



Fermanagh & Omagh

Local Youth Development Plan

2020-2023

INTRODUCTION

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

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

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

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

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

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

CURRENT PROVISION

Omagh and Fermanagh Youth Work Team

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

Staffing list and job title and part-time/full-time:

Job Title	Full / Part Time
Area Youth Worker 1 (Fermanagh Rural)	Full Time
Senior Youth Worker 1 (Enniskillen)	Full Time
Peripatetic Outdoor Instructor (Fermanagh)	Full Time
Centre based youth worker (Lisnaskea YC)	Full Time
Senior Youth Worker 1 (Omagh)	Full Time
Centre based youth worker (Omagh YC)	Full Time
Senior Youth Officer (Fermanagh and Omagh)	Full Time
Senior Youth Worker 3 Team Leader (Fermanagh and Omagh)	Full Time
Centre Based Youth worker (Carrickmore YC)	Full Time
Centre Based Youth Worker (Omagh Boys and Girls)	Full Time

Centre list and include voluntary

Centre	Sector	Full/Part Time
Omagh Youth Headquarters	Statutory	Full-Time
Lakeland YC	Statutory	Part-time
Omagh YC	Statutory	Full-Time
Carrickmore YC	Statutory	Full-Time
Lisnaskea YC	Statutory	Full-Time
Omagh Boys and Girls Youth Club	Voluntary	Full-time
Brollagh YC	Statutory	Part-time

The Fermanagh and Omagh Youth Work Team consists of 5 full-time youth workers in the controlled sector, supported by 2 Senior Youth Workers who is supported by 1 Team Leader, responsible for the delivery of services in the area. The area is managed by a Senior Youth officer. There are 2 part time controlled centres (Lakeland YC & Lisnaskea YC) in the Area and 2 Full time controlled centres (Omagh YC & Carrickmore YC).

In addition, there are 1 full time voluntary sector club (Omagh Boys and Girls Club) and a joint partnership p/t club in Irvinestown (Irvinestown YC) with F&O council. In addition to this, there are also a total of 82 registered units.

In addition to these youth clubs, Youth Work in the area also operates on an accreditation programme basis or on a detached basis. Examples of these types of provision include Inclusion work with young people from Section 75 groups through Inclusion work targets delivered by area workers and centres, Outdoor Learning facilitated by 2 outdoor learning centres (Gortatole and Corrick OLC), Community Relations, Equality and Diversity (CRED) programmes, statutory funded area based projects such as programmes for rural Youth Work and Outreach, Health programmes, Personal and Social Development programmes, Environmental projects, Inclusion schemes and Youth Intervention.

Members of staff have responsibility for providing appropriate Youth Services for designated areas or groups identified as being most in need to enhance opportunities that will raise educational standards. Full time Staff employed by the Education Authority complete an annual Controlled Delivery Agreement (CDA), part-time youth centres complete a Unit Planner and those from Voluntary Units complete a Service Level Agreement (SLA). These agreements identify work that will be carried out throughout the year as identified in the Area Plan and aim to provide opportunities to address inequalities. This work will primarily focus on those areas that fall into the top 25% of most deprived wards in Northern Ireland but will also support generic work.

Full-time centres are well placed to deliver programmes in designated areas and also to deliver generic Youth Work. The Service particularly targets areas of economic and social deprivation which are normally in the top 25% most deprived in Northern Ireland and at groups identified as Section 75 or those most in need. These areas and groups will have access to a range of targeted Youth Services that will help young people enhance their personal skills and improve their levels of motivation and general resilience. The full-time team is supported in its delivery by both volunteers and part-time youth workers.

Other programmes and projects have been designed following the review of current research and thorough consultation with young people, Youth Workers and parents or guardians. Examples of this include programmes based on body image, peer pressure, mental health issues and cyber bullying / Child Sexual Exploitation.

Inclusion and CRED

Each professional Youth Worker and funded Voluntary full time organisation is required to conduct Inclusion projects in designated areas or with specified groups. This is established to support Inclusion work to target communities of interest and those who may be at greater risk of social exclusion, marginalisation or isolation as they experience a combination of barriers to their learning. Examples of delivery include work with specific section 75 groupings, cross culture and inclusion themed workshops and initiatives, thematic programmes including Good relations week, school based youth work with SEN young people or young people with additional needs, delivery of training and innovative PSD and good relations programmes.

School Based Youth Work

Partnerships have been developed with a number of primary, post-primary and special schools in the Fermanagh and Omagh area. The EA Youth Service, delivers the Learning Together Programme in a total of 5 schools area. These schools are:

- Sacred Heart College, Omagh
- Drumragh Intergrated College, Omagh
- Devenish College, Enniskillen
- Erne Integrated College, Enniskillen
- St Kevins College, Lisnaksea

The EA Youth Service introduced the schools programme, 'Learning Together' in September 2014. The Learning Together Programme has been developed with other educational support services and is delivered in partnership with teachers in schools. The programme offers young people, who may be at risk of low achievement and disaffection, the opportunity to access supportive bespoke interventions within Key Stage 2 and Key Stage 3, to help them make best use of their education and in Key Stage 4 to obtain a qualification equivalent to a GCSE grade B. These programmes are designed to break down the barriers that some young people may face to learning and achieving.

Participation

As proposed in “Priorities for Youth” a Local Advisory Group (LAG) has been established during 2016/17. The LAG includes key stakeholders and young people from the Fermanagh and Omagh area and provides advice to support the development and implementation of local Youth Service provision via Area Youth Development Plans and influence the development of the Local Youth Development Plan.

The local Voice and Youth Voice supports young people become involved in the LAG through a programme to enhance the personal capabilities of participants to advocate for their peers and represent young people at a Planning and Service delivery level and fully participate in the LAG process.

Other participative structures such as senior members committees in all centres and rural youth forums also exist across the area.

Partnership Working

EA Youth Service receives the major part of it’s funding from the Department of Education. However, the service has also developed key strategic partnerships to enable the securing of additional resources for the delivery of specific programmes and projects. Such partnerships, for example with the local district councils and key voluntary sector providers, have strengthened the ability of the service to deliver innovative and highly creative projects for the most marginalised young people in our community. Key partners include Policing Community Safety Partners (PCSP), Health Promotion Agency, Educational Guidance and Support, Health trust, PBNI, PSNI inter-church groups.

At a strategic level the EA Youth Service has representation on several multi-agency groups, including active involvement in the Peace 4 Partnership Board and the PCSP the Fermanagh and Omagh District Council.

Irish Medium

Irish Medium Programmes are designed “to encourage and support informal opportunities for learning through the medium of Irish in the youth sector”. These organisations are required to support the personal and social development of young people and maximise opportunities for learning in cultural, leisure and recreational activities, through the medium of Irish Language.

EA Youth Service Areas for Action 2020-2023

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

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

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

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

Youth Work Priority: Raising Standards for All			
Area of Action	Delivering on Assessed Need		
Why Are we doing this:	<ul style="list-style-type: none"> To ensure all services are delivered to meet the assessed needs of children and young people To ensure resource allocation is aligned with the needs of children and young people 		
We will do this by:	<ul style="list-style-type: none"> Annually assessing the needs of children and young people locally by online survey Annually publishing a local Assessment of Need Addendum of the online survey Publishing a local Assessment of Need on a three cycle 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local assessment of need 2023 - 2026	<ul style="list-style-type: none"> Local priorities assessed and identified Feedback from key stakeholders 	December 2022	
Local Youth Development Plan	<ul style="list-style-type: none"> Effective and co-ordinated local youth services Local youth services are planned based on the assessed needs of children and young people 	March 2023	

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

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

Youth Work Priority: Raising Standards for All			
Area of Action	Quality Assurance		
Why Are we doing this:	<ul style="list-style-type: none"> • To ensure quality services are delivered to meet the needs of children and young people • To develop action plans to improve service delivery for all children and young people • To foster a culture of continuous improvement and critical reflection of service delivery 		
We will do this by:	<ul style="list-style-type: none"> • Proportionate monitoring & moderation of EA Funded Youth Work Practice • Embedding the Youth Service Quality Assurance Framework 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	<ul style="list-style-type: none"> • KPI's for Youth Service measured • Effective and quality service delivered to meet the needs of children and young people 	Annually 2021 2022 2023	
Moderation of Service Delivery	<ul style="list-style-type: none"> • Critical self-reflective practice embedded within the delivery of youth work practice, promoting self-improvement 	Quarterly 2021 2022 2023	

Youth Work Priority: Raising Standards for All			
Area of Action	Promotion of Service and Opportunities		
Why Are we doing this:	<ul style="list-style-type: none"> • To ensure children and young people are aware of youth service opportunities available to them • To increase the participation of children and young people in Youth Service opportunities • To promote the outcomes, benefits and impact of youth work in the lives of children and young people • Young people stated social media is the number one priority to receive information about youth service opportunities • Young people do not know what youth services are available to them in many areas within the district 		
We will do this by:	<ul style="list-style-type: none"> • Delivering a collaborative sector way approach to using social media to inform young people of sector opportunities • Delivery of case studies in youth work practice to share and inform the sector of good practice • Development and delivery of media based content of youth service opportunities • Development and delivery of a network of communication opportunities 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Promotional Action Plan	<ul style="list-style-type: none"> • Effective communication and increased participation of children and young people 	Annually	
Promotion and Celebration of Youth Service	<ul style="list-style-type: none"> • Increase awareness of outcomes, benefits and impact of youth work in the lives of children and young people 	Annually	
Partnerships	<ul style="list-style-type: none"> • Effective partnerships established to enhance participation of children and young people 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Learning & Achieving		
Why Are we doing this:	<ul style="list-style-type: none"> • Increase the educational attainment of children and young people • Provide learning opportunities for children and young people • a non-formal environment • To support children and young people to re-engage with education • Young people have stated that the wish to receive accreditation through participation in youth work 		
We will do this by:	<ul style="list-style-type: none"> • Through the delivery of a programme of thematic work in generic provision • Youth Work Programmes and projects • Delivery of Youth Work in School • Delivery of accredited and non-accredited programmes in youth work settings 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Youth Work in Schools (KS2,KS3 &KS4)	<ul style="list-style-type: none"> • Increased engagement opportunities, accreditation and learning for pupils Youth Work Outcomes: <ul style="list-style-type: none"> • Improved Relationships with others • Enhanced Personal Capabilities • Development of thinking skills, life skills and work skills 	Annually 2021 2022 2023	
Accredited programmes	<ul style="list-style-type: none"> • Enhanced educational outcomes for young people based on assessed need Youth Work Outcomes: <ul style="list-style-type: none"> • Development of thinking skills, life skills and work skills • Enhanced Personal Capabilities 	Annually 2021 2022 2023	
Non-accredited programmes	<ul style="list-style-type: none"> • Enhanced educational outcomes for young people based on assessed need Youth Work Outcomes: <ul style="list-style-type: none"> • Development of thinking skills, life skills and work skills • Enhanced Personal Capabilities 	Annually 2021 2022 2023	
Youth Leadership programmes	<ul style="list-style-type: none"> • Enhanced outcomes for young people, increased pathways for personal development & leadership Youth Work Outcomes: <ul style="list-style-type: none"> • Development of thinking skills, life skills and work skills • Increased Participative Action • Active Citizenship 	Annually 2021 2022 2023	

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)
Life Skills Programmes	<ul style="list-style-type: none"> Enhanced personal capabilities of young people Youth Work Outcomes: <ul style="list-style-type: none"> Development of thinking skills, life skills and work skills Increased Participative Action 	Annually 2021 2022 2023	
Outdoor learning (John Muirs award and Duke of Edinburgh)	<ul style="list-style-type: none"> Enhanced outcomes for young people, increased pathways for personal development & leadership Youth Work Outcomes: <ul style="list-style-type: none"> Development of thinking skills, life skills and work skills Increased Participative Action Active Citizenship 	Annually 2021 2022 2023	
Employability Programmes	<ul style="list-style-type: none"> Enhanced outcomes for young people, increased pathways for personal development & employability Youth Work Outcomes: <ul style="list-style-type: none"> Development of thinking skills, life skills and work skills Enhanced Personal Capabilities Active Citizenship 	Annually 2021 2022 2023	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Living in Safety & Stability		
Why Are we doing this:	<ul style="list-style-type: none"> To promote opportunities and experiences for active citizenship and leadership To provide opportunities for children and young people to belong to and contribute within their communities of interest To provide a safe learning environment 		
We will do this by:	<ul style="list-style-type: none"> The delivery of 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	<ul style="list-style-type: none"> Enhanced curriculum for young people, developing active citizens Youth Work Outcomes: <ul style="list-style-type: none"> Improved Health and Wellbeing Improved Relationships with others Increased Participative Action 	Annually 2021 2022 2023	
School Based Youth Work (SYTES and Lawfulness programme)	<ul style="list-style-type: none"> Enhanced curriculum for pupils, developing active citizens Youth Work Outcomes: <ul style="list-style-type: none"> Improved Health and Wellbeing Improved Relationships with others Increased Participative Action 	Annually 2021 2022 2023	
Detached Youth Work	<ul style="list-style-type: none"> Development of positive relationships with others Youth Work Outcomes: <ul style="list-style-type: none"> Improved Health and Wellbeing Improved Relationships with others 	Annually 2021 2022 2023	
Planned Intervention programme	<ul style="list-style-type: none"> Increased engagement and supporting young people at risk Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced personal capabilities Improved Health and Well Being Increased participative action 	Annually 2021 2022 2023	
Anti-Bullying Programmes	<ul style="list-style-type: none"> Young people are empowered to address bullying behaviour Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2021 2022 2023	

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)
Internet safety for children and young people	<ul style="list-style-type: none"> Increased levels of digital resilience and associated risk-taking behaviours Youth Work Outcomes: <ul style="list-style-type: none"> Improved Health and Wellbeing Development of thinking skills, life skills and work skills 	Annually 2021 2022 2023	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Participation		
Why Are we doing this:	<ul style="list-style-type: none"> To enable children and young people to feel a sense of belonging and make a positive contribution to their society To reduce barriers to participation in Youth Services To provide effective volunteering opportunities for children and young people <p>To increase children and young people's engagement in generic/non-targeted youth provision</p>		
We will do this by:	<ul style="list-style-type: none"> Delivering a suite of volunteer opportunities, focusing on service learning at a local level The delivery of effective, age specific youth work programmes in generic provision Embedding the Circle of Courage within EA Funded Targeted Youth Services Increasing opportunities for social action and service learning, locally and globally Effective engagement with children and young people not currently accessing Youth Services 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Generic Youth Provision	<ul style="list-style-type: none"> Increased participation and progression on youth work outcomes for young people <p>Youth Work Outcomes:</p> <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Increased Participative Action 	Annually 2021 2022 2023	
Outreach programmes	<ul style="list-style-type: none"> Increased knowledge regarding the needs of young people, increased participation and agile delivery <p>Youth Work Outcomes:</p> <ul style="list-style-type: none"> Increased Participative Action Increased Health and Well Being 	Annually 2021 2022 2023	
Detached Youth Work	<ul style="list-style-type: none"> Increased knowledge regarding the needs of young people, increased participation and agile delivery <p>Youth Work Outcomes:</p> <ul style="list-style-type: none"> Improved Health and Wellbeing Improved Relationships with others 	Annually 2021 2022 2023	
Volunteering Programmes	<ul style="list-style-type: none"> Enhanced personal capabilities and creative pathways identified for young people <p>Youth Work Outcomes:</p> <ul style="list-style-type: none"> Enhanced Personal Capabilities Increased Participative Action Active Citizenship 	Annually 2021 2022 2023	

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)
Rural Youth Work	<ul style="list-style-type: none"> • Increased participation of young people in rural communities Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Improved Health and Wellbeing • Improved Relationships with others 		
Social Action and Service-Learning opportunities locally and globally (Including GSL and 3C's)	<ul style="list-style-type: none"> • Increased personal capabilities, leadership, citizenship and sense of belonging for young people Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Improved Health and Wellbeing • Development of thinking skills, life skills and work skills • Improved Relationships with others • Increased Participative Action • Active Citizenship 		

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Good Relations		
Why Are we doing this:	<ul style="list-style-type: none"> To enable children and young people from the PUL/CNR communities to build positive relationships To enhance relationships between young people from different groupings To provide safe and welcoming spaces for children and young people 		
We will do this by:	<ul style="list-style-type: none"> The provision of thematic and good relations youth work Providing targeted youth work programmes and projects based on assessed need 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
T:BUC	<ul style="list-style-type: none"> Increased confidence in relationships leading to safe and inclusive communities Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Development of thinking skills, life skills and work skills Improved Relationships with others Increased Participative Action Active Citizenship 	Annually 2021 2022 2023	
Good relations programmes	<ul style="list-style-type: none"> Positive engagement with others from diverse backgrounds Greater respect for difference Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Relationships with others Increased Participative Action Active Citizenship 	Annually 2021 2022 2023	
Outdoor learning (Residential based programmes and day activities with OLS)	<ul style="list-style-type: none"> Positive engagement with others from diverse backgrounds Greater respect for difference Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Relationships with others Increased Participative Action Active Citizenship 	Annually 2021 2022 2023	
Creative Arts Programmes	<ul style="list-style-type: none"> Positive engagement with others from diverse backgrounds Greater respect for difference Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Relationships with others 		

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"> All Children and Young People should be treated equally without discrimination To promote acceptance and understanding of others 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 		
We will do this by:	<ul style="list-style-type: none"> Through the delivery of a programme of thematic work in generic provision Youth Work programmes and projects 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)
Programmes engaging s75 young people <ul style="list-style-type: none"> LGBTQ Looked After Children Young Carers New Comer Young People Travellers Irish Medium Special Educational Needs 	<ul style="list-style-type: none"> Increased personal capabilities, particularly confidence; increased sense of belonging and enhanced pathways identified Youth Work Outcomes: <ul style="list-style-type: none"> Improved relationships with others Positive engagement with others from diverse backgrounds Increased Participative Action 	Annually 2021 2022 2023	
Rural youth work	<ul style="list-style-type: none"> Increased access to youth provision Increased participation leading to enhanced pathways Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others Increased Participative Action 	Annually 2021 2022 2023	
Irish medium youth work	<ul style="list-style-type: none"> Increased access to youth provision Increased participation leading to enhanced pathways Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Relationships with others Increased Participative Action 	Annually 2021 2022 2023	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Inclusion, Diversity & Equality of Opportunity (Cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Creative Arts Programmes	<ul style="list-style-type: none"> • Positive engagement with others from diverse backgrounds • Greater respect for difference Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Improved Relationships with others 		

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"> To improve the health and well-being of our children and young people Young people enjoy long, healthy and active lives Young people want access to information to make informed choices Young people want the youth service to support them with their mental and physical health needs 		
We will do this by:	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Improved health and well-being Increased knowledge of health risk associated with drug & alcohol use Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2021 2022 2023	
Relationship programmes	<ul style="list-style-type: none"> Improved Health and Well-being Greater awareness of relationship issues relating to health (sexual/physical) Improved ability to make healthy choices Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2021 2022 2023	
Outdoor Learning (Residentials and Health bootcamps)	<ul style="list-style-type: none"> Increased educational attainment Improved health & well-being Increased participation in Youth Services Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually & ongoing 2021 2022 2023	

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)
Mental Health programmes	<ul style="list-style-type: none"> Improved mental well-being for young people leading to increased personal capabilities and social inclusion Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2021 2022 2023	
Physical health programmes	<ul style="list-style-type: none"> Improved physical and mental health well-being Increased participation in Youth Services Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2021 2022 2023	
Gender specific programmes	<ul style="list-style-type: none"> Improved health and well-being Increased knowledge of associated health risks Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2021 2022 2023	
Anti-bullying programmes	<ul style="list-style-type: none"> Young people are empowered to address bullying behaviour Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2021 2022 2023	
Creative arts programmes	<ul style="list-style-type: none"> Improved mental well-being for young people leading to increased personal capabilities and social inclusion Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced Personal Capabilities Improved Health and Wellbeing Improved Relationships with others 	Annually 2021 2022 2023	

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

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	Practice Development & Support		
Why Are we doing this:	<ul style="list-style-type: none"> • To support staff to deliver quality youth work practice and service provision • To provide support systems for staff delivering youth work • To ensure proportionate accountability arrangements for youth work practice • To support staff to evaluate work effectively, measure and evidence learning outcomes, and demonstrating the positive impacts of their practice 		
We will do this by:	<ul style="list-style-type: none"> • Delivering practice support • Delivery of staff 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)
Staff Induction	<ul style="list-style-type: none"> • Staff and volunteers feel valued and deliver work which is consistent with EA policies and procedures 	Ongoing 2021 2022 2023	
Practice support	<ul style="list-style-type: none"> • Staff are supported and youth work practice is enhanced 	Ongoing 2021 2022 2023	
Support and supervision	<ul style="list-style-type: none"> • Support staff to evaluate work effectively, measure and evidence learning outcomes, and demonstrating the positive impacts of their practice 	Ongoing 2021 2022 2023	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	Volunteer Development		
Why Are we doing this:	<ul style="list-style-type: none"> • To recruit and retain volunteers • To support volunteers to deliver youth work practice and provision • To recognise and celebrate the contribution of volunteers to youth work • To provide support systems for volunteers in youth work delivery 		
We will do this by:	<ul style="list-style-type: none"> • Annually hosting an event to recognise the contribution of volunteers in youth work delivery • By delivering a volunteer recruitment programme • Developing bespoke training options for volunteers • By providing volunteer pathways to a youth work career 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Volunteer recognition event	<ul style="list-style-type: none"> • Local recognition and celebration of the contribution of volunteers 	Annually 2021 2022 2023	
Adult volunteering recruitment and retention	<ul style="list-style-type: none"> • Increased participation and satisfaction levels of youth work volunteers 	Annually 2020 2021 2022	
Effective Volunteers	<ul style="list-style-type: none"> • Increased participation and satisfaction levels of youth work volunteers 	Annually 2021 2022 2023	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	Participative Structures		
Why Are we doing this:	<ul style="list-style-type: none"> • To enhance the voice of young people in delivery of services • To enhance the role young people have in the decision making process • To provide modern high quality provision to effectively meet the needs of children and young people • Children and young people should be able to express their views, feelings on those issues that affect them 		
We will do this by:	<ul style="list-style-type: none"> • Through the delivery and development of youth voice structures that suit the needs of children and young people • Through the delivery of the Local Advisory Group • Through the delivery of Local Advisory structures • Through the delivery of a small grants scheme operated by young people 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Local Advisory Group	<ul style="list-style-type: none"> • Young people’s voice included in local planning Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Increased participative action 	Quarterly 2021 2022 2023	
Youth Voice	<ul style="list-style-type: none"> • Young people’s voice is included in community planning Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Increased participative action 	Annually 2021 2022 2023	
Local Voice	<ul style="list-style-type: none"> • Young people’s voice is included in youth provision Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced Personal Capabilities • Increased participative action 	Annually 2020 2021 2022	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	Development & Maintenance of EA Youth Estate		
Why Are we doing this:	<ul style="list-style-type: none"> • To provide modern high quality provision to effectively meet the needs of children and young people • To ensure the principles of the CRED policy are embedded in the non-formal learning environment • To ensure the youth estate is safely maintained to ensure the continuous participation of young people 		
We will do this by:	<ul style="list-style-type: none"> • Delivery of the Youth Capital Work group annually based on need • Delivery of youth maintenance programme to ensure all health and safety issues are addressed 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Health and Safety Audits	<ul style="list-style-type: none"> • Youth Service capital estate is fit for purpose 	Annually in June 2021 2022 2023	
Community use of youth facilities	<ul style="list-style-type: none"> • Improved community access to Youth Service premises based on DE policy 	Annually 2021 2022 2023	

LIST OF APPENDICES

Appendix i -	Abbreviations	Page 30
Appendix ii -	Progress Indicators	Page 31
Appendix iii -	EA Youth Service Report Card	Page 32
Appendix iv -	Youth Work Outcomes Framework	Page 33
Appendix v -	Youth Work Engagement Framework	Page 34
Appendix vi -	Youth Work Outreach/Detached Engagement Framework	Page 35

Appendix i - Abbreviations

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

Appendix ii - Progress Indicators

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

Appendix iii - EA Youth Service Report Card

Priorities for Youth

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

Draft Programme for Government

Outcome 9: We are a shared society that respects diversity

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

Children and Young People's Strategy 2019 - 2029

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

Outcome 3: Children and young people learn and achieve

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

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

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

EA Youth Service Annual Report Card

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

Outcomes Framework

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

The Engagement Framework

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

Outreach and Detached Engagement Framework

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