Measure/Target</b>
<b>Facility Management</b>	Budget Monitoring	Effective management of EA Youth Service resources  Value for money ensured	<ul style="list-style-type: none"> <li>• All budgets maintained within limits</li> <li>• All budgets reviewed quarterly</li> <li>• Audit carried out at all Youth centres once per year</li> </ul>
<b>Risk Management</b>	Educational Visits	Youth Service activities thoroughly risk assessed	<ul style="list-style-type: none"> <li>• Approval for all Educational Visits to sought using the official forms and procedures</li> <li>• All Educational Visits will be risk assessed</li> </ul>
	Health and Safety Audits	Our young people are safe  Our staff are safe	<ul style="list-style-type: none"> <li>• 100% of Controlled Youth Work settings implement safeguarding policies</li> <li>• 100% of controlled Units adhere to all Health and Safety regulations</li> </ul>

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

Area For Action	Outputs	Outcome	Measure/Target
<b>Management</b>	Local Advisory Groups in each Division	Effective local engagement with stakeholders  Increased accountability for the Service	<ul style="list-style-type: none"> <li>• Minimum of 4 Local Advisory Group meetings per year</li> </ul>
<b>Securing External Funding</b>	Additional resources for delivery	Increased funding for programmes	<ul style="list-style-type: none"> <li>• A minimum of £5k achieved from external funders per annum</li> </ul>
<b>Participation</b>	Participation of young people in the Local Advisory Group	Development of thinking skills, life skills and work skills	<ul style="list-style-type: none"> <li>• 1 Youth Advocacy Panel, involving a minimum of 13 young people per Local Council Area</li> <li>• Youth Advocacy Panel members to attend Local Advisory Group meetings per quarter</li> <li>• 1 Conference/Planning event organized by the Youth Advocacy Panel per annum</li> <li>• Minimum of 13 young people completing a programme of capacity-building and training</li> <li>• 100% Youth Advocacy Panel members to attend regional Network for Youth event annually</li> </ul>