



Ards & North Down

Local Youth Development Plan

2020-2023

INTRODUCTION

The Education Authority Local Youth Development Plan for 2020 - 2023 outlines the key targets to be achieved by the Education Authority Youth Service, based on the Local Assessment of Need 2020 – 2023 (Ards and North Down) and in accordance with Department of Education Policy. The Regional Assessment of Need can be accessed at www.eani.org.uk.

There are a range of other policies which are key in the development of this plan and the Education Authority Youth Service including:

- Priorities for Youth – Improving Young People’s Lives through Youth Work (2013)
- The Children and Young Peoples Strategy 2019 – 2029 (2019)
- The Children Services Cooperation Act (2015)
- Community Relations Equality and Diversity Policy (2011) and CRED Addendum (2016)
- Shared Education Act (2016)
- Fresh Start Agreement (2014)
- Rural Needs Act (2016).

The Plan is reviewed regularly and progress reported in line with the Education Authority Business Plan 2019 - 2029. The resources provided for the Youth Service by the Department of Education are deployed in accordance with the plan to achieve specific outputs and outcomes. The Education Authority Business Plan can be accessed at www.eani.org.uk.

The Local Youth Development Plan is delivered by EA Registered Voluntary Youth Organisations and by the EA Statutory Youth Service. It is important to note, in accordance with policy, the voluntary sector is the preferred delivery agent; partnership work is promoted and utilised where there are significant benefits to the outcomes of children and young people. Specific targets for the statutory sector are included within the plan and youth work within schools is developed in conjunction with the EA School Development Service; where outcomes are assessed as needed and Youth Service is required to address barriers to learning.

Key actions within the Local Area Youth Development Plans are informed by both the Local Assessment of Need, Regional Assessment of Need and the Regional Youth Development Plan. The 12 Local Assessment of Needs and associated Area Plans can be accessed at www.eani.org.uk.

OVERVIEW OF PROVISION

Who are we?

The Youth Service in Ards and North Down is constantly innovating to meet the present and emerging needs of young people. The current Education Authority Youth Service team in Ards and North Down comprises 8 full-time staff and 1 x 20 hours youth worker supported by a part-time staff and volunteer team. One of the full time member of staff* splits her time across Council boundaries with Lisburn and Castlereagh.

Post	Project	F/T or P/T
Area Youth Worker II	Ards Estates Project/Ards Rural Project	FT
Youth Support Worker in Charge	Ards Estates Project	FT
Area Youth Worker II	North Down Area Project (NDAP)	FT
Area Youth Worker I	Ards Rural Project	FT
Youth Support Worker in Charge	Ards Rural Project (Extended Provision)	FT
Youth Support Worker in Charge	Ards Rural Project	PT
Youth Support Worker in Charge	Ballymagee Youth Centre/NDAP	FT
Area Youth Worker I	Comber/Ballygowan/Moneyrea*	FT

A Senior Youth Officer and Senior Youth Worker III/Team Leader manages staff and delivery across both Lisburn and Castlereagh and Ards and North Down areas.

There is 1 full time Voluntary Youth sector organisations providing Youth Services in this area along with a, 20 hour provision and 3 part time units receiving substantial funding from the EA. These are as follows:

Full time: Hollywood Family Trust (START Programme)

Part time: Hollywood Family Trust (centre based provision), North Down YMCA, St Comgalls Youth Centre and Kircubbin Youth Club

The local Youth Service team is supported by the Regional Team which includes, FLARE, OLS, Participation, Inclusion, TBUC, START, CADi, International, EOTAS, Training and Planning and Monitoring teams.

EA Youth Service Areas for Action 2020-2023

Youth Work Priority: Raising Standards for All	
1.1	Delivering on Assessed Need
1.2	Proportionate Reporting on Youth Service Outcomes
1.3	Stakeholder Engagement & Research
1.4	Quality Assurance
1.5	Promotion of Service & Opportunities

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality	
2.1	Learning & Achieving
2.2	Living in Safety & Stability
2.3	Participation
2.4	Good Relations
2.5	Inclusion, Diversity & Equality of Opportunity
2.6	Health & Wellbeing

Youth Work Priority: Developing the Non-Formal Education Workforce	
3.1	Workforce Development
3.2	Practice Development & Support
3.3	Volunteer Development

Youth Work Priority: Transforming the Non-Formal Learning Environment	
4.1	Participative Structures
4.2	Development & Maintenance of EA Youth Estate

Youth Work Priority: Raising Standards for All			
Area of Action	Delivering on Assessed Need		
Why Are we doing this?	<ul style="list-style-type: none"> ● To ensure all services are delivered to meet the assessed needs of children and young people ● To ensure resource allocation is aligned with the needs of children and young people and aligned with policy 		
We will do this by:	<ul style="list-style-type: none"> ● Reviewing available data/trends ● Assessing the needs of children and young people aged 4-25 years ● Publishing a Local Assessment of Need on a three-year cycle ● Publishing a Local Youth Development Plans on a three-year cycle 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Assessment of Need 2023-2026	<ul style="list-style-type: none"> ● A comprehensive needs assessment completed to inform the EA Local Youth Services planning process. 	December 2022	
Local Youth Development Plan	<ul style="list-style-type: none"> ● Local youth services are planned based on the assessed needs of children and young people ● Effective and co-ordinated local youth services 	March 2023	

Youth Work Priority: Raising Standards for All			
Area of Action	Proportionate Reporting on Youth Service Outcomes		
Why Are we doing this?	<ul style="list-style-type: none"> To provide evidence of the impact of youth work on the lives of children and young people To measure the success of EA Youth Service delivery 		
We will do this by:	<ul style="list-style-type: none"> Monitoring EA Youth Service targets through Key Performance Indicators (Appendix i, ii, iii, iv) Monitoring of the EA Youth Service Youth Work Outcomes for Young people Monitoring of the Local Youth Development Plan 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Outcomes Based Reporting	<ul style="list-style-type: none"> Effective Youth Service Delivery based on reflective practice and emerging needs of children and young people 	June 2021 June 2022 June 2023	
Engagement Framework	<ul style="list-style-type: none"> Effective reporting on the level and range of engagement of children and young people 	Annually	
Outreach Detached Engagement Framework	<ul style="list-style-type: none"> Effective reporting on the level and range of engagement of children and young people 	Annually	
Target Monitor Reports	<ul style="list-style-type: none"> EA Youth Service meets the KPI's for Local Youth Development Plan Delivery is monitored ongoing and reported quarterly 	Quarterly April July Oct Jan	

Youth Work Priority: Raising Standards for All			
Area of Action	Stakeholder Engagement & Research		
Why Are we doing this?	<ul style="list-style-type: none"> ● To ensure the voice of young people and other key stakeholders informs the design and delivery of services ● To critically reflect on the planning and delivery of services ● To assess the development of new or additional services based on need ● To ensure decisions are evidence based 		
We will do this by:	<ul style="list-style-type: none"> ● Provision of Local Advisory Groups ● Completion of research on key areas of inquiry based on assessed need 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Thematic Stakeholder Engagement Events	<ul style="list-style-type: none"> ● Emerging needs and trends in Youth Service provision explored and embedded 	2 per year 2020 2021 2022	
Local Advisory Group Stakeholder meetings and Events	<ul style="list-style-type: none"> ● Effective local management through guidance and support of key stakeholders ● Emerging needs and trends in youth service provision identified to inform the design and delivery of services 	Quarterly 2020 2021 2022	

Youth Work Priority: Raising Standards for All			
Area of Action	Quality Assurance		
Why Are we doing this?	<ul style="list-style-type: none"> ● To ensure quality services are delivered to meet the needs of children and young people ● To develop action plans to improve service delivery for all children and young people ● To foster a culture of continuous improvement of and critical reflection on service delivery 		
We will do this by:	<ul style="list-style-type: none"> ● Proportionate monitoring & moderation of EA Funded Youth Work Practice ● Embedding the youth work quality assurance frameworks in the design and delivery of services and systems process 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Moderation of Service Delivery	<ul style="list-style-type: none"> ● KPI's for Youth Service measured ● Effective and quality service delivered to meet the needs of children and young people 	Quarterly 2020 2021 2022	
Quality Assurance Framework	<ul style="list-style-type: none"> ● Critical self-reflective practice embedded within the delivery of youth work practice, promoting self-improvement 	Annually	

Youth Work Priority: Raising Standards for All			
Area of Action	Promotion of Service and Opportunities		
Why Are we doing this?	<ul style="list-style-type: none"> ● To ensure children and young people are aware of service opportunities available to them ● To increase the participation of children and young people in service opportunities ● To promote and celebrate the outcomes, benefits and impact of youth work in the lives of children and young people ● Young people stated social media as the number one preference to receive information about service opportunities ● To increase the visibility of services across government departments 		
We will do this by:	<ul style="list-style-type: none"> ● Delivering a local area based approach to the use of social media to inform young people of service opportunities ● Delivery of case studies in youth work practice to share and inform the sector of good practice and outcomes ● Development and delivery of media-based content of service opportunities ● Development and delivery of a network of communication opportunities ● Development of a Programme of Offer for young people providing pathways into and through service engagement 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Promotional Action Plan	<ul style="list-style-type: none"> ● Effective communication and increased participation of children and young people 	Annually	
Promotion and Celebration of Youth Service	<ul style="list-style-type: none"> ● Increase awareness of outcomes, benefits and impact of youth work in the lives of children and young people 	Annually	
Partnerships	<ul style="list-style-type: none"> ● Effective partnerships established to enhance participation of children and young people 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Learning & Achieving		
Why Are we doing this?	<ul style="list-style-type: none"> ● To increase the educational attainment of children and young people ● To provide learning opportunities, with relevant accreditation, for children and young people in the non-formal education settings ● To support children and young people to re-engage with education 		
We will do this by:	<ul style="list-style-type: none"> ● The delivery of a programme of thematic youth work providing relevant accreditation ● Delivery of the youth work curriculum in partnership with schools ● Providing opportunities for leadership in youth work targeting 18 – 25 year olds ● Developing effective partnerships and initiatives to enhance opportunities for young people to learn and achieve 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Youth Work in Schools	<ul style="list-style-type: none"> ● Increased engagement opportunities, accreditation and learning for pupils Youth Work Outcomes: <ul style="list-style-type: none"> ● Improved Relationships with others ● Development of thinking skills, life skills and work skills 	Annually 2020 2021 2022	
Accredited Programmes	<ul style="list-style-type: none"> ● Enhanced educational outcomes for young people based on assessed need Youth Work Outcomes: <ul style="list-style-type: none"> ● Development of thinking skills, life skills and work skills ● Active Citizenship 	Annually 2020 2021 2022	
Life Skills Programmes	<ul style="list-style-type: none"> ● Enhanced personal capabilities of young people Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced Personal Capabilities ● Development of thinking skills, life skills and work skills ● Increased Participative Action 	Annually 2020 2021 2022	
Youth Leadership Programmes	<ul style="list-style-type: none"> ● Enhanced outcomes for young people, increased pathways for personal development & leadership Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced Personal Capabilities ● Development of thinking skills, life skills and work skills ● Increased Participative Action 	Annually 2020 2021 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Learning & Achieving (Cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Outdoor Learning Programmes	<ul style="list-style-type: none"> Enriched curriculum and increased participation of young people; focused on personal development and leadership Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Development of thinking skills, life skills and work skills Improved Relationships with others Increased Participative Action 	Annually 2020 2021 2022	
Creative Digital Media Programmes	<ul style="list-style-type: none"> Increased accreditation and pathways for young people in creative and digital media Youth Work Outcomes: <ul style="list-style-type: none"> Development of thinking skills, life skills and work skills Improved Relationships with others 	Annually 2020 2021 2022	
International Programmes	<ul style="list-style-type: none"> Increased participation and opportunities for young people to engage within a global context including social action and service learning Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Development of thinking skills, life skills and work skills Improved Relationships with others Increased Participative Action Active Citizenship 	Annually 2020 2021 2022	
Targeted Education Programmes for young males	<ul style="list-style-type: none"> Enhanced educational outcomes for young people based on assessed need Youth Work Outcomes: <ul style="list-style-type: none"> Development of thinking skills, life skills and work skills Active Citizenship 	Annually 2020 2021 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Living in Safety & Stability		
Why Are we doing this?	<ul style="list-style-type: none"> ● To promote opportunities and experiences for active citizenship and leadership ● To provide opportunities for children and young people to belong to and contribute within their communities of interest ● To provide a safe learning environment ● To ensure that young people are not perpetrators or victims of paramilitary attacks ● To support young people in making good choices and not becoming involved in criminal activity 		
We will do this by:	<ul style="list-style-type: none"> ● The delivery of a targeted programmes on key themes based on assessed need ● Effective partnership working ● Embedding the Circle of Courage within EA Funded Targeted Youth Services 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Active citizenship & Lawfulness Education Programmes (Including Youth Volunteer Academy)	<ul style="list-style-type: none"> ● Enhanced curriculum for pupils and young people, developing active citizens Youth Work Outcomes: <ul style="list-style-type: none"> ● Improved Health and Wellbeing ● Improved Relationships with others ● Increased Participative Action 	Annually 2020 2021 2022	
Intervention Programmes	<ul style="list-style-type: none"> ● Increased developmental programmes engaging & supporting young people at risk Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced Personal Capabilities ● Improved Health and Wellbeing ● Improved Relationships with others ● Increased Participative Action 	Annually 2020 2021 2022	
Partnership working with other statutory providers including PSNI, Ards North Down PCSP, DoJ, PHA, SEHSCT	<ul style="list-style-type: none"> ● Increased engagement and outcomes for targeted young people; including promoting resilience, well-being, active citizenship and raising awareness of Domestic Violence 	Annually 2020 2021 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Living in Safety & Stability (Cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
CSE Education Programmes including support for staying safe online	<ul style="list-style-type: none"> Reduction of risk-taking behaviours associated with CSE including online environments Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2020 2021 2022	
Detached Youth Work	<ul style="list-style-type: none"> Development of positive relationships with others Youth Work Outcomes: <ul style="list-style-type: none"> Improved Health and Wellbeing Improved Relationships with others 	Annually 2020 2021 2022	
Safe environments for young people to socialise – based on Circle of Courage	<ul style="list-style-type: none"> Increased sense of belonging and safety of young people Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2020 2021 2022	
Risk-taking behaviour programmes	<ul style="list-style-type: none"> Increased awareness of risk taking behaviours and consequences Youth Work Outcomes: <ul style="list-style-type: none"> Improved Health and Wellbeing Improved ability to make healthy choices 	Annually 2020 2021 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Participation		
Why Are we doing this?	<ul style="list-style-type: none"> ● To enable children and young people to feel a sense of belonging and make a positive contribution to their society ● To reduce barriers to participation in Youth Services ● To provide effective volunteering opportunities for children and young people ● To increase children and young people's engagement in generic/non-targeted youth provision 		
We will do this by:	<ul style="list-style-type: none"> ● Delivering a suite of volunteer opportunities, focusing on service learning at a local level ● The delivery of effective, age specific youth work programmes in generic provision ● Embedding the Circle of Courage within EA Funded Targeted Youth Services ● Increasing opportunities for social action and service learning, locally and globally ● Effective engagement with children and young people not currently accessing Youth Services 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Youth Volunteering	<ul style="list-style-type: none"> ● Enhanced personal capabilities and creative pathways identified for young people Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced Personal Capabilities ● Increased Participative Action ● Active Citizenship 	Annually 2020 2021 2022	
Engaging and creative programmes for young people aged 4 – 13 years within generic youth provision	<ul style="list-style-type: none"> ● Increased participation and progression on youth work outcomes for young people Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced Personal Capabilities ● Improved Health and Wellbeing ● Increased Participative Action 	Annually 2020 2021 2022	
Social Action and Service-Learning opportunities locally and globally	<ul style="list-style-type: none"> ● Increased personal capabilities, leadership, citizenship and sense of belonging for young people Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced Personal Capabilities ● Development of thinking skills, life skills and work skills ● Improved Relationships with others ● Increased Participative Action ● Active Citizenship 	Annually 2020 2021 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Participation (Cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
An engagement strategy for young people not accessing Youth Service	<ul style="list-style-type: none"> • Increased participation Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Improved Health and Wellbeing • Development of thinking skills, life skills and work skills • Improved Relationships with others • Increased Participative Action 	Annually 2020 2021 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Good Relations		
Why Are we doing this?	<ul style="list-style-type: none"> To enable children and young people from the PUL/CNR communities to build positive relationships To provide safe and welcoming spaces for children and young people 		
We will do this by:	<ul style="list-style-type: none"> The provision of thematic and good relations youth work Providing targeted youth work programmes and projects based on assessed need 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
T:BUC Camps Programme	<ul style="list-style-type: none"> Increased confidence in relationships leading to safe and inclusive communities Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Development of thinking skills, life skills and work skills Improved Relationships with others Increased Participative Action Active Citizenship 	Annually April to Feb (funding subject to review) 2020 2021 2022	
Youth Intervention Programmes including Bonfire Project in identified areas and in partnership with key agencies	<ul style="list-style-type: none"> Decrease in anti-social behaviour by young people and development of safe environments for cultural celebration Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others Increased Participative Action 	Annually April to Sept 2020 2021 2022	
Cultural Awareness Programmes delivered in partnership with key agencies	<ul style="list-style-type: none"> Increased confidence and celebration of positive cultural identity Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Development of thinking skills, life skills and work skills Improved Relationships with others 	Annually 2020 2021 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Good Relations (Cont.)		
Why Are we doing this?	<ul style="list-style-type: none"> • To enable children and young people from the PUL/CNR communities to build positive relationships • To provide safe and welcoming spaces for children and young people 		
We will do this by:	<ul style="list-style-type: none"> • The provision of thematic and good relations youth work • Providing targeted youth work programmes and projects based on assessed need 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Community Relations Programmes	<ul style="list-style-type: none"> • Increased confidence in relationships leading to safe and inclusive communities Youth Work Outcomes: <ul style="list-style-type: none"> • Improved Relationships with others • Increased Participative Action • Active Citizenship 	Annually 2020 2021 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Inclusion, Diversity & Equality of Opportunity		
Why Are we doing this?	<ul style="list-style-type: none"> • To ensure the needs of Section 75 children and young people are met • To ensure the needs of Rural children and young people are met • To reduce barriers to participation within Services • Young people clearly stated bespoke support was required 		
We will do this by:	<ul style="list-style-type: none"> • Effective engagement with children and young people from within communities of interest • By embedding CRED within practice • Designing and delivering effective youth work programmes and projects 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Support to Children & Young People Looked After	<ul style="list-style-type: none"> • Increased educational outcomes and enhanced pathways identified Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Improved Health and Wellbeing • Improved Relationships with others 	Annually 2020 2021 2022	
Support to LGBTQ Young People	<ul style="list-style-type: none"> • Increased personal capabilities, particularly confidence; increased sense of belonging and enhanced pathways identified Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Improved Health and Wellbeing • Development of thinking skills, life skills and work skills • Improved Relationships with others • Increased Participative Action • Active Citizenship 	Annually 2020 2021 2022	
Support to Rural Young People	<ul style="list-style-type: none"> • Increased access to youth provision, increased participation leading to enhanced pathways Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Improved Health and Wellbeing • Development of thinking skills, life skills and work skills • Improved Relationships with others • Increased Participative Action 	Annually 2020 2021 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Inclusion, Diversity & Equality of Opportunity (Cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Support to young people with SEN or disabilities	<ul style="list-style-type: none"> Increased access to youth provision, increased participation leading to enhanced pathways Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Development of thinking skills, life skills and work skills Improved Relationships with others Increased Participative Action 	Annually 2020 2021 2022	
Anti-Bullying Programmes	<ul style="list-style-type: none"> Young people are empowered to address bullying behaviour Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2020 2021 2022	
Youth Work through the Medium of Ulster Scots/Ulster British	<ul style="list-style-type: none"> Increased awareness of Ulster Scots language, culture and tradition Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Active Citizenship 	Jan 2021 Jan 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Health & Wellbeing		
Why Are we doing this?	<ul style="list-style-type: none"> • Children and young people have stated that they require support for their wellbeing • The mental health needs of children and young people • To address inequalities within health and wellbeing of young people 		
We will do this by:	<ul style="list-style-type: none"> • Delivering targeted initiatives and programmes based on assessed need 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Drugs & Alcohol Education Projects and support for Harm Reduction	<ul style="list-style-type: none"> • Improved health and well-being • Increased knowledge of health risk associated with drug & alcohol use Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Improved Health and Wellbeing • Improved Relationships with others 	Annually 2020 2021 2022	
Positive Mental Health initiatives	<ul style="list-style-type: none"> • Improved mental well-being for young people leading to increased personal capabilities and social inclusion Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Improved Health and Wellbeing • Improved Relationships with others 	Annually 2020 2021 2022	
Outdoor Learning Programmes	<ul style="list-style-type: none"> • Increased educational attainment • Improved health & well-being • Increased participation in Youth Services Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Improved Health and Wellbeing • Development of thinking skills, life skills and work skills • Improved Relationships with others • Increased Participative Action 	Annually 2020 2021 2022	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Health & Wellbeing (Cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Health and Fitness Programmes	<ul style="list-style-type: none"> Improved physical and mental health well-being Increased participation in Youth Services Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2020 2021 2022	
Sexual Health Education Initiatives including gender specific programmes	<ul style="list-style-type: none"> Improved health and wellbeing Increased knowledge of associated health risks Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2020 2021 2022	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	Workforce Development		
Why Are we doing this?	<ul style="list-style-type: none"> • To ensure youth work staff including volunteers are trained to best respond to the current needs of children and young people • To recognise and celebrate the contribution of staff to youth work practice • To ensure succession planning to meet service delivery needs 		
We will do this by:	<ul style="list-style-type: none"> • The delivery of accredited and non-accredited training for youth work staff based on assessed need • Providing professional accreditation routes 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Non accredited staff training based on assessed need	<ul style="list-style-type: none"> • Increased skill base of youth work staff to provide enhanced quality youth work 	Annually 2020 2021 2022	
EA Trainee Youth Support Worker Scheme	<ul style="list-style-type: none"> • Increased skill base of young adults to provide enhanced quality youth work • Enhanced accreditation and identified pathways provided 	Sept 2021	
Coherent Training Route	<ul style="list-style-type: none"> • Increased skills of youth work staff to provide enhanced quality youth work 	2020 2021 2022	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	Practice Development & Support		
Why Are we doing this?	<ul style="list-style-type: none"> • To support staff to deliver quality youth work practice and service provision • To provide support systems for staff delivering youth work • To ensure proportionate accountability arrangements for youth work practice • To support staff to evaluate work effectively, measure and evidence learning outcomes, and demonstrate the positive impacts of their practice 		
We will do this by:	<ul style="list-style-type: none"> • Delivering practice support • Delivering support and supervision • Continuous training updates on essential requirements 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Induction Training	<ul style="list-style-type: none"> • Staff and volunteers feel valued and deliver work which is consistent with EA policies and procedures 	Ongoing	
Support and supervision	<ul style="list-style-type: none"> • Staff and volunteers feel valued and deliver effective youth work and good practice is recognised 	Ongoing	
Practice support	<ul style="list-style-type: none"> • Supported and enhanced youth work practice 	Ongoing	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	Volunteer Development		
Why Are we doing this?	<ul style="list-style-type: none"> ● To recruit and retain volunteers ● To support volunteers to deliver youth work practice and provision ● To support volunteers to evaluate youth work effectively ● To recognise and celebrate the contribution of volunteers to youth work ● To provide support systems for volunteers in youth work delivery 		
We will do this by:	<ul style="list-style-type: none"> ● Delivering an effective recruitment and retention strategy ● Annually hosting an event to recognise the contribution of volunteers in youth work delivery ● Providing volunteer pathways to a youth work career 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Volunteer pathways into youth work employment	<ul style="list-style-type: none"> ● Increased capacity of workforce with succession planning in place 	Annually 2020 2021 2022	
Adult volunteering recruitment and retention	<ul style="list-style-type: none"> ● Increased participation and satisfaction levels of youth work volunteers 	Annually 2020 2021 2022	
Local Volunteer recognition events	<ul style="list-style-type: none"> ● Local recognition and celebration of the contribution of volunteers 	Annually Feb 2020 Feb 2021 Feb 2022	
Effective volunteers	<ul style="list-style-type: none"> ● Increased participation and satisfaction levels of youth work volunteers 	Annually 2020 2021 2022	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	Participative Structures		
Why Are we doing this?	<ul style="list-style-type: none"> • To enhance the voice of children and young people in delivery of services • To enhance the role children and young people have in the decision making process • To provide modern high-quality youth work provision to effectively meet the needs of children and young people 		
We will do this by:	<ul style="list-style-type: none"> • Delivery and development of youth voice structures that meet the needs of children and young people • Delivery of Local Advisory Groups • Supporting young people to access the small grants scheme 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Advisory Group	<ul style="list-style-type: none"> • Young people's voice included in local planning Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Increased participative action 	Quarterly 2020 2021 2022	
Youth Voice	<ul style="list-style-type: none"> • Young people's voice is included in community planning Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Increased participative action 	Annually 2020 2021 2022	
Local Voice	<ul style="list-style-type: none"> • Young people's voice is included in youth provision Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Increased participative action 	Annually 2020 2021 2022	

HYouth Work Priority: Transforming the Non-Formal Learning Environment

Development & Maintenance of EA Youth Estate			
Area of Action			
Why Are we doing this:	<ul style="list-style-type: none"> • To provide modern high-quality provision to effectively meet the needs of children and young people • To ensure that the principles of the CRED policy are embedded in the non-formal learning environment • To ensure the EA Youth Estate is safely maintained 		
We will do this by:	<ul style="list-style-type: none"> • Developing an annual capital and minor works plan • Developing a Welcoming Youth Strategy across local youth services 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Health and Safety Audits	<ul style="list-style-type: none"> • Youth Service capital estate is fit for purpose 	Annually June 2020 June 2021 June 2022	
Community use of youth facilities	<ul style="list-style-type: none"> • Improved community access to Youth Service premises based on DE policy 	Annually 2020 2021 2022	

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Appendix i - Abbreviations

C2k	Classroom 2000
CADi	Creative Arts & Digital Innovation
CNR	Catholic/Nationalist/Republican
CRED	Community Relations Equality & Diversity
CSE	Child Sexual Exploitation
DE	Department of Education
DoJ	Department of Justice
EA	Education Authority
EOTAS	Education Other Than At School
ETA	Exceptional Teaching Arrangements
ETS	Education Technology Service
KPI	Key Performance Indicator
PCSP	Policing and Community Safety Partnerships
PfY	Priorities for Youth
PHA	Public Health Agency
PSNI	Police Service of Northern Ireland
PUL	Protestant/Unionist/Loyalist
T:BUC	Together: Building a United Community
SEN	Special Educational Need

Appendix ii - Progress Indicators

Descriptor	Circumstances for use
Achieved (Green)	When action/target has been completed in full
In Progress (Amber)	When action/target is in progress and will be achieved within target timeline
In Progress (Orange)	When action/target is in progress and will likely to be achieved but with some delay
Not achieved (Red)	When action/target was not achieved as part of an in-year or annual target and cannot be revised or carried forward. This might include, for example, situations where a target is no longer relevant or appropriate
Planned (Blue)	When target is planned, not yet started but will be achieved within timeline

Appendix iii - EA Youth Service Report Card

Priorities for Youth

Priorities for Youth has clear links to the following population level outcomes that the DE has requested the EA report on for DE funded Youth Work:

Draft Programme for Government

Outcome 9: We are a shared society that respects diversity

Outcome 14: We give our children and young people the best start in life

Children and Young People's Strategy 2019 - 2029

Outcome 1: Children and young people are physically and mentally healthy

Outcome 3: Children and young people learn and achieve

Outcome 4: Children and young people live in safety and stability

Outcome 6: Children and young people make a positive contribution to society

Outcome 8: Children and young people live in a society in which equality of opportunity and good relations are promoted

EA Youth Service Annual Report Card

How much did we do?	How well did we do it?
No. of programmes delivered with young people No. of young people engaged with youth services (by age band) No. of referrals from other EA services No. of young people volunteering within the youth project No. of practice support visits	% of young people report improvement against one of the Youth Service Outcomes Framework % of young people who are satisfied with service % of moderations rated good or above
<p style="text-align: center;">Is anyone better off?</p> <p style="text-align: center;">No.% of young people gaining accreditation (barriers to learning outcomes) No.% of young people progressing to expected stage on engagement framework (positive engagement outcomes) No. % of young people making progress against Youth Service outcomes</p>	

Outcomes Framework

INDIVIDUAL	GROUP, COMMUNITY, SOCIETY CONTEXT
<p>Enhanced Personal Capabilities</p> <ul style="list-style-type: none"> • Greater self-awareness • Increased confidence and self-esteem • Empathy • Resilience • Managing feelings <p>Improved Health and Well-being</p> <ul style="list-style-type: none"> • Increased satisfaction with life • Greater awareness of health issues (sexual/physical) • Improved ability to make healthy choices (reduction in risk-taking behaviours / reduced substance misuse) <p>Development of thinking skills, life skills and work skills</p> <ul style="list-style-type: none"> • Decision-making • Planning and problem solving • Leadership and communication • Creativity 	<p>Improved relationships with others</p> <ul style="list-style-type: none"> • Improved ability to work with others (teamwork) • Positive peer relationships • Improved relationships with adults • Positive engagement with others from diverse backgrounds • Greater respect for difference <p>Increased participative action</p> <ul style="list-style-type: none"> • Increased sense of belonging to community • Improved communication between young people and adults • Positively influenced others, advocates on behalf of others or takes on a representative role <p>Active Citizenship</p> <ul style="list-style-type: none"> • Volunteering (local and international) • Increased awareness of local and global issues • Employment, Education or Training

The Engagement Framework

Categories of Engagement	Indicators of Engagement		
	Intensity and commitment of engagement	Distance travelled for children and young people	Children and young people's influence in decision making
Contact	<ul style="list-style-type: none"> Attends, e.g. to meet friends and takes part in social, creative, recreational or sport activity 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being Positive relationships with others 	<ul style="list-style-type: none"> Makes personal decisions on participation in activities designed by others
Engagement	<ul style="list-style-type: none"> Engages in, short term, group programmes Makes new relationships 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being Developed thinking, life &/or work skills Positive relationships with others 	<ul style="list-style-type: none"> Contributes to decision making with others relating to a specific programme or activity
Active Participation	<ul style="list-style-type: none"> Participates in planned, long term, group work programme with youth work outcomes 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being Developed thinking, life &/or work skills Positive relationships with others Increased Participation 	<ul style="list-style-type: none"> Actively involved in assessing needs, decision making, planning and problem solving either around a single activity or within the club, unit or project generally
Maximising potential	<ul style="list-style-type: none"> Participates in the design and/or delivery of programmes or activities for self and others, including evaluation Acts in a leadership role Involved in the unit/club/project to their maximum ability 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being Developed thinking, life &/or work skills Positive relationships with others Increased Participation Active Citizenship 	<ul style="list-style-type: none"> Positively influences others, advocates on behalf of others Takes on a representative role within and/or beyond the your club, unit or project e.g. in governance arrangements or as part of a local or regional youth council or forum

Outreach and Detached Engagement Framework

		Indicators of Engagement		
		Intensity and commitment of engagement	Distance travelled for children and young people	Children and young people's influence in decision making
Categories of Engagement	in conversation	<ul style="list-style-type: none"> Engages in purposeful conversations with outreach/detached youth worker. Typically 1-3 contact meetings within the outreach/detached setting. 	<ul style="list-style-type: none"> Enhanced Personal Capabilities 	<ul style="list-style-type: none"> Makes personal decisions on participation in purposeful conversations with the outreach/detached youth worker.
	developing contact	<ul style="list-style-type: none"> Engages in, short term, personal and social development activities within the outreach/detached setting. Typically 4 or more contact meetings/sessions within the detached setting or participation on a project within the outreach setting. 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being 	<ul style="list-style-type: none"> Makes personal decisions to participate in short-term outreach and detached activities based on relationship building and needs assessment.
	referral	<ul style="list-style-type: none"> Needs assessment based on contact within the outreach/detached setting. 	<ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Well-being 	<ul style="list-style-type: none"> Makes personal decisions to participate in referral activities based on needs assessment.