ea Education Authority

Youth Service

Derry & Strabane

Local Youth Development Plan
2020-2023

INTRODUCTION

The Department of Education (DE) invests approximately £34m in Youth Work in Northern Ireland to support and encourage children and young people to mature and reach their potential as valued individuals and responsible citizens. The DE notes that effective youth work enables children and young people to identify their personal and social development needs and involves them in shaping the services designed to meet those needs and improve both their own skills and life chances in order to create a better future for themselves and their communities. Effective youth work therefore contributes to the DE vision of *every young person achieving to his or her full potential at each stage of his or her development.*[1]

According to the National Youth Agency *Youth Work offers young people safe spaces to explore their identity, experience decision-making, increase their confidence, develop inter-personal skills and think through* the *consequences of their actions. This leads to better informed choices, changes in activity and improved outcomes for young people*.[2]

Youth Services in Derry City and Strabane District are delivered by a range of diverse groups and organisations, including statutory, voluntary, uniformed and church based, many of which are supported with grants from the Education Authority (EA). These range from rural groups with small memberships to large urban organisations.

OVERVIEW OF PROVISION

Youth Services in Derry and Strabane

Youth provision is delivered directly to children and young people in a variety of settings including; full-time and part-time youth centres; outdoor learning centres; schools; outreach and detached. Specialist programmes, particularly focussed on improving outcomes for children and young people and enhancing their inclusion, participation and safety and stability.

The current Education Authority Youth Service team in Derry and Strabane comprises of full-time youth workers supported by a team of part-time staff and volunteers. There are also large Voluntary Youth sector organisations receiving funding from the EA to provide Youth Services.

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

Provision in the area is innovating and evolving to meet the present and emerging needs of children and young people. Youth work can be categorised broadly into two types, Generic and Targeted.

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[1] Department of Education, 2013, Priorities for Youth – Improving Young People's Lives Through Youth Work, Department of Education, Bangor.
[2] https://nya.org.uk/careers-youth-work/what-is-youth-work/
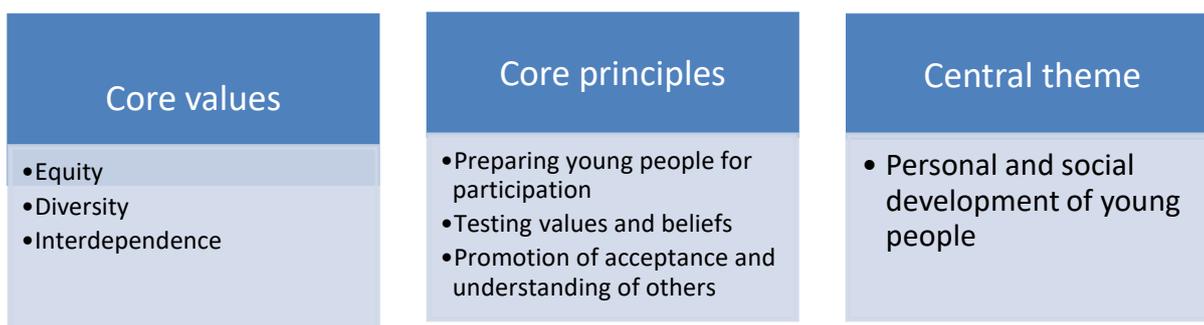
Generic Provision

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

Targeted Provision

Targeted provision seeks to address the direct impact of exclusion and marginalisation, addressing key themes of work, such as risk-taking behaviour, sectarianism and racism, disaffection and low levels of attainment in school, whilst also focusing resources on specific groups of children and young people who are most marginalised, such as those from Section 75 groupings. The 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 deprivation and exclusion affects the ability of young people to make the most of their life chances and general education.

Central Theme of Youth Work

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.[3]

Core values	Core principles	Central theme
• Equity • Diversity • Interdependence	• Preparing young people for participation • Testing values and beliefs • Promotion of acceptance and understanding of others	• Personal and social development of young people

- 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

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[3] Curriculum Development Unit, 2003, Youth Work: A Model for Effective Practice, CDU, Antrim.

- 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.

The four tables that follow outline current provision:

- Table 1 is an overview of the professionally qualified youth work team
- Table 2 provides an outline of statutory and voluntary youth centres, projects and extended provision programmes.
- Table 3 is a list of providers currently funded through Department for Communities and managed by EA
- Table 4 includes information on the total number of registered providers by type of provision

Table 1: Statutory Team

Centre	Job Title	Full / Part Time
Derry and Strabane Youth Office	Senior Youth Worker 3 Team Leader	Full Time
Derry and Strabane Youth Office	Senior Youth Worker 3 Team Leader	Full Time
Derry and Strabane Youth Office	Senior Youth Officer	Full Time
Lenamore Youth Centre	Centre Based 1	Full Time
Lenamore Youth Centre	Youth Support Worker-in-Charge (Pathway)	Full Time
Our Space	Youth Support Worker in Charge	Full Time
Pilots Row	Centre Based 1	Full Time
Pilots Row Youth and Community	Centre Based 2	Full Time
Rosemount Youth Centre	Area Youth Worker 2	Full Time
Rosemount Youth Centre	Youth Support Worker-in-Charge (Pathway)	Full Time
Shantallow Youth Centre	Centre Based 1	Full Time
Shantallow Youth Centre	Area Youth Worker 2	Part Time
Shantallow Youth Centre	Youth Support Worker in Charge	Full Time
Strabane Youth Resource Centre	Area Youth Worker 2	Full Time
Strabane Youth Resource Centre	Area Youth Worker 1	Full Time
Strabane Youth Resource Centre	Area Youth Worker 1	Full Time
Strabane Youth Resource Centre	Area Youth Worker 1	Full Time
Strabane Youth Resource Centre	Area Youth Worker 1	Full Time
Strathfoyle Youth Centre	Centre Based 1	Full Time
Strathfoyle Youth Centre	Youth Support Worker in Charge	Full Time
Triax	Area Youth Worker 1	Full Time
Waterside Youth Centre	Centre Based 2	Full Time

Table 2: Full time and Part time Youth Providers

Name Of Centre	Statutory/Voluntary	Full / Part Time
Ballymagroarty Youth Club	Voluntary	Part Time
Cathedral Youth Club	Voluntary	Full Time
Caw Youth Centre	Statutory	Part Time
Claudy Youth Centre	Statutory	Part Time
Derg Valley Youth Club	Statutory	Part Time
Extended Provision-Lenamore	Statutory	Full Time
Extended Provision-Matchbox	Voluntary	Full Time
Extended Provision-St. Marys	Voluntary	Full Time
Extended Provision-Shantallow	Statutory	Full Time
Extended Provision-Strathfoyle	Statutory	Full Time
Lenamore Youth Centre	Statutory	Full Time
Long Tower Youth and Community Centre	Voluntary	Full Time
Newbuilding Youth Centre	Voluntary	Full Time
Our Space	Statutory/Voluntary Partnership	Full Time
Our Streets	Statutory/Voluntary Partnership	Full Time
Pennyburn Youth Centre	Voluntary	Full Time
Pilots Row Youth & Community Centre	Statutory	Full Time
Rosemount Youth Centre	Statutory	Part Time
Shantallow Youth Centre	Statutory	Full Time
Sion Mills Youth Club	Statutory	Part Time
St. Brecan's Youth Club	Statutory	Part Time
St. Eithne's Youth Centre	Statutory	Part Time
St. Mary's Youth Centre	Voluntary	Full Time
Strabane Youth Association	Statutory	Part Time
Strabane Youth Resource Centre	Statutory	Full Time
The Whistle	Voluntary	Full Time
Waterside Youth Centre	Statutory	Part Time
YMCA	Voluntary	Full Time

Table 3: Youth Work funded by Department for Communities

Name Of Centre	Statutory/Voluntary	Full / Part Time
Derry and Strabane Youth Office	Statutory	Full Time
Clooney Community Association	Voluntary	Full Time
Irish Street Community Association	Voluntary	Part Time
Hillcrest Trust	Voluntary	Full Time
Hillcrest Trust	Voluntary	Part Time
Creggan Neighbourhood Partnership	Voluntary	Full Time
Youth First	Voluntary	Full Time
Cathedral Youth Club	Voluntary	Part Time
Glen Development Initiative	Voluntary	Full Time
On Streets Initiative	Voluntary	Part Time
Greater Shantallow Community Arts	Voluntary	Full Time
Shantallow Community Residents Association	Voluntary	Part Time

Leafair Community Association	Voluntary	Part Time

Table 4: Registered EA Youth provision (2017/18)

Derry & Strabane		
Type of Group	Total Count of groups	Registered Users
Controlled	13	1937
Church based	11	436
Community	44	8139
Uniformed	37	1863
Other	1	30
Total Provision	106	12405

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:	● **To ensure all services are delivered to meet the assessed needs of children and young people** ● **To ensure resource allocation is aligned with the needs of children and young people and aligned with policy**		
We will do this by:	● **Assessing the needs of children and young people aged 4-25 years** ● **Publishing a Local Assessment of Need on a three-year cycle** ● **Publishing a Local Youth Development Plan on a three-year cycle**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Local assessment of need	● Local priorities assessed and identified ● Feedback from key stakeholders	Dec 2022	
Assessment of Need survey	● The voice of children and young people is clearly identified within local services plans.	Sept 2022	

Youth Work Priority: Raising Standards for All			
Area of Action	**Proportionate Reporting on Youth Service Outcomes**		
Why Are we doing this:	● **To provide evidence of the impact of youth work on the lives of children and young people** ● **To measure the success of EA Youth Service delivery** ● **To provide a proportionate reporting process reflective of service delivery and funding allocation**		
We will do this by:	● **Monitoring EA Youth Service targets through Key Performance Indicators (Appendix i, ii, iii, iv)** ● **Monitoring of the EA Youth Service Youth Work Outcomes for Young people** ● **Monitoring of the Local Area Youth Development Plan and CDA's**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Target Monitor	● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people	Quarterly (June, Sept, Dec & Mar)	
Outcomes Based Reporting	● Effective youth services delivered and reviewed	Annually (June)	
Generic Engagement Framework Reporting	● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people	Annually (June)	
Detached Engagement Framework Reporting	● Effective Youth Service delivery based on reflective practice and emerging needs of children and young people	Annually (June)	

Youth Work Priority: Raising Standards for All			
Area of Action	**Stakeholder Engagement & Research**		
Why Are we doing this:	● **To ensure the voice of young people and other key stakeholders informs the design and delivery of services** ● **To critically reflect on the planning and delivery of services** ● **To assess the development of new or additional services based on need** ● **To ensure decisions are evidence based** ● **Young people and stakeholders want to be involved in the creation and design of services**		
We will do this by:	● **Provision of Local Advisory Groups** ● **Completion of research on key areas of inquiry based on assessed need** ● **Delivery of key working groups based on key areas of identified need** ● **Delivery of youth work conferences on key themes**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Delivery of annual conference based on assessment of need	● Young people involved in recognising and celebrating good practice	Annually (October)	
Thematic engagement events	● Emerging needs and trends in Youth Service provision are explored and embedded in practice.	Annually (December)	
Local Stakeholder Engagement Events	● Emerging needs and trends in Youth Service provision are explored and embedded in practice.	2 per annum (June & Sept)	

Youth Work Priority: Raising Standards for All			
Area of Action	**Quality Assurance**		
Why Are we doing this:	● To ensure quality services are delivered to meet the needs of children and young people ● To develop action plans to improve service delivery for all children and young people ● To foster a culture of continuous improvement of and critical reflection on service delivery		
We will do this by:	● Proportionate monitoring & moderation of EA Funded Youth Work Practice ● Embedding the youth work quality assurance frameworks in the design and delivery of services and systems process		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Quality Assurance Framework	• High quality youth services through reflective services and self-improvement	2 per annum	
Moderation of service delivery	• KPIs for Youth Service measured and quality practice promoted.	1 per unit per quarter	

Youth Work Priority: Raising Standards for All			
Area of Action	**Promotion of Service and Opportunities**		
Why Are we doing this:	● To ensure children and young people are aware of service opportunities available to them ● To increase the participation of children and young people in service opportunities ● To promote and celebrate the outcomes, benefits and impact of youth work in the lives of children and young people ● Young people stated social media as the number one preference to receive information about service opportunities ● Young people do not know what youth services are available to them ● To increase the visibility of services across Derry & Strabane District		
We will do this by:	● Delivering a collaborative sectoral approach to the use of social media to inform young people of service opportunities ● Delivery of case studies in youth work practice to share and inform the sector of good practice and outcomes ● Development and delivery of media-based content of service opportunities ● Development and delivery of a network of communication opportunities ● Development of a Programme of Offer for young people providing pathways into and through service engagement		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Local Promotional Action Plan	• Increased awareness of youth service and engagement of young people	Annually (May)	
A Local Programme of Offer	• Increased awareness of what youth service provides	Annually (Sept)	
Sharing Events of Models of Best Practice	• Shared practice throughout the service	3 times per annum	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	**Learning & Achieving**		
Why Are we doing this:	- To increase the educational attainment of children and young people - To provide learning opportunities, with relevant accreditation, for children and young people in the non-formal education settings - To support children and young people to re-engage with education - Young People have stated that they wish to receive accreditation through their participation in youth provision		
We will do this by:	- The delivery of a programme of thematic youth work providing relevant accreditation - Delivery of the youth work curriculum in partnership with schools - Providing opportunities for apprenticeships in youth work targeting 18 – 25 year olds - Developing effective cross-departmental partnerships and initiatives - Delivery of accredited and non-accredited programmes in youth settings		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
School based youth work	- Development of thinking skills, life skills and work skills - Planning and problem solving - Increased engagement opportunities, accreditation and learning for pupils	Ongoing	
Accredited and non-accredited programmes	- Development of thinking skills, life skills and work skills - Planning and problem solving - Increased personal engagement with education and curriculum, creating positive pathways for young people	Ongoing	
Youth Leadership programmes	- Increased participative action and active citizenship - Increased sense of belonging to community - Positively influences others, advocates on behalf of others or takes on a representative role - Enhanced outcomes for young people, increased pathways for personal development and leadership	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)
Youth Volunteering programmes	• Increased participative action and active citizenship • Increased sense of belonging to community. • Positively influenced others, advocates on behalf of others or takes on a representative role	Ongoing	
Life Skills Programmes	• Enhanced personal capabilities • Increased confidence and self-esteem	Ongoing	
Employability Programmes	• Development of thinking skills, life skills and work skills • Decision-making • Planning and problem solving	Ongoing	
Creative Arts	• Development of thinking skills, life skills and work skills • Planning and problem solving • Creativity	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	**Living in Safety & Stability**		
Why Are we doing this:	- To promote opportunities and experiences for active citizenship and leadership - To provide opportunities for children and young people to belong to and contribute within their communities of interest - To provide a safe learning environment - To ensure that young people are not perpetrators or victims of paramilitary attacks - To have safer communities that respect the law - To care for other and help those in need - Give our children and young people the best start in life		
We will do this by:	- The delivery of a targeted programmes on key themes based on assessed need - Effective partnership working - Embedding the Circle of Courage within EA Funded Targeted Youth Services		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Lawfulness Education in School and Youth Settings	- Enhanced personal capabilities - Greater self-awareness - Enhanced curriculum for young people, developing active citizens	Ongoing	
Detached Youth Work	- Improved relationship with others - Positive peer relationships - Improved relationships with adults	Ongoing	
Intervention Programmes	- Improved Health and Well-being - Improved ability to make healthy choices	Ongoing	
Drug and Alcohol awareness programmes	- Improved Health and Well-being - Improved ability to make healthy choices	Ongoing	
Pathway Programmes	- Active Citizenship - Employment, Education or Training	Ongoing	
Anti-Bullying Programmes	- Increased resilience - Increased confidence and self esteem	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	**Living in Safety & Stability**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Internet safety for children and young people	• Improved Health and Well-being • Increased satisfaction with life	Ongoing	
Safeguarding and CSE programmes	• Improved Health and Well-being • Increased satisfaction with life • Reduction in risks associated with CSE	Ongoing	
Targeted work in interface areas	• Improved relationships with others • Greater respect for difference	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality				
Area of Action	**Participation**			
Why Are we doing this:	• To enable children and young people to feel a sense of belonging and make a positive contribution to their society • To reduce barriers to participation in Youth Services • To provide effective volunteering opportunities for children and young people • To increase children and young people's engagement in generic/non-targeted youth provision • Children and young people stated that environmental issues are important			
We will do this by:	• Delivery of a programme of thematic work in generic provision • Youth Work Programmes and Projects based where and when they are accessible • Targeted programmes in rural and urban settings • Early intervention programmes • Accredited and non-accredited learning opportunities • Development of local thematic participative structures • Engaging with young people not accessing youth services			
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)	
Outreach programmes	• Increased participative action • Increased sense of belonging to community	Ongoing		
International Programmes	• Improved relationships with others • Positive engagement with others from diverse backgrounds	Ongoing		
Engaging and creative programmes, within generic provision, for young people aged 4-13	• Enhanced personal capabilities • Improved health and well being • Increased participation	Ongoing		
Environmental Initiatives and Programmes	• Increased participative action • Active Citizenship	Ongoing		

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality				
Area of Action	**Good Relations**			
Why Are we doing this:	● **To enable children and young people from the PUL/CNR communities to build positive relationships** ● **To provide safe and welcoming spaces for children and young people**			
We will do this by:	● **The provision of thematic and good relations youth work** ● **Providing targeted youth work programmes and projects based on assessed need** ● **Provide opportunities for meaningful contact for young people from different traditions**			
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)	
T:BUC	• Improved relationships with others • Positive engagement with others from diverse backgrounds • Greater respect for difference	Ongoing		
School Based Shared Education Programmes	• Improved relationships with others • Positive engagement with others from diverse backgrounds • Greater respect for difference	Ongoing		
Good Relations Programmes	• Improved relationships with others • Positive engagement with others from diverse backgrounds • Greater respect for difference	Ongoing		

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	**Inclusion, Diversity & Equality of Opportunity**		
Why Are we doing this:	- Young people clearly stated bespoke support was required - To promote acceptance and understanding of others - To ensure the needs of Section 75 children and young people are met - To encourage good relations with those from different backgrounds - Young people want the youth service to provide opportunities to meet young people from different backgrounds - To reduce barriers to participation within Services - All Children and Young People should be treated equally without discrimination		
We will do this by:	- Effective engagement with children and young people from within communities of interest - By embedding CRED within practice - Designing and delivering effective youth work programmes and projects - Through the delivery of a programme of thematic work in generic provision - Delivering outreach and detached work in rural and urban settings - Creating safe and welcoming spaces		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Cultural and Diversity Awareness Programmes	- Improved relationships with others - Positive engagement with others from diverse backgrounds - Greater respect for difference	Ongoing	
Programmes Engaging and Supporting Young People in Particular **Rural** **LGBTQ** **SEN or Disability** **Children and Young People looked after** **Young carers and young parents** **Traveller**	- Enhanced Personal Capabilities - Improved health and well-being - Development of thinking skills - Improved relationships with others - Increased participative action - Increased access to youth provision increased participation leading to enhanced pathways	Ongoing	
Youth work through the medium of Irish	- Enhanced personal capabilities - Active citizenship	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	**Inclusion, Diversity & Equality of Opportunity**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Youth work through the medium of Ulster Scots/Ulster British	• Enhanced personal capabilities • Active citizenship	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	**Health & Wellbeing**		
Why Are we doing this:	● Children and young people have stated that they require support for their wellbeing ● The mental health needs of children and young people ● To address inequalities within health and wellbeing of young people ● Young people want the youth service to support them with their mental and physical health needs		
We will do this by:	● Delivering targeted initiatives and programmes based on assessed need ● Through the delivery of a programme of thematic work in generic provision ● Accredited and non-accredited learning opportunities ● Early intervention programmes ● Targeted programmes to support young people with mental health related problems.		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Drugs and Alcohol awareness programmes	• Improved Health and Well-being • Improved ability to make healthy choices	Ongoing	
Relationship programmes	• Improved Health and Well-being • Greater awareness of health issues (sexual/physical) • Improved ability to make healthy choices	Ongoing	
Outdoor Learning	• Improved Health and Well-being • Increased satisfaction with life	Ongoing	
Mental Health programmes	• Improved Health and Well-being • Increased satisfaction with life • Improved ability to make healthy choices	Ongoing	
Physical health programmes	• Improved Health and Well-being • Greater awareness of health issues (sexual/physical)	Ongoing	
Gender specific programmes	• Enhanced Personal Capabilities • Greater self-awareness • Resilience	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)
School based youth work	• Improved Health and Well-being • Greater awareness of health issues (sexual/physical)	Ongoing	
Sexual Health Education	• Improved Health and Well-being • Greater awareness of health issues (sexual/physical)	Ongoing	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	**Workforce Development**		
Why Are we doing this:	• To ensure youth work staff including volunteers are trained to best respond to the current needs of children and young people • To recognise and celebrate the contribution of staff to youth work practice • To ensure succession planning to meet service delivery needs • To strengthen the partnership between voluntary and statutory provision		
We will do this by:	• The delivery of accredited and non-accredited training for youth work staff based on assessed need • Providing professional accreditation routes		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Coherent Training Route	• Active Citizenship • Volunteering • Employment, Education or Training • Enhanced Personal Capabilities • Increased confidence and self-esteem	Ongoing	
Leadership and management programme	• Enhanced leadership	Ongoing	
Training based on assessed needs of children and young people	• Staff trained to meet emerging needs of young people	As required	
Safeguarding training	• Improved Health and Well-being • Improved ability to make healthy choices	Ongoing	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	**Practice Development & Support**		
Why Are we doing this:	● To support staff to deliver quality youth work practice and service provision ● To provide support systems for staff delivering youth work ● To ensure proportionate accountability arrangements for youth work practice ● To support staff to evaluate work effectively, measure and evidence learning outcomes, and demonstrate the positive impacts of their practice		
We will do this by:	● Delivering practice support ● Delivering support and supervision ● Continuous training updates on essential requirements		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Practice Support for Individuals and Teams	• Staff are supported and work effectively	As required	
Implementing the Support and Supervision model	• Support staff to evaluate work effectively, measure and evidence learning outcomes, and demonstrating the positive impacts of their practice	2 Per Quarter	
Staff Care Opportunities	• Increased resilience and well-being	As required	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	**Volunteer Development**		
Why Are we doing this:	• To recruit and retain volunteers • To support volunteers to deliver youth work practice and provision • To support volunteers to evaluate youth work effectively • To recognise and celebrate the contribution of volunteers to youth work • To provide support systems for volunteers in youth work delivery		
We will do this by:	• Delivering an effective recruitment and retention strategy • Annually hosting an event to recognise the contribution of volunteers in youth work delivery • Providing volunteer pathways to a youth work career • Developing bespoke training opportunities for volunteers		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Annual Local Volunteer Event	• Recognise and celebrate volunteers	Annually (June)	
Local Volunteer Development Strategy	• Provide pathway for volunteers	2020 (Sept)	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	**Participative Structures**		
Why Are we doing this:	● To enhance the voice of children and young people in delivery of services ● To enhance the role children and young people have in the decision making process ● To provide modern high-quality youth work provision to effectively meet the needs of children and young people ● Children and young people should be able to express their views and feelings on those issues that affect them		
We will do this by:	● Delivery and development of youth voice structures that meet the needs of children and young people ● Delivery of Local Advisory Groups		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Local Advisory Group	• Increased participative action • Improved communication between young people and adults	6 meetings per year	
Local and thematic Participative Structures	• Increased participative action • Positively influenced others, advocates on behalf of others or takes on a representative role	Ongoing	
Local youth awards	• Young people's contribution and participation recognised and celebrated	Annually (June)	
Thematic Voice	• Enhanced personal capabilities • Active citizenship • Increased voice of young people from S75 groups	Ongoing	
Youth Voice	• Young people's voice is included in community planning	Ongoing	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	**Development & Maintenance of EA Youth Estate**		
Why Are we doing this:	● To provide modern high-quality provision to effectively meet the needs of children and young people ● To ensure that the principles of the CRED policy are embedded in the non-formal learning environment ● To ensure the EA Youth Estate is safely maintained to ensure the continuous participation of children and young people		
We will do this by:	● Developing an annual capital and minor works plan ● Developing a Welcoming Youth Strategy and Guidance		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Health & Safety Audits at all Statutory Youth Provision Building	• Safe, welcoming, high quality environments for children and young people	Annually (Sept)	

LIST OF APPENDICES

Appendix i - Abbreviations

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

Appendix ii - Progress Indicators

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

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

Is anyone better off?

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

Outcomes Framework

INDIVIDUAL	GROUP, COMMUNITY, SOCIETY CONTEXT
Enhanced Personal Capabilities • Greater self-awareness • Increased confidence and self-esteem • Empathy • Resilience • Managing feelings **Improved Health and Well-being** • Increased satisfaction with life • Greater awareness of health issues (sexual/physical) • Improved ability to make healthy choices (reduction in risk-taking behaviours / reduced substance misuse **Development of thinking skills, life skills and work skills** • Decision-making • Planning and problem solving • Leadership and communication • Creativity	**Improved relationships with others** • Improved ability to work with others (teamwork) • Positive peer relationships • Improved relationships with adults • Positive engagement with others from diverse backgrounds • Greater respect for difference **Increased participative action** • Increased sense of belonging to community • Improved communication between young people and adults • Positively influenced others, advocates on behalf of others or takes on a representative role **Active Citizenship** • Volunteering (local and international) • Increased awareness of local and global issues • Employment, Education or Training

The Engagement Framework

Categories of Engagement	Indicators of Engagement		
	Intensity and commitment of engagement	Distance travelled for children and young people	Children and young people's influence in decision making
Contact	• Attends, e.g. to meet friends and takes part in social, creative, recreational or sport activity	• Enhanced Personal Capabilities • Improved Health and Well-being • Positive relationships with others	• Makes personal decisions on participation in activities designed by others
Engagement	• Engages in, short term, group programmes • Makes new relationships	• Enhanced Personal Capabilities • Improved Health and Well-being • Developed thinking, life &/or work skills • Positive relationships with others	• Contributes to decision making with others relating to a specific programme or activity
Active Participation	• Participates in planned, long term, group work programme with youth work outcomes	• Enhanced Personal Capabilities • Improved Health and Well-being • Developed thinking, life &/or work skills • Positive relationships with others • Increased Participation	• Actively involved in assessing needs, decision making, planning and problem solving either around a single activity or within the club, unit or project generally
Maximising potential	• Participates in the design and/or delivery of programmes or activities for self and others, including evaluation • Acts in a leadership role • Involved in the unit/club/project to their maximum ability	• Enhanced Personal Capabilities • Improved Health and Well-being • Developed thinking, life &/or work skills • Positive relationships with others • Increased Participation • Active Citizenship	• Positively influences others, advocates on behalf of others • Takes on a representative role within and/or beyond the your club, unit or project e.g. in governance arrangements or as part of a local or regional youth council or forum

Outreach and Detached Engagement Framework

		Indicators of Engagement		
		Intensity and commitment of engagement	**Distance travelled for children and young people**	**Children and young people's influence in decision making**
Categories of Engagement	**in conversation**	• Engages in purposeful conversations with outreach/detached youth worker. • Typically 1-3 contact meetings within the outreach/detached setting.	• Enhanced Personal Capabilities	• Makes personal decisions on participation in purposeful conversations with the outreach/detached youth worker.
	developing contact	• Engages in, short term, personal and social development activities within the outreach/detached setting. • Typically 4 or more contact meetings/sessions within the detached setting or participation on a project within the outreach setting.	• Enhanced Personal Capabilities • Improved Health and Well-being	• Makes personal decisions to participate in short-term outreach and detached activities based on relationship building and needs assessment.
	referral	• Needs assessment based on contact within the outreach/detached setting.	• Enhanced Personal Capabilities • Improved Health and Well-being	• Makes personal decisions to participate in referral activities based on needs assessment.