



**North & East Belfast**

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 (North & East Belfast) and in accordance with Department of Education Policy.

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 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.

In addition to the Local Youth Development Plan (North & East Belfast) the Education Authority Youth Service delivers local Youth Services outlined Local Area Youth Development Plans; which are provided across the 11 District Council Areas. 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.

# OVERVIEW OF PROVISION

## Introduction

The Youth Service in the Belfast area is divided into two areas: North and East Belfast and South and West Belfast. Each area is managed by a Senior Youth Officer.

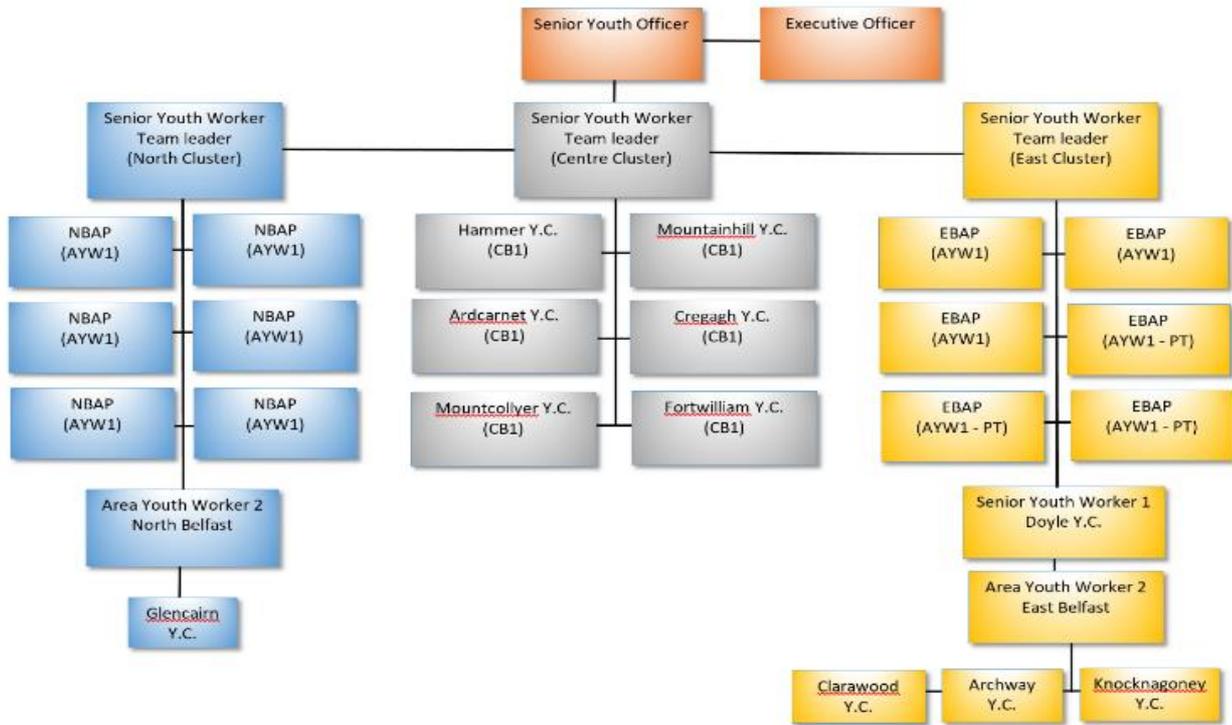
Youth Services in Belfast are constantly innovating to meet the present and emerging needs of young people. The current Education Authority Youth Service team in North & East Belfast comprises 21 full-time and 3 (18 Hour) staff supported by a team of Part time & Volunteer Youth Workers. There are also 5 large Voluntary Youth sector organisations providing Youth Services in this area receiving substantial funding from the EA. These are listed below:

- Ledley Hall Boys and Girls Club
- Holy Family Youth Centre
- New Lodge Youth Centre
- John Paul 11 Youth Centre
- Ardoyne Youth Centre

### Overview of Provision North & East Belfast

Type of Group	Total number of groups	Average membership	Total membership
Controlled	7 Full time centres 4 Part time Centres 2 Area Projects	159	2,067
Church	12 East & 9 North Total = 21	156	3432
Voluntary / Community	5 Full Time Voluntary = 1 East & 4 North 29 Part Time Voluntary = 15 East & 14 North	166 (FT Only)	5644
Uniformed	46 East & 47 North Total = 93	47	4371

## North and East Belfast Staff Team Structure



The local Youth Service team are supported by the Regional Team including, FLARE, Outdoor Learning Service, 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"> <li>To ensure all services are delivered to meet the assessed needs of children and young people</li> <li>To ensure resource allocation is aligned with the needs of children and young people and aligned with policy</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>Assessing the needs of children and young people aged 4-25 years</li> <li>Publishing a Regional Assessment of Need on a three-year cycle</li> <li>Publishing Regional and Local Youth Development Plans on a three-year cycle</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
<b>Local Area Youth Development Plan for 2023-2026</b>	<ul style="list-style-type: none"> <li>Effective and co-ordinated local youth services</li> <li>Local delivery reflective of local needs</li> </ul>	Dec 2022	
<b>Local Assessment of Need 2023-2026</b>	<ul style="list-style-type: none"> <li>A comprehensive assessment of need is completed to inform the EA Youth Service planning process</li> </ul>	Dec 2022	

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"> <li>● To provide evidence of the impact of youth work on the lives of children and young people</li> <li>● To measure the success of EA Youth Service delivery</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● Monitoring EA Youth Service targets through Key Performance Indicators (Appendix i, ii, iii, iv)</li> <li>● Monitoring of the EA Youth Service Youth Work Outcomes for Young people</li> <li>● Monitoring of the Local Area Youth Development Plan and CDA's</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
<b>Target Monitor</b>	<ul style="list-style-type: none"> <li>● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people</li> </ul>	Quarterly: Jun Sept Dec Mar	
<b>Outcome Based Reporting</b>	<ul style="list-style-type: none"> <li>● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people</li> </ul>	Annually: Jun	
<b>Generic Engagement Framework Reporting</b>	<ul style="list-style-type: none"> <li>● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people</li> </ul>	Annually: Jun	
<b>Detached Engagement Framework Reporting</b>	<ul style="list-style-type: none"> <li>● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people</li> </ul>	Annually: Jun	

Youth Work Priority: Raising Standards for All			
Area of Action	Stakeholder Engagement & Research		
Why Are we doing this:	<ul style="list-style-type: none"> <li>● To ensure the voice of young people and other key stakeholders informs the design and delivery of services</li> <li>● To critically reflect on the planning and delivery of services</li> <li>● To assess the development of new or additional services based on need</li> <li>● To ensure decisions are evidence based</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● Provision of Local Advisory Groups</li> <li>● Completion of research on key areas of inquiry based on assessed need</li> <li>● Delivery of youth work conferences on key themes</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Stakeholder Engagement	<ul style="list-style-type: none"> <li>● Emerging needs and trends in Youth Service provision explored &amp; embedded</li> </ul>	2 per annum (June & Sept)	
Thematic Stakeholder Engagement	<ul style="list-style-type: none"> <li>● Emerging needs and trends in Youth Service provision explored &amp; embedded</li> </ul>	Quarterly	
Thematic Youth Conference	<ul style="list-style-type: none"> <li>● Good youth work practice celebrated and embedded within planning processes</li> </ul>	Annually: 2021 2022 2023	

Youth Work Priority: Raising Standards for All			
Area of Action	Quality Assurance		
Why Are we doing this:	<ul style="list-style-type: none"> <li>● To ensure quality services are delivered to meet the needs of children and young people</li> <li>● To develop action plans to improve service delivery for all children and young people</li> <li>● To foster a culture of continuous improvement of and critical reflection on service delivery</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● Proportionate monitoring &amp; moderation of EA Funded Youth Work Practice</li> <li>● Embedding the youth work quality assurance frameworks in the design and delivery of services and systems process</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Quality Assurance Framework for each unit	<ul style="list-style-type: none"> <li>● Critical self-reflective practice embedded within the delivery of youth work practice, promoting self-improvement</li> </ul>	2 per annum	
Moderation Process	<ul style="list-style-type: none"> <li>● KPI's for Youth Service measured and quality practice promoted</li> </ul>	1 per quarter per youth unit	
Case Studies and Models of good practice developed	<ul style="list-style-type: none"> <li>● Youth work delivery underpinned by evidence-based practice</li> </ul>	Ongoing	

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"> <li>• To ensure children and young people are aware of service opportunities available to them</li> <li>• To increase the participation of children and young people in service opportunities</li> <li>• To promote and celebrate the outcomes, benefits and impact of youth work in the lives of children and young people</li> <li>• Young people stated social media as the number one preference to receive information about service opportunities</li> <li>• To increase the visibility of services across government departments</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>• Delivering a collaborative sectoral approach to the use of social media to inform young people of service opportunities</li> <li>• Delivery of case studies in youth work practice to share and inform the sector of good practice and outcomes</li> <li>• Development and delivery of media-based content of service opportunities</li> <li>• Development and delivery of a network of communication opportunities</li> <li>• Development of a Programme of Offer for young people providing pathways into and through service engagement</li> </ul>		
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"> <li>• Increased awareness of youth service and engagement of young people</li> </ul>	Annually (May)	
Local Programme of offer	<ul style="list-style-type: none"> <li>• Effective communication and increased participation of children and young people</li> </ul>	Annually	
Examples and models of best practice	<ul style="list-style-type: none"> <li>• Shared practice throughout the service</li> </ul>	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"> <li>● To increase the educational attainment of children and young people</li> <li>● To provide learning opportunities, with relevant accreditation, for children and young people in the non-formal education settings</li> <li>● To support children and young people to re-engage with education</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● The delivery of a programme of thematic youth work providing relevant accreditation</li> <li>● Delivery of the youth work curriculum in partnership with schools</li> <li>● Providing opportunities for apprenticeships in youth work targeting 18 – 25 year olds</li> <li>● Developing effective cross-departmental partnerships and initiatives</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
School based youth work	<ul style="list-style-type: none"> <li>● Development of thinking skills, life skills and work skills</li> <li>● Planning and problem solving</li> </ul>	Ongoing	
Accredited programmes	<ul style="list-style-type: none"> <li>● Development of thinking skills, life skills and work skills</li> <li>● Planning and problem solving</li> </ul>	Ongoing	
Non-accredited programmes	<ul style="list-style-type: none"> <li>● Development of thinking skills, life skills and work skills</li> <li>● Planning and problem solving</li> </ul>	Ongoing	
Youth Leadership programmes - Youth Working in Their Communities (YWIC)	<ul style="list-style-type: none"> <li>● Increased participative action and active citizenship</li> <li>● Increased sense of belonging to community</li> <li>● Positively influenced others, advocates on behalf of others or takes on a representative role</li> </ul>	Ongoing	
Life Skills Programmes	<ul style="list-style-type: none"> <li>● Enhanced personal capabilities</li> <li>● Increased confidence and self-esteem</li> </ul>	Ongoing	
Employability Programmes	<ul style="list-style-type: none"> <li>● Development of thinking skills, life skills and work skills</li> <li>● Planning and problem solving</li> </ul>	Ongoing	

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"> <li>● To promote opportunities and experiences for active citizenship and leadership</li> <li>● To provide opportunities for children and young people to belong to and contribute within their communities of interest</li> <li>● To provide a safe learning environment</li> <li>● To ensure that young people are not perpetrators or victims of paramilitary attacks</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● The delivery of a targeted programmes on key themes based on assessed need</li> <li>● Effective partnership working</li> <li>● Embedding the Circle of Courage within EA Funded Targeted Youth Services</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Detached Youth Work	<ul style="list-style-type: none"> <li>● Development of positive relationships with others</li> <li>● Positive peer relationships</li> <li>● Improved relationships with adults</li> </ul>	Ongoing	
Lawfulness Education in Schools (SYTES)	<ul style="list-style-type: none"> <li>● Enhanced personal capabilities</li> <li>● Greater self-awareness</li> </ul>	Ongoing	
Intervention Programmes	<ul style="list-style-type: none"> <li>● Improved Health and Well-being</li> <li>● Improved ability to make healthy choices</li> </ul>	Ongoing	
Risk-taking behaviour programmes	<ul style="list-style-type: none"> <li>● Improved Health and Well-being</li> <li>● Improved ability to make healthy choices</li> </ul>	Ongoing	
Youth Engagement Programme	<ul style="list-style-type: none"> <li>● Improved Health and Well-being</li> <li>● Improved ability to make healthy choices</li> </ul>	Ongoing	
Youth Volunteer Academy	<ul style="list-style-type: none"> <li>● Active Citizenship</li> <li>● Employment, Education or Training</li> </ul>	Ongoing	
Pathway Programmes	<ul style="list-style-type: none"> <li>● Active Citizenship</li> <li>● Employment, Education or Training</li> </ul>	Ongoing	
Anti-Bullying Programmes	<ul style="list-style-type: none"> <li>● Enhanced Personal Capabilities</li> <li>● Increased confidence and self esteem</li> <li>● Increased resilience</li> </ul>	Ongoing	

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)
<b>Child Sexual Exploitation/Internet safety for children and young people</b>	<ul style="list-style-type: none"> <li>Improved Health and Well-being</li> <li>Increased satisfaction with life</li> </ul>	Ongoing	
<b>Domestic violence programmes</b>	<ul style="list-style-type: none"> <li>Improved Health and Well-being</li> <li>Increased satisfaction with life</li> </ul>	Ongoing	
<b>Mentoring</b>	<ul style="list-style-type: none"> <li>Improved Health and Well-being</li> <li>Increased satisfaction with life</li> <li>Improved ability to make healthy choices</li> <li>Development of positive relationships with others</li> <li>Positive peer relationships</li> <li>Improved relationships with adults</li> </ul>	Ongoing	
<b>Bonfire Project</b>	<ul style="list-style-type: none"> <li>Positive engagement with young people during periods of high tension</li> </ul>	Annually March-August	

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"> <li>● To enable children and young people to feel a sense of belonging and make a positive contribution to their society</li> <li>● To reduce barriers to participation in Youth Services</li> <li>● To provide effective volunteering opportunities for children and young people</li> <li>● To increase children and young people's engagement in generic/non-targeted youth provision</li> <li>● Children and young people stated that environmental issues are important</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● Delivering a suite of volunteer opportunities, focusing on service learning</li> <li>● The delivery of effective, age specific youth work programmes in generic provision</li> <li>● Embedding the Circle of Courage within EA Funded Targeted Youth Services</li> <li>● Increasing opportunities for social action and service learning, locally and globally</li> <li>● Effective engagement with children and young people not currently accessing Youth Services</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
<b>Youth Volunteering programmes</b> <b>- Youth Working in Their Communities (YWIC)</b>	<ul style="list-style-type: none"> <li>● Increased participative action and active citizenship</li> <li>● Increased sense of belonging to community.</li> <li>● Positively influenced others, advocates on behalf of others or takes on a representative role</li> </ul>	Ongoing	
<b>International programmes</b>	<ul style="list-style-type: none"> <li>● Improved relationships with others</li> <li>● Positive peer relationships</li> <li>● Positive engagement with others from diverse backgrounds</li> </ul>	Ongoing	
<b>Youth Centre Open nights</b>	<ul style="list-style-type: none"> <li>● Improved relationships with others</li> <li>● Positive peer relationships</li> <li>● Positive relationships with adults</li> </ul>	Ongoing	
<b>Engaging and creative generic programme for 4-13 year olds</b>	<ul style="list-style-type: none"> <li>● Increased participation</li> <li>● Improved relationships with others</li> </ul>	Ongoing	

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)
<b>Youth @ Play programme for 10-13 year olds</b>	<ul style="list-style-type: none"> <li>Increasing volunteering opportunities and accreditation for young people.</li> <li>Increasing engagement and participation</li> </ul>	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	<b>Good Relations</b>		
Why Are we doing this:	<ul style="list-style-type: none"> <li>● To enable children and young people from the PUL/CNR communities to build positive relationships</li> <li>● To provide safe and welcoming spaces for children and young people</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● The provision of thematic and good relations youth work</li> <li>● Providing targeted youth work programmes and projects based on assessed need</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
<b>CRED Programmes</b>	<ul style="list-style-type: none"> <li>● Improved relationships with others</li> <li>● Positive peer relationships</li> <li>● Positive engagement with others from diverse backgrounds</li> </ul>	Ongoing	
<b>TBUC</b>	<ul style="list-style-type: none"> <li>● Improved relationships with others</li> <li>● Positive peer relationships</li> <li>● Positive engagement with others from diverse backgrounds</li> </ul>	Annually: April – February	
<b>Shared Education Projects</b>	<ul style="list-style-type: none"> <li>● Improved relationships with others</li> <li>● Positive peer relationships</li> <li>● Positive engagement with others from diverse backgrounds</li> </ul>	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	<b>Inclusion, Diversity &amp; Equality of Opportunity</b>		
Why Are we doing this:	<ul style="list-style-type: none"> <li>● To ensure the needs of Section 75 children and young people are met</li> <li>● To reduce barriers to participation within Services</li> <li>● Young people clearly stated bespoke support was required</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● Effective engagement with children and young people from within communities of interest</li> <li>● By embedding CRED within practice</li> <li>● Designing and delivering effective youth work programmes and projects</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
<b>Projects focused on:</b> <ul style="list-style-type: none"> <li>● LGBTQ</li> <li>● Looked After Children</li> <li>● Young Carers</li> <li>● Newcomer Young People</li> <li>● Travellers</li> <li>● Irish Medium</li> <li>● Special Educational Needs</li> </ul>	<ul style="list-style-type: none"> <li>● Improved relationships with others</li> <li>● Positive engagement with others from diverse backgrounds</li> <li>● Respect for difference</li> </ul>	Ongoing	
<b>Welcoming Youth Initiatives</b>	<ul style="list-style-type: none"> <li>● Improved relationships with others</li> <li>● Positive engagement with others from diverse backgrounds</li> <li>● Respect for difference</li> </ul>	Ongoing	
<b>Partnerships with specialist services</b>	<ul style="list-style-type: none"> <li>● Improved relationships with others</li> <li>● Positive peer relationships</li> <li>● Positive engagement with others from diverse backgrounds</li> </ul>	Ongoing	

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"> <li>• Children and young people have stated that they require support for their wellbeing</li> <li>• The mental health needs of children and young people</li> <li>• To address inequalities within health and wellbeing of young people</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>• Delivering targeted initiatives and programmes based on assessed need</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Health & Wellbeing Programmes	<ul style="list-style-type: none"> <li>• Improved Health and Well-being</li> <li>• Improved ability to make healthy choices</li> <li>• Satisfaction with life/self</li> </ul>	Ongoing	
Outdoor Learning Activities	<ul style="list-style-type: none"> <li>• Improved Health and Well-being</li> <li>• Improved ability to make healthy choices</li> </ul>	Ongoing	
Residential Projects or Camps	<ul style="list-style-type: none"> <li>• Improved Health and Well-being</li> <li>• Improved ability to make healthy choices</li> </ul>	Ongoing	
Gender Specific Programmes	<ul style="list-style-type: none"> <li>• Improved Health and Well-being</li> <li>• Improved ability to make healthy choices</li> <li>• Satisfaction with life/self</li> </ul>	Ongoing	
Tackling Alcohol & Drug use programmes	<ul style="list-style-type: none"> <li>• Improved Health and Well-being</li> <li>• Improved ability to make healthy choices</li> <li>• Satisfaction with life/self</li> </ul>	Ongoing	
Gambling/debt awareness Programmes	<ul style="list-style-type: none"> <li>• Improved Health and Well-being</li> <li>• Improved ability to make healthy choices</li> <li>• Satisfaction with life/self</li> </ul>	Ongoing	

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"> <li>● To support staff to deliver quality youth work practice and service provision</li> <li>● To provide support systems for staff delivering youth work</li> <li>● To ensure proportionate accountability arrangements for youth work practice</li> <li>● To support staff to evaluate work effectively, measure and evidence learning outcomes, and demonstrate the positive impacts of their practice</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● Delivering practice support</li> <li>● Delivering support and supervision</li> <li>● Continuous training updates on essential requirements</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Coherent Training Route	<ul style="list-style-type: none"> <li>● Staff trained in organisational policy &amp; practices</li> </ul>	Ongoing	
EA Trainee Youth Support Worker Scheme	<ul style="list-style-type: none"> <li>● Increased skill base of young adults to provide enhanced quality youth work</li> <li>● Enhanced accreditation and identified pathways provided</li> </ul>	Ongoing	
<b>Thematic training based on assessed need and including:</b> <ul style="list-style-type: none"> <li>● Anti-bullying</li> <li>● Drug &amp; Alcohol</li> <li>● Wellbeing</li> <li>● Sexual Health</li> <li>● Detached work</li> <li>● Street work Protocols Training</li> <li>● ACES</li> <li>● ICT</li> <li>● SEN</li> <li>● Reflective Practice</li> </ul>	<ul style="list-style-type: none"> <li>● Staff trained to address and meet emerging needs of young people</li> </ul>	As Required	

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"> <li>● To support staff to deliver quality youth work practice and service provision</li> <li>● To provide support systems for staff delivering youth work</li> <li>● To ensure proportionate accountability arrangements for youth work practice</li> <li>● To support staff to evaluate work effectively, measure and evidence learning outcomes, and demonstrate the positive impacts of their practice</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● Delivering practice support</li> <li>● Delivering support and supervision</li> <li>● Continuous training updates on essential requirements</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Supervision & Support	<ul style="list-style-type: none"> <li>● Staff including volunteers feel valued, deliver effective youth work and good practice is recognised</li> </ul>	2 Per Quarter	
Staff Care	<ul style="list-style-type: none"> <li>● Increased resilience and well-being of staff</li> </ul>	As required	
Practice Support for individuals and teams	<ul style="list-style-type: none"> <li>● Supported and enhanced youth work practice</li> <li>● Areas for development addressed</li> </ul>	As required	

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

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"> <li>• To enhance the voice of children and young people in delivery of services</li> <li>• To enhance the role children and young people have in the decision making process</li> <li>• To provide modern high-quality youth work provision to effectively meet the needs of children and young people</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>• Delivery and development of youth voice structures that meet the needs of children and young people</li> <li>• Delivery of Local Advisory Groups</li> </ul>		
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"> <li>• Increased participative action</li> <li>• Improved communication between young people and adults</li> </ul>	As Required	
Local Voice Participative Structures	<ul style="list-style-type: none"> <li>• Positively influenced others, advocates on behalf of others or takes on a representative role</li> <li>• Increased participative action</li> </ul>	Ongoing	
Youth Voice	<ul style="list-style-type: none"> <li>• Young people's voice is included in community planning</li> </ul>	Ongoing	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	Development & Maintenance of EA Youth Estate		
Why Are we doing this:	<ul style="list-style-type: none"> <li>● To provide modern high-quality provision to effectively meet the needs of children and young people</li> <li>● To ensure that the principles of the CRED policy are embedded in the non-formal learning environment</li> <li>● To ensure the EA Youth Estate is safely maintained</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>● Developing an annual capital and minor works plan</li> <li>● Developing a Welcoming Youth Strategy and Guidance</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Health & Safety Audits	<ul style="list-style-type: none"> <li>● Youth Service capital estate is fit for purpose</li> </ul>	Annually	

## LIST OF APPENDICES

<b>Appendix i -</b>	Abbreviations	Page 24
<b>Appendix ii -</b>	Progress Indicators	Page 25
<b>Appendix iii -</b>	EA Youth Service Report Card	Page 26
<b>Appendix iv -</b>	Youth Work Outcomes Framework	Page 27
<b>Appendix v -</b>	Youth Work Engagement Framework	Page 28
<b>Appendix vi -</b>	Youth Work Outreach/Detached Engagement Framework	Page 29

## Appendix i - Abbreviations

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

## Appendix ii - Progress Indicators

Descriptor	Circumstances for use
<b>Achieved (Green)</b>	When action/target has been completed in full
<b>In Progress (Amber)</b>	When action/target is in progress and will be achieved within target timeline
<b>In Progress (Orange)</b>	When action/target is in progress and will likely to be achieved but with some delay
<b>Not achieved (Red)</b>	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
<b>Planned (Blue)</b>	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;"><b>Is anyone better off?</b></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><b>Enhanced Personal Capabilities</b></p> <ul style="list-style-type: none"> <li>• Greater self-awareness</li> <li>• Increased confidence and self-esteem</li> <li>• Empathy</li> <li>• Resilience</li> <li>• Managing feelings</li> </ul> <p><b>Improved Health and Well-being</b></p> <ul style="list-style-type: none"> <li>• Increased satisfaction with life</li> <li>• Greater awareness of health issues (sexual/physical)</li> <li>• Improved ability to make healthy choices (reduction in risk-taking behaviours / reduced substance misuse)</li> </ul> <p><b>Development of thinking skills, life skills and work skills</b></p> <ul style="list-style-type: none"> <li>• Decision-making</li> <li>• Planning and problem solving</li> <li>• Leadership and communication</li> <li>• Creativity</li> </ul>	<p><b>Improved relationships with others</b></p> <ul style="list-style-type: none"> <li>• Improved ability to work with others (teamwork)</li> <li>• Positive peer relationships</li> <li>• Improved relationships with adults</li> <li>• Positive engagement with others from diverse backgrounds</li> <li>• Greater respect for difference</li> </ul> <p><b>Increased participative action</b></p> <ul style="list-style-type: none"> <li>• Increased sense of belonging to community</li> <li>• Improved communication between young people and adults</li> <li>• Positively influenced others, advocates on behalf of others or takes on a representative role</li> </ul> <p><b>Active Citizenship</b></p> <ul style="list-style-type: none"> <li>• Volunteering (local and international)</li> <li>• Increased awareness of local and global issues</li> <li>• Employment, Education or Training</li> </ul>

### 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"> <li>Attends, e.g. to meet friends and takes part in social, creative, recreational or sport activity</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Improved Health and Well-being</li> <li>Positive relationships with others</li> </ul>	<ul style="list-style-type: none"> <li>Makes personal decisions on participation in activities designed by others</li> </ul>
Engagement	<ul style="list-style-type: none"> <li>Engages in, short term, group programmes</li> <li>Makes new relationships</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Improved Health and Well-being</li> <li>Developed thinking, life &amp;/or work skills</li> <li>Positive relationships with others</li> </ul>	<ul style="list-style-type: none"> <li>Contributes to decision making with others relating to a specific programme or activity</li> </ul>
Active Participation	<ul style="list-style-type: none"> <li>Participates in planned, long term, group work programme with youth work outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Improved Health and Well-being</li> <li>Developed thinking, life &amp;/or work skills</li> <li>Positive relationships with others</li> <li>Increased Participation</li> </ul>	<ul style="list-style-type: none"> <li>Actively involved in assessing needs, decision making, planning and problem solving either around a single activity or within the club, unit or project generally</li> </ul>
Maximising potential	<ul style="list-style-type: none"> <li>Participates in the design and/or delivery of programmes or activities for self and others, including evaluation</li> <li>Acts in a leadership role</li> <li>Involved in the unit/club/project to their maximum ability</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Improved Health and Well-being</li> <li>Developed thinking, life &amp;/or work skills</li> <li>Positive relationships with others</li> <li>Increased Participation</li> <li>Active Citizenship</li> </ul>	<ul style="list-style-type: none"> <li>Positively influences others, advocates on behalf of others</li> <li>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</li> </ul>

## 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"> <li>Engages in purposeful conversations with outreach/detached youth worker.</li> <li>Typically 1-3 contact meetings within the outreach/detached setting.</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> </ul>	<ul style="list-style-type: none"> <li>Makes personal decisions on participation in purposeful conversations with the outreach/detached youth worker.</li> </ul>
	developing contact	<ul style="list-style-type: none"> <li>Engages in, short term, personal and social development activities within the outreach/detached setting.</li> <li>Typically 4 or more contact meetings/sessions within the detached setting or participation on a project within the outreach setting.</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Improved Health and Well-being</li> </ul>	<ul style="list-style-type: none"> <li>Makes personal decisions to participate in short-term outreach and detached activities based on relationship building and needs assessment.</li> </ul>
	referral	<ul style="list-style-type: none"> <li>Needs assessment based on contact within the outreach/detached setting.</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Improved Health and Well-being</li> </ul>	<ul style="list-style-type: none"> <li>Makes personal decisions to participate in referral activities based on needs assessment.</li> </ul>