



## **Causeway Coast & Glens**

Local Youth Development Plan  
**2020-2023**

# INTRODUCTION

## Guiding Principles of Development Plan

- Youth Participation Centred
- Strength-based Approaches
- Partnership with other public sector bodies
- Co-Design between with voluntary & statutory and Regional & Local
- Evidence-informed Decisions based on need
- Focused on early intervention
- Age-Appropriate Actions
- Rights-Based
- Subject to Review.

## Policy context

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 (Causeway Coast and Glens) and in accordance with Department of Education Policy. The Local Assessment of Need can be accessed at [www.eani.org.uk](http://www.eani.org.uk).

Strategic Planning within Youth Services must take account high level policies alongside wider DE policies other policies which are key in the development of this plan 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 local Youth Development plan describes the policy and local context for the service and summarises a needs assessment of the area .The Action plan, the delivery model, will reflect the DE policy and targets and will articulate how the needs of the area will be addressed over the next three years .The Local Senior Youth officer will oversee the implementation of the Area Plan, monitor and moderate provision and represent the EA on strategic partnerships. 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.

## Youth Service in Causeway Coast and Glens

### Who are we and what do we do?

The Education Authority (EA) delivers Youth Services directly to young people in a variety of settings including full-time and part-time youth centres, Outdoor Learning centres, Youth Work in schools as well as

Outreach and Detached work and specialist programmes, particularly focussed on improving outcomes for young people and enhancing their inclusion and participation. A significant proportion of Youth Work programmes also takes place in voluntary sector organisations supported by grants from EA.

Youth Services in Causeway Coast and Glens are constantly innovating to meet the present and emerging needs of young people. The current Education Authority Youth Service team in Causeway Coast and Glens comprises 12 full-time, 1 (24 Hour) and 1 Youth Tutor staff supported by a team of part time & Volunteer Youth Workers. There are also 3 Voluntary Youth sector organisations providing Youth Services in this area receiving substantial funding from the EA. These are listed below:

- The Glens Youth Club, Cushendall
- Cheers Youth Centre, Ballymoney
- Loughiel Community Youth Club, Loughiel

There are 130 registered groups of which 82 are Uniformed.

**NIYSA Summary: Registered EA Youth provision (2017/18)**

Causeway Coast & Glens		
Type of Group	Total Count of groups	Registered Users
Controlled	8	1060
Church based	21	940
Community	17	1694
Uniformed	82	4194
Other	2	96
<b>Total Provision</b>	<b>130</b>	<b>7984</b>

- 7,984 young people are engaged in youth work.
- 28.2% uptake of youth population in registered youth provision (4-18yrs)
- 20.1% uptake of youth population in registered youth provision (4-25 yrs)

**Causeway Coast and Glens staff Team**

Title	Location
<b>1 Senior Youth Worker Team Leader</b>	Causeway Coast and Glens Youth Office
<b>1 Area Youth worker II</b>	Limavady Youth Resource Centre
<b>4 Area youth workers</b>	Sunlea Projects Office
<b>1 24 hour YSWIC</b>	Portrush Youth Centre
<b>1 Centre based II</b>	Ballycastle High School

<b>1 Area Youth Worker</b>	Ballycastle High School
<b>1 Area Youth Worker II</b>	Limavady Area Office
<b>Centre Based Worker II</b>	St Mary's Limavady
<b>Youth Tutor</b>	Limavady High school

Statutory Area Youth Workers deliver programmes to young people in a variety of settings. Examples of programmes being delivered include Health, Personal and Social Development programmes, Inclusion, Youth Council social action, Gender, risk taking Rural Outreach, John Muir award, Cred, Participation, International and School based programmes.

Programmes are delivered in line with the Model for Effective practice and in response to young people's needs and feedback.

The local Youth Service team are supported by the Regional Team including, FLARE, Outdoor Learning Service, Participation, Inclusion, TBUC, CADI, International, EOTAS, Training and Planning and Monitoring teams.

<b>Centre Based Provision</b>	
<b>Centre</b>	<b>Provision</b>
<b>Portrush Youth Centre(School Based)</b>	4 nights per week
<b>Limavady High School Youth Club(School based)</b>	4 nights per week( no weekend)
<b>Ballycastle Youth Club(School based)</b>	3 nights per week
<b>St Mary's Limavady(School Based)</b>	2 nights per week (no weekend )
<b>Sunlea Youth Centre/projects</b>	3 nights per week
<b>St Canices, Dungiven(School based)</b>	2 nights per week (no weekend)
<b>Ballysally Youth Club</b>	1 night per week

Stakeholder feedback has asked for Youth Services to be welcoming, purpose built, attractive and young person friendly, wheelchair accesible, open later and at weekends and during school holidays.

## What do we do?

### Generic and Targeted Youth Work

The provision of Youth Work can be categorised broadly into two types, Generic and Targeted.

Generalist youth provision ensures that supportive environments are made available to a significant proportion of young people throughout our communities. This allows them to enhance their personal skills, levels of motivation and general resilience and to help them to develop their ability to interact with other young people and adults.

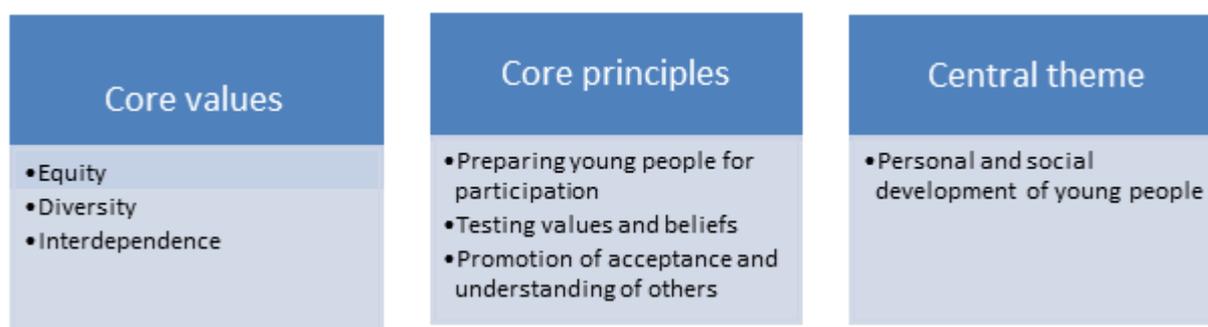
The EA Youth Service acknowledges the key role played by the variety of part time units within the area and will continue to support this critical work through the New Funding scheme of March 2020 .Statutory units will also provide generic Youth Work activities with a view to engaging young people to access Youth Services by aiming to increase participation and engagement levels across the Causeway Coast and Glens area.

Targeted provision seeks to address the direct impact of exclusion and marginalisation addressing key themes of work, such as risk-taking health behaviour, sectarianism and racism, disaffection and low levels of attainment in school, while also focusing resources on specific groups of young people that are most marginalised, such as those young people in Section 75 groupings. Such targeting of provision is aimed at meeting policy imperatives and ensuring that Youth Services are positioned to tackle the impact of economic and social deprivation, particularly as such deprivation affects the ability of young people to make most of their life chances and general education.

Whilst the Assessment of Need puts a particular focus on the needs and circumstances of specific groups, as defined by Priorities for Youth, it is important to emphasise the DE policy directive that universal or generic Youth Work will continue to be supported. Therefore, regardless of socio-economic or situational context, all children and young people have universal developmental needs which can be effectively supported by age-appropriate Youth Work provision in accordance with the Youth Work curriculum.

### Central Theme

Youth Work: A Model for Effective Practice identified personal and social development as the central theme of Youth Work in Northern Ireland. The following diagram illustrates this as well as highlighting the core values and principles of Youth Work. <sup>[1]</sup>



The developmental needs of children and young people are not static and so the policy also directs that the focus of Youth Work activities should progress according to age, as follows:

- The focus for the age range 4-8 will be through general Youth Work provision linked to the Youth Work Curriculum
- For the age ranges 9-13 and 14-18 the focus will be on the provision of Youth Work activities, in line with the priority needs identified
- For the 16+ age range, the focus will be on programmes that provide access to leadership/training opportunities or apprenticeships. Young people should also have access to recognised and/or accredited programmes to volunteer either within units or in the wider community
- The focus for the age range 19-25 will be on issue based programmes or volunteering and leadership opportunities
- For the age range 22-25, the focus will be on those who are either in, or at risk of being in, the group of young people not in education, employment or training or those who have not yet accessed developmental or other educational opportunities and are unlikely to do so.

Key resources will be allocated to those wards in the top 25% areas of Multiple Deprivation to ensure that young people most in need will have increased access to youth provision.

3 of the local super output areas are ranked in top 100(890) for Multiple Deprivation. 16 super output areas ranked in top 100 for IDAC (Income deprivation affecting children).

The 3 areas classed as Neighbourhood Renewal Areas are:

- Limavady ranked 11 out of 890 and including Greystone
- Churchlands ranked 172 out of 890
- Ballysally 1 ranked 31 out of 890 and Ballysally 2 ranked 160 out of 890

There is also a need for further service development in the following areas which are consistently identified as some of the most deprived; Coolessan (SOA ranked 34 out of 890 MDM), Royal Portrush (SOA ranked 105 out of 890 MDM), Dungiven (SOA ranked 145 out of 890 for MDM), Central (SOA ranked 137 out of 890 for MDM), Cross Glebe (SOA ranked 157 out of 890 MDM), Armoy, Mosside and Moyarget (SOA ranked 169 out of 890 for MDM).

The Youth Service also aims to engage young people experiencing rural isolation through the allocation of resources and staff to meet their needs in line with the assessed need and rural stakeholder engagement. This work also involves building capacity in communities to sustain youth provision .There are 18 areas that fall into the top 20% most deprived for access to services and include Glack, Corkey, Magilligan, Dunloy, Armoy, Mosside and Moyarget, Dunluce and Stranocum .

At a Strategic level the EA Youth Service has representation on several multi-agency groups, including, Coleraine and Limavady Neighbourhood renewal partnership, PCSP, ASB Forum , Peace IV , Causeway Coast and Glens Children and Young People's Strategic Partnership and YEAR committee.

# 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

<b>Youth Work Priority: Raising Standards for All</b>			
<b>Area of Action</b>	<b>Delivering on Assessed Need</b>		
<b>Why Are we doing this:</b>	<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>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>• Reviewing available data/trends</li> <li>• Assessing the needs of children and young people aged 4-25 years</li> <li>• Publishing a Local Assessment of Need on a three-year cycle</li> <li>• Publishing Local Youth Development Plans on a three-year cycle</li> </ul>		
<b>We will deliver: (Output)</b>	<b>Outcomes (Key Success Indicator)</b>	<b>When (Plan Year/s)</b>	<b>Progress (Colour Code and Narrative)</b>
<b>Local Assessment of Need 2023-2036</b>	<ul style="list-style-type: none"> <li>• Local delivery reflective of local needs</li> <li>• Identification of gaps in emerging needs</li> </ul>	Dec 2022	
<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>	Jan 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"> <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 Local Area Youth Development Plans</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
<b>Outcomes Based Reporting</b>	<ul style="list-style-type: none"> <li>Measuring the impact of service delivery</li> <li>Effective service delivery</li> </ul>	2020 2021 2022	
<b>Engagement framework</b>	<ul style="list-style-type: none"> <li>Effective youth service delivery meeting needs of Children and young people</li> <li>Reporting on the Engagement of young people</li> </ul>	2020 2021 2022	
<b>Outreach Detached Engagement Framework</b>	<ul style="list-style-type: none"> <li>Effective reporting on the level and range of engagement of children and young people</li> </ul>	Annually	
<b>Target Monitor Reports</b>	<ul style="list-style-type: none"> <li>EA Youth Service meets the KPI's for Local Youth Development Plan</li> <li>Delivery is monitored ongoing and reported quarterly</li> </ul>	2020 2021 2022	

<b>Youth Work Priority: Raising Standards for All</b>			
<b>Area of Action</b>	<b>Stakeholder Engagement &amp; Research</b>		
<b>Why Are we doing this:</b>	<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>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>• Provision of a Local Advisory Group</li> <li>• Delivery of youth work conferences and events focusing on key themes</li> </ul>		
<b>We will deliver: (Output)</b>	<b>Outcomes (Key Success Indicator)</b>	<b>When (Plan Year/s)</b>	<b>Progress (Colour Code and Narrative)</b>
<b>Thematic Stakeholder Engagement Events</b>	<ul style="list-style-type: none"> <li>• Emerging needs and trends in Youth Service provision explored &amp; embedded</li> </ul>	2020 2021 2022	
<b>Local Advisory Groups Conference</b>	<ul style="list-style-type: none"> <li>• Annual review of Youth Service Planning; focusing on the voice of youth people</li> </ul>	2020 2021 2022	
<b>Local Stakeholder engagement events and Local Advisory Group meetings</b>	<ul style="list-style-type: none"> <li>• Identification of gaps and emerging needs</li> </ul>	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"> <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 embed a culture of continuous improvement and critical reflection of 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 Service Quality Assurance Framework into 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 Frameworks	<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 of Service Delivery	<ul style="list-style-type: none"> <li>• Effective and quality service delivery to meet the needs of children and young people</li> </ul>	1 per quarter per youth unit	

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 youth service opportunities available to them</li> <li>• To increase the participation of children and young people in Youth Service opportunities</li> <li>• To promote 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 youth service opportunities</li> <li>• To increase the visibility of services within the local community</li> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>• Development and delivery of a network of communication opportunities</li> <li>• Promotion and delivery on the Programme of offer for young people providing pathways into and through youth 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)	
Promotion and Celebration of Youth Service	<ul style="list-style-type: none"> <li>• Increase awareness of outcomes, benefits and impact of youth work in the lives of children and young people</li> </ul>	Annually	

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 19 – 25 year olds</li> </ul>		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Accredited programmes	<ul style="list-style-type: none"> <li>Enhanced educational outcomes for young people based on assessed need</li> </ul> <p><b>Youth Work Outcomes:</b></p> <ul style="list-style-type: none"> <li>Development of thinking skills, life skills and work skills</li> <li>Active Citizenship</li> </ul>	Ongoing	
Youth Work in Schools	<ul style="list-style-type: none"> <li>Increased engagement opportunities, accreditation and learning for pupils</li> </ul> <p><b>Youth Work Outcomes:</b></p> <ul style="list-style-type: none"> <li>Improved Relationships with others</li> <li>Development of thinking skills, life skills and work skills</li> </ul>	Ongoing	
Youth Leadership Programmes	<ul style="list-style-type: none"> <li>Enhanced outcomes for young people, increased pathways for personal development &amp; leadership</li> </ul> <p><b>Youth Work Outcomes:</b></p> <ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Development of thinking skills, life skills and work skills</li> <li>Increased Participative Action</li> </ul>	Ongoing	

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)
<b>Life Skills Programmes</b>	<ul style="list-style-type: none"> <li>Enhanced personal capabilities</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Development of thinking skills, life skills and work skills</li> <li>Increased Participative Action</li> </ul>	Ongoing	
<b>Employability Programmes</b>	<ul style="list-style-type: none"> <li>Increased accreditation and pathways for young people into employment</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Development of thinking skills, life skills and work skills</li> <li>Improved Relationships with others</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> </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)
Partnership working with other statutory providers including PSNI, PCSP's.	<ul style="list-style-type: none"> <li>• Increased engagement and outcomes for targeted young people; including promoting resilience, well-being and active citizenship</li> </ul>	Ongoing	
Intervention Programmes	<ul style="list-style-type: none"> <li>• Increased developmental programmes engaging &amp; supporting young people at risk</li> </ul> <p><b>Youth Work Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Personal Capabilities</li> <li>• Improved Health and Wellbeing</li> <li>• Improved Relationships with others</li> <li>• Increased Participative Action</li> </ul>	Ongoing	
Risk-taking behaviour programmes addressing gambling and drugs and alcohol and promoting digital resilience	<ul style="list-style-type: none"> <li>• Improved Health and Well-being and increased levels of digital resilience, reduction in youth gambling, alcohol and drugs and associated risk-taking behaviours</li> </ul> <p><b>Youth Work Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Improved ability to make healthy choices</li> <li>• Development of thinking skills, life skills and work skills</li> <li>• Increased Participative Action</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>Detached Youth Work</b>	Development of positive relationships with others <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>• Positive peer relationships</li> <li>• Improved relationships with adults</li> </ul>	Ongoing	
<b>Lawfulness education</b>	<ul style="list-style-type: none"> <li>• Enhanced curriculum for pupils and young people, developing active citizens</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>• Enhanced personal capabilities</li> <li>• Improved relationships with adults</li> </ul>	Ongoing	
<b>Child Sexual Exploitation/Internet safety for children and young people</b>	<ul style="list-style-type: none"> <li>• Reduction of risk-taking behaviours associated with online environments and social media</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>• Improved Health and Well-being</li> <li>• Increased satisfaction with life</li> <li>• Increased resilience and improved health and wellbeing</li> </ul>	Ongoing	
<b>Anti-Bullying Awareness Programmes</b>	<ul style="list-style-type: none"> <li>• Young people are empowered to address bullying behaviour</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>• Enhanced Personal Capabilities</li> <li>• Improved Health and Wellbeing</li> <li>• Improved Relationships with others</li> </ul>	Ongoing	

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> </ul>		
We will do this by:	<ul style="list-style-type: none"> <li>• Delivering a variety 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)
Annual Calendar of training and development opportunities for young Volunteers aged 14-16yrs 16-19yrs	<ul style="list-style-type: none"> <li>• Increased participative action and active citizenship</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <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	
International programmes including Global Service Learning/3 C's	<ul style="list-style-type: none"> <li>• Increased personal capabilities, leadership, citizenship and sense of belonging for young people</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>• Enhanced Personal Capabilities</li> <li>• Development of thinking skills, life skills and work skills</li> <li>• Improved Relationships with others</li> <li>• Increased Participative Action</li> <li>• Active Citizenship</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>Generalist Programmes</b>	<ul style="list-style-type: none"> <li>Increased participation and progression on youth work outcomes for young people</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Increased sense of belonging to community</li> <li>Improved relationships with others</li> <li>Positively influenced others, advocates on behalf of others or takes on a representative role</li> </ul>	Ongoing	
<b>Rural youth work</b>	<ul style="list-style-type: none"> <li>Increased participation of young people in rural communities</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Improved Health and Wellbeing</li> <li>Improved Relationships with others</li> <li>Improved relationships with Adults</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 young people from the PUL/CNR communities to build positive relationships</li> <li>● To provide safe and welcoming spaces for 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>Good Relations Programmes</b>	<ul style="list-style-type: none"> <li>● Improved relationships with others</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>● Positive peer relationships</li> <li>● Positive engagement with others from diverse backgrounds</li> </ul>	Ongoing	
<b>T:BUC</b>	<ul style="list-style-type: none"> <li>● Increased confidence in relationships leading to a safe and inclusive communities</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>● Positive peer relationships</li> <li>● Positive engagement with others from diverse backgrounds</li> </ul>	Ongoing	
<b>Interclub Programmes and Events</b>	<ul style="list-style-type: none"> <li>● Improved relationships with others</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>● Positive peer relationships</li> <li>● Positive engagement with others from diverse backgrounds</li> </ul>	Ongoing	
<b>Shared Education Projects</b>	<ul style="list-style-type: none"> <li>● Increased confidence and celebration of positive cultural identity</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>● Positive peer relationships</li> <li>● Positive engagement with others from diverse backgrounds</li> </ul>	2021	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Good Relations (Cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Shared History project	<ul style="list-style-type: none"> <li>Improved relationships with others</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Positive peer relationships</li> <li>Positive engagement with others from diverse backgrounds</li> </ul>	2020 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"> <li>To ensure the needs of Section 75 children and young people are met</li> <li>To ensure the needs of Rural 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>Effective engagement with young people from rural community's</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>New Comer Young People</li> <li>Travellers</li> <li>Irish Medium</li> <li>Special Educational Needs</li> </ul>	<ul style="list-style-type: none"> <li>Increased personal capabilities, particularly confidence; increased sense of belonging and enhanced pathways identified</li> </ul> <b>Youth Work Outcomes:</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>Additional support services/programmes to Rural Young People</b>	<ul style="list-style-type: none"> <li>Increased access to youth provision and increased participation leading to enhanced pathways</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Improved Health and Wellbeing</li> <li>Development of thinking skills, life skills and work skills</li> <li>Improved Relationships with others</li> </ul>	Ongoing	
<b>Co-delivery of programmes with specialist providers</b>	<ul style="list-style-type: none"> <li>Increased participation leading to enhanced pathways</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Improved relationships with others</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 for young people leading to increased personal capabilities</li> <li>• Improved ability to make healthy choices</li> </ul> <p><b>Youth Work Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Improved Health and Well-being</li> </ul>	Ongoing	
Outdoor Learning Activities	<ul style="list-style-type: none"> <li>• Enriched curriculum and improved Health and Well-being of young people</li> </ul> <p><b>Youth Work Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Improved Health and Well-being</li> </ul>	Ongoing	
Residential or camps	<ul style="list-style-type: none"> <li>• Improved Health and Well-being of young people</li> </ul> <p><b>Youth Work Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Improved Health and Well-being</li> <li>• Improved ability to make healthy choices</li> </ul>	Ongoing	
Gender Based Programmes	<ul style="list-style-type: none"> <li>• Improved health and well-being</li> <li>• Increased knowledge of associated health risks</li> </ul> <p><b>Youth Work Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Personal Capabilities Improved Health and Wellbeing</li> <li>• Improved Relationships with others</li> </ul>	Ongoing	

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)
<b>Tackling Alcohol &amp; Drug use programmes</b>	<ul style="list-style-type: none"> <li>Increased knowledge of health risk associated with drug &amp; alcohol use</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Improved Health and Wellbeing</li> <li>Improved Relationships with others</li> <li>Increased Participative Action</li> </ul>	Ongoing	
<b>Positive Mental Health Initiatives</b>	<ul style="list-style-type: none"> <li>Improved mental well-being for young people leading to increased personal capabilities and social inclusion</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Improved Health and Wellbeing</li> <li>Improved Relationships with others</li> </ul>	Ongoing	

<b>Youth Work Priority: Developing the Non-Formal Education Workforce</b>			
<b>Area of Action</b>	<b>Workforce Development</b>		
<b>Why Are we doing this:</b>	<ul style="list-style-type: none"> <li>● To ensure youth work staff including volunteers are trained to best respond to the current needs of children and young people</li> <li>● To recognise and celebrate the contribution of staff to youth work practice</li> <li>● To ensure succession planning to meet service delivery needs</li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>● The delivery of accredited and non-accredited training for youth work staff</li> <li>● Providing professional accreditation routes</li> <li>● Delivery of continuous professional development pathways into youth work careers</li> </ul>		
<b>We will deliver: (Output)</b>	<b>Outcomes (Key Success Indicator)</b>	<b>When (Plan Year/s)</b>	<b>Progress (Colour Code and Narrative)</b>
<b>Coherent Training Route</b>	<ul style="list-style-type: none"> <li>● Staff trained in organisational policy &amp; practices</li> </ul>	As required	
<b>Non-Accredited Staff Training based on assessed need</b>	<ul style="list-style-type: none"> <li>● Increased skill base of youth work staff to provide enhanced quality youth work</li> <li>● Staff trained to address and meet emerging needs of young people</li> </ul>	As required	
<b>EA Trainee Youth Support Worker Scheme</b>	<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>Youth Work Priority: Developing the Non-Formal Education Workforce</b>			
<b>Area of Action</b>	<b>Practice Development &amp; Support</b>		
<b>Why Are we doing this:</b>	<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>		
<b>We will do this by:</b>	<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>		
<b>We will deliver: (Output)</b>	<b>Outcomes (Key Success Indicator)</b>	<b>When (Plan Year/s)</b>	<b>Progress (Colour Code and Narrative)</b>
<b>Supervision &amp; Support</b>	<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	
<b>Staff Care</b>	<ul style="list-style-type: none"> <li>• Increased resilience and well-being of staff</li> </ul>	As required	
<b>Practice Support</b>	<ul style="list-style-type: none"> <li>• Areas for improvement addressed as a result of moderation</li> <li>• Staff will feel supported and enabled to deliver quality youth work</li> </ul>	As required	

<b>Youth Work Priority: Developing the Non-Formal Education Workforce</b>			
<b>Area of Action</b>	<b>Volunteer Development</b>		
<b>Why Are we doing this:</b>	<ul style="list-style-type: none"> <li>• <b>To recruit and retain volunteers</b></li> <li>• <b>To support volunteers to deliver youth work practice and provision</b></li> <li>• <b>To support volunteers to evaluate youth work effectively</b></li> <li>• <b>To recognise and celebrate the contribution of volunteers to youth work</b></li> <li>• <b>To provide support systems for volunteers in youth work delivery</b></li> </ul>		
<b>We will do this by:</b>	<ul style="list-style-type: none"> <li>• <b>Delivering an effective recruitment and retention strategy</b></li> <li>• <b>Annually hosting an event to recognise the contribution of volunteers in youth work delivery</b></li> <li>• <b>Providing volunteer pathways to a youth work career</b></li> </ul>		
<b>We will deliver: (Output)</b>	<b>Outcomes (Key Success Indicator)</b>	<b>When (Plan Year/s)</b>	<b>Progress (Colour Code and Narrative)</b>
<b>Volunteer recruitment</b>	<ul style="list-style-type: none"> <li>• Increased participation and satisfaction levels of youth work volunteers</li> </ul>	Ongoing	
<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>Training and Development Opportunities for Volunteers</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 young people in delivery of services</li> <li>To enhance the role young people have in the decision-making process</li> <li>To provide modern high-quality 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>Voice of young people and key stakeholders is reflected in delivery of local youth services</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Increased participative action</li> </ul>	2020 2021 2022	
Local and thematic Voice	<ul style="list-style-type: none"> <li>Young people's voice is included in youth provision</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Increased participative action</li> </ul>	2020 2021 2022	
Youth Voice	<ul style="list-style-type: none"> <li>Young people's voice is included in community planning</li> </ul> <b>Youth Work Outcomes:</b> <ul style="list-style-type: none"> <li>Enhanced Personal Capabilities</li> <li>Increased participative action</li> </ul>	2020 2021 2022	

<b>Youth Work Priority: Transforming the Non-Formal Learning Environment</b>			
<b>Area of Action</b>	<b>Development &amp; Maintenance of EA Youth Estate</b>		
<b>Why Are we doing this:</b>	<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 the principles of the CRED policy are embedded in the non-formal learning environment</li> <li>• To ensure the youth estate is safely maintained to ensure the continuous participation of young people</li> </ul>		
<b>We will do this by:</b>	<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>		
<b>We will deliver: (Output)</b>	<b>Outcomes (Key Success Indicator)</b>	<b>When (Plan Year/s)</b>	<b>Progress (Colour Code and Narrative)</b>
<b>Health &amp; Safety Audits</b>	<ul style="list-style-type: none"> <li>• Youth Service estate is fit for purpose</li> </ul>	Annually	

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## 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>