Education Authority

Youth Service



Fermanagh and Omagh

Local Youth Development Plan

2023-2026

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INTRODUCTION

The purpose of this document is to provide an area plan for the delivery of youth services within the Fermanagh and Omagh Council area. This local area youth work plan considers the Regional Assessment of Need and the key priorities identified for children and young people aged 4 to 25 years.

In addition to the Regional Assessment of Need, there has also been a Local Assessment of Need completed for this council area which involved significant stakeholder engagement locally to understand the bespoke needs of children and young people. This plan considers both the regional and local needs of children and young people and as such should be read in conjunction with both the Regional Assessment of Need and the Local Assessment of Need.

The Regional Youth Development Plan provides a comprehensive overview of the legislative context and the key policy drivers which determine the plan.

Managing Local Resources to Deliver on the Plan

The plan represents what children and young people have asked youth services to deliver to meet their needs. However, with the current budgetary uncertainty relating to funding of public services, the increased cost of living being experienced by families and communities, and as we continue to address the long-term impacts of covid-19; Youth Services will need to ensure there is priority focus regarding the use of resources to;

- Protect the delivery and availability of core youth provision for children and young people
- Provide targeted and continuous support to protect the most vulnerable children and young people who are engaging with youth services
- Consider additional funding from sources, external to Department of Education Youth Service Funding to effectively allocate resources based on need.

Governance and Reporting on The Plan

The Designated Senior Youth Officer for the Council area has lead responsibility for the implementation, delivery, and reporting on the progress of the plan in consultation with local stakeholders and the Local Advisory Group. The Plan will be reviewed regularly and updated based on the ongoing assessment of need of children and young people through continued stakeholder engagement, research, and availability of funding resources for the youth work sector in Northern Ireland.

The Local Youth Development Plan is delivered through grant aid assistance for EA Registered Voluntary Youth Organisations and by the EA Statutory Youth Service. It is important to note that 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 and in line with policy directives; where outcomes are assessed as needed and Youth Service is required to address barriers to learning within formal education settings.

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
1.6	Embedding Policy into Practice

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	Environment & Climate
2.5	Inclusion, Diversity, Equality of Opportunity & Good Relations
2.6	Health & Wellbeing

Youth Work Priority: Developing the Non-Formal Education Workforce	
3.1	Workforce Development
3.3	Volunteer Development

Youth Work Priority: Transforming the Non-Formal Learning Environment	
4.1	Participative Structures

Youth Work Priority: Transforming Governance and the Management of Education	
5.1	Collaborative Sectoral Delivery

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:	• **Reviewing available data/trends** • **Assessing the needs of children and young people aged 4-25 years** • **Publishing a Local Assessment of Need on a three-year cycle** • **Publishing a Local Youth Development Plans on a three-year cycle**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Dynamic Planning and Ongoing Assessment of Need	• Needs reviewed on an ongoing basis • 2023-2026 plan updated based on need and available resources with a focus protecting core services and meeting the needs of vulnerable children and young people	Ongoing throughout the Plan Period	
Local Assessment of Need 2026-2029	• A comprehensive local needs assessment completed to inform the EA Youth Service planning process	December 2025	
Local Youth Development Plan 2026-2029	• Fermanagh and Omagh Youth Services planned and based on the assessed needs of children and young people	December 2025	

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**		
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**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Local Area Outcome Based Report Card	• Effective Youth Service Delivery based on reflective practice and emerging needs of children and young people • Outline of How Much Youth Services did • Outline of How Well we did it • Outline of if anyone is better off	June 2024 June 2025 June 2026	
Target Monitor Reports	• EA Youth Service meets the KPI's for Local Youth Development Plan • Delivery is monitored ongoing and reported quarterly	Quarterly Each Year in April July Oct Jan	

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**		
We will do this by:	• **Provision Fermanagh and Omagh Local Advisory Group** • **Completion of research on key areas of inquiry based on assessed 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)
Local Advisory Group (LAG) Stakeholder Meetings	• Quartey Local Advisory Group Meetings Completed • 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 Each Year by June Sept Dec Mar	
Thematic Stakeholder Engagement Events	• Area leads on minimum of one thematic Stakeholder engagement event with the theme determined by young people and LAG • Emerging needs and trends in youth service provision identified explored and embedded	2023-24 2024-25 2025-26	

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)
Moderation of Service Delivery	• KPI's for Youth Service measured • Effective quality Youth Service delivered to meet the needs of children and young people	Quarterly 2023-24 2024-25 2025-26	
Quality Assurance Framework	• Critical self-reflective practice embedded within the delivery of youth work which promotes self-improvement. • Effective action taken to bring about continuous service improvement	Ongoing	

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** • **To increase the visibility of services across Statutory and Voluntary Agencies**		
We will do this by:	• **The use of social media to inform young people of service opportunities** • **Development and delivery of a network of communication opportunities** • **Further development of Partnerships**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)

Local Promotional Action Plan	• Annual Communication plan for the area established to;
	  • *Effectively communicate to children and young people how and where to access services*
	  • *To reflective the broad youth work curriculum in line with national awareness days and weeks*
	  • *Leverages the use of social media and spaces where young people exist to promote the offer*
	  • *To Celebrate the successes of youth services and children and young people*
		Plan agreed and established Annually In April each year	

Youth Work Priority: Raising Standards for All			
Area of Action	**Embedding Policy into Practice**		
Why Are we doing this?	• **To ensure youth work is delivered in line with current policy and legislation** • **To ensure the implementation of emerging policy or legislation is considered in the context of Youth Work Delivery**		
We will do this by:	• **Monitoring and Quality Assuring delivering against aligned Policy and Legislation** • **Embedding Policy within delivery plans and all areas of DE Funded Youth Work**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Child Protection and Safeguarding	• Providing Assurance that Child Protection and Safeguarding is in line with DE Policy for all DE Funded Youth Work • Developing and Sharing practice to support a preventative curriculum that safeguards children and young people	Ongoing and Reviewed Bi-Annually	
Embedding and Developing CRED Policy in Youth Work Delivery	• Embedding CRED with all DE Funded Youth Work • Developing and Sharing practice to support embedding CRED in youth work delivery • Ensuring access to Youth Services for all Section 75 Groups	Ongoing and Reviewed Bi-Annually	
Embedding and Developing the Emotional Health and Wellbeing Framework in Youth Work Practice	• Embedding Emotional Health and Wellbeing Framework within all DE Funded Youth Work • Development and Sharing practice to support embedding the Emotional Health and Wellbeing Framework in Youth Work Delivery	Ongoing and Reviewed Bi-Annually	

Youth Work Priority: Raising Standards for All			
Area of Action	**Embedding Policy into Practice**		
Why Are we doing this?	• **To ensure youth work is delivered in line with current policy and legislation** • **To ensure the implementation of emerging policy or legislation is considered in the context of Youth Work Delivery**		
We will do this by:	• **Monitoring and Quality Assuring delivering against aligned Policy and Legislation** • **Embedding Policy within delivery plans and all areas of DE Funded Youth Work**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Actions responding to emerging policy and legislative requirements connected to Youth Work Delivery	• Developing delivery actions based on available resources and assessed need to support embedding and delivery of youth work including; • Youth Work through the Medium of Irish • Youth Work through the Medium of Ulster Scots • Violence against woman and girls' strategy • Bystanders Principle	Ongoing, reviewed Quarterly	

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**		
We will do this by:	• **The delivery of a programme of thematic youth work providing relevant accreditation** • **Delivery of Volunteer and Leadership programmes** • **Delivery of the youth work curriculum in partnership with schools**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Accredited programmes & Non accredited programmes	To have provided accredited learning opportunities for children and young people to increase their career prospects Improved skills, knowledge, networks to identify and work towards future aspirations and goals	2023-24 2024-25 2025-26	
Life skills programmes	Increased competencies and life skills Development of key life skills to support young people transition from adolescence to adulthood	2023-24 2024-25 2025-26	
Youth Work in Schools Programme (Statutory Service)	Increased educational attainment of children and young people To have supported children and young people to re-engage with education and learning	2023-24 2024-25 2025-26	
Youth Leadership Development Programmes	Young people will have accredited and non-accredited learning opportunities Young people will progress into volunteering and Leadership roles and paid youth work posts	2023-24 2024-25 2025-26	

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**		
We will do this by:	• **The delivery of a programme of thematic youth work providing relevant accreditation** • **Delivery of Volunteer and Leadership programmes** • **Delivery of the youth work curriculum in partnership with schools**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Creative Digital Media Programmes	Increased competencies in creative and digital media skills and work skills Improved career opportunities	2023-24 2024-25 2025-26	
Outdoor Learning Programmes	Improved physical and emotional wellbeing Increased competencies and life skills	Annually 2023 2024 2025	
International Programmes	Increased participation and opportunities for young people to engage within a global context including social action and service learning Young people inspired to make a positive contribution to their local community/society	Annually 2023 2024 2025	
Educational Programmes for young males	Young people in Fermanagh and Omagh will have accredited and non-accredited learning opportunities Improved skills, knowledge, networks to identify and work towards future aspirations and goals	Annually 2023 2024 2025	

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**		
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 Youth Services**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Active Citizenship & Lawfulness Education	Improved skills, knowledge, networks to identify and work towards future aspirations and goals Increased opportunities and experiences for active citizenship and leadership Increased opportunities for children and young people to belong to and contribute within their communities of interest	2023-24 2024-25 2025-26	
CSE Education Programmes	Reduction of risk-taking behaviours associated with CSE including online environments and social media Increased access to safe learning environments	Ongoing Based on Assessed Need 2023-24 2024-25 2025-26	
Mentoring Programmes (14+ age group)	Increased engagement and enhanced personal capabilities of young people	Ongoing Based on Assessed Need 2023-24 2024-25 2025-26	
Intervention Programmes	Increased access to safe learning environments Increased opportunities for children and young people across the Fermanagh and Omagh area to	Ongoing Based on Assessed Need 2023-24 2024-25	

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**		
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 Youth Services**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
	belong to and contribute within their communities of interest Improved relationships with others, including those from different backgrounds	2025-26	
Education programmes addressing risk taking behaviours, including violence and drugs and alcohol	Increased levels of awareness and reduction in associated risk-taking behaviour	2023-24 2024-25 2025-26	
Partnership working with other statutory providers including PSNI, Fermanagh and Omagh PCSP, DoJ, PHA, WHSCT	Increased engagement with partner agencies New partnerships developed to address the needs of young people providing added value	Annually 2023 2024 2025	
Detached and Outreach Youth Work	Reduction in anti-social behaviour Improved access to Core Youth Provision opportunities Young people will have increased access to safe spaces	Annually 2023 2024 2025	
Engage for change	Increased opportunities and experiences for active citizenship and leadership To have increased connections between children and young	Annually 2023 2024 2025	

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**		
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 Youth Services**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
	people and the community they live in Increased opportunities to promote shared future, shared spaces and raise aspirations for children and young people		
Safe Spaces & Environments for Young People to Socialise – based on Circle of Courage	To have provided safe and welcoming spaces for children and young people Increased access to emotional health and wellbeing support for children and young people Young people will get the help they need if they have worries or trouble with their health or how they feel Increased opportunities for children and young people to belong to and contribute within their communities of interest	Annually 2023 2024 2025	
Risk-taking behaviour programmes	Improved access to Core Youth Provision opportunities Young people will have increased access to safe spaces Positive changes in attitudes and behaviours towards others	Annually 2023 2024 2025	

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**		
We will do this by:	● **Delivering a suite of volunteer opportunities, focusing on service learning** ● **The delivery of effective, age specific youth work programmes in generic provision** ● **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)
Opportunities for Young People to Volunteer	Young people will progress into volunteering and Leadership roles and paid youth work posts Improved skills, knowledge, networks to identify and work towards future aspirations and goals	Annually 2023 2024 2025	
Engaging and creative programmes for young people aged 4 – 13 years within generic youth provision	Improved access to Core Youth Provision opportunities Young people will be enabled to reach their full potential Young people will be able to meet up with friends, take part in activities, learn new skills, develop their social and have fun	Annually 2023 2024 2025	
Social Action and Service-Learning opportunities locally and globally	Increased participation and opportunities for young people to engage in service learning Young people inspired to make a positive contribution to their local community/society	Annually 2023 2024 2025	

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**		
We will do this by:	• **Delivering a suite of volunteer opportunities, focusing on service learning** • **The delivery of effective, age specific youth work programmes in generic provision** • **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)
An engagement strategy for young people not accessing Youth Service	Improved access to Core Youth Provision opportunities Young people will have increased access to safe spaces	Annually 2023 2024 2025	
Inter-club activities	Improved relationships with others, including those from different backgrounds Young people will have opportunities to meet other young people from different backgrounds	Annually 2023 2024 2025	
Promotion of youth service programmes to encourage greater participation of young people from Section 75 groups	Increased awareness of core youth service programmes to support groups of young people including; young people with additional needs, LGBTQi+ young people and those young people living in rural communities Increased membership and attendances at core youth service provision by Section 75 groups	Annually 2023 2024 2025	

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**		
We will do this by:	• **Delivering a suite of volunteer opportunities, focusing on service learning** • **The delivery of effective, age specific youth work programmes in generic provision** • **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)
Opportunities for Young People to Volunteer	Young people will progress into volunteering and Leadership roles and paid youth work posts Improved skills, knowledge, networks to identify and work towards future aspirations and goals	Annually 2023 2024 2025	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	**Environment & Climate**		
Why Are we doing this?	• **To enable children and young people to learn about the environment with a view to a more sustainable future** • **To increase awareness of global and local environmental issues and to address these in a positive way**		
We will do this by:	• **Delivering a suite of Environment and Climate curriculum opportunities** • **Increasing opportunities for social action and service learning on environment and climate issues** • **Use of outdoor learning to explore the environment**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Environmental Awareness Initiatives	Young people will have an increased awareness of environmental and climate change issues Increased collective working with relevant sectors (voluntary, statutory, private, community etc.	2023-24 2024-25 2025-26	
Environmental/Climate Change Programmes	Young people will have an increased awareness of environmental and climate change issues To have provided increased opportunities to participate in environmental and climate programmes.	2023-24 2024-25 2025-26	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	**Inclusion, Diversity, Equality of Opportunity & Good Relations**		
Why Are we doing this?	• **To ensure the needs of Section 75 children and young people are met** • **To ensure the needs of Rural children and young people are met** • **To reduce barriers to participation within Services** • **Young people clearly stated bespoke support was required**		
We will do this by:	• **Effective engagement with children and young people from within communities of interest** • **By embedding CRED within practice** • **Designing and delivering effective youth work programmes and projects**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
T:BUC Camps Programme	Improved relationships with others, including those from different backgrounds Positive changes in attitudes and behaviours towards others	Annually 2023 2024 2025	
Youth Intervention Programmes including Bonfire Projects in identified areas and in partnership with key agencies across Fermanagh and Omagh	Decrease in anti-social behaviour by young people and development of safe environments for cultural celebration Positive changes in attitudes and behaviours towards others	Annually 2023 2024 2025	
Cultural Awareness Programmes delivered in partnership with key agencies	Increased understanding of others, celebration of cultural identity and belonging; resulting in inclusive youth workspaces Improved relationships with others, including those from different backgrounds	Annually 2023 2024 2025	
Community Relations Programmes	Increased confidence to meet and build relationships with young people from different communities Increased opportunities to promote shared future, shared spaces and raise aspirations for children and young people	Annually 2023 2024 2025	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	**Inclusion, Diversity, Equality of Opportunity & Good Relations**		
Why Are we doing this?	• **To ensure the needs of Section 75 children and young people are met** • **To ensure the needs of Rural children and young people are met** • **To reduce barriers to participation within Services** • **Young people clearly stated bespoke support was required**		
We will do this by:	• **Effective engagement with children and young people from within communities of interest** • **By embedding CRED within practice** • **Designing and delivering effective youth work programmes and projects**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Support to Children & Young People Looked After	Improved access to Core Youth Provision opportunities Young people will be enabled to reach their full potential	Annually 2023 2024 2025	
Support to LGBTQ Young People	Improved access to Core Youth Provision opportunities To have provided safe and welcoming spaces for all children and young people	Annually 2023 2024 2025	
Support to Rural Young People	Improved access to Core Youth Provision opportunities Young people will be enabled to reach their full potential	Annually 2023 2024 2025	
Support to young people with SEND	Improved access to Core Youth Provision opportunities Specific programmes will be delivered that meet the needs of SEND young people	Annually 2023 2024 2025	
Anti-Bullying Programmes	Enhanced resilience of children and young people Bullying behaviour is addressed effectively, and support provided to young people	Annually 2023 2024 2025	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	**Inclusion, Diversity, Equality of Opportunity & Good Relations**		
Why Are we doing this?	• **To ensure the needs of Section 75 children and young people are met** • **To ensure the needs of Rural children and young people are met** • **To reduce barriers to participation within Services** • **Young people clearly stated bespoke support was required**		
We will do this by:	• **Effective engagement with children and young people from within communities of interest** • **By embedding CRED within practice** • **Designing and delivering effective youth work programmes and projects**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Newcomer Programmes	Improved access to Core Youth Provision opportunities Improved relationships with others, including those from different backgrounds	Annually 2023 2024 2025	
Diversity and Inclusion Programmes	Increased awareness and acceptance of difference Increased access to safe learning environments Positive changes in attitudes and behaviours towards others	Annually 2023 2024 2025	
T:BUC Camps Programme	Improved relationships with others, including those from different backgrounds Positive changes in attitudes and behaviours towards others	Annually 2023 2024 2025	

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**		
We will do this by:	• **Delivering targeted initiatives and programmes based on assessed need** • **Use of outdoor learning to promote healthy lifestyle choices**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Drugs & Alcohol Education Projects and support for Harm Reduction	Improved physical health and well-being of young people Improved positive life choices made by children and young people	Annually 2023 2024 2025	
Positive Mental Health initiatives	Positive cultures adopted in the area of emotional health and wellbeing Young people will get the help they need if they have worries or trouble with their health or how they feel	Annually 2023 2024 2025	
Outdoor Learning Programmes	Improved physical health and well-being of young people Improved skills, knowledge, networks to identify and work towards future aspirations and goals	Annually 2023 2024 2025	
Health and Fitness Programmes	Improved physical and emotional health well-being Improved positive life choices made by children and young people	Annually 2023 2024 2025	
Sexual Health Education Initiatives including gender specific programmes	Improved sexual health Improved positive sexual health choices made by young people	Annually 2023 2024 2025	

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**		
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)

Volunteer & Part-time Staff Training & Development	• Ongoing training provided based on assessed needs of volunteers, Part-time staff, children and young people which includes;
	  • *Youth Support Worker Qualification/OCNNI in Part-time Youth Work*
	  • *Safeguarding and Child Protection*
	• Nurturing leadership embedded within Youth Services
	• Increased pathways into a career in youth work
	• Increased levels of support for children and young people
		Ongoing Based on Assessed Need	

Professional Youth Worker Training & Development	• Ongoing training provided based on assessed needs of volunteers, staff, children and young people which includes;
	  • *Trauma Informed Practice*
	  • *Positive Peer Cultures*
	  • *Restorative Action Planning*
	  • *Safeguarding and Child Protection*
	• Nurturing leadership embedded within Youth Services
		Ongoing Based on Assessed Need	

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**		
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)
	• Increased levels of support for children and young people		

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**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Strategic Theme 1: Promoting the Youth Work Volunteer Offer and Increasing Access	• Development of volunteer recruitment materials and content for promotion through social media and events • Continuous promotion of the diversity of Volunteer Opportunities within local provision • Increased numbers of volunteers within the local service area	Ongoing	
Strategic Theme 2: Welcoming and Building a Community of Volunteers	• Provide local opportunities on a regular basis to connect new and existing volunteers within the area from different units/locations • Establish and development a local framework to welcome new volunteers to youth services	Ongoing	
Strategic Theme 3: Minimising the Expectations on Youth Work Volunteers	• Ensure that statutory youth provision minimises the training and induction requirements for youth work volunteers • Nurture and promote volunteers to participate in development opportunities	Ongoing	

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**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Strategic Theme 4: Celebrating the Contribution of Volunteers in Youth Work Delivery	• Culture of celebrating and recognising the contribution of volunteers within provision • Annual local celebration of the contribution of volunteers within local provision	Ongoing	

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**		
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 Groups	• Representation of local stakeholders engaging and support the local assessment of needs of children and young people • Representation of local stakeholders consulted on the local development plan • Improved service delivery	Quarterly 2023 2024 2025	
Youth Voice	• Young people's voice is included in local and community planning	Ongoing	
Local Voice	• Young people's voice is included in youth provision	Ongoing	

Youth Work Priority: Transforming Governance and the Management of Education			
Area of Action	**Collaborative Sectoral Delivery**		
Why Are we doing this?	• **To ensure funding arrangements in place for regional and local voluntary youth organisations effectively meet the assessed needs of children and young people** • **To efficiently manage our resources to meet the needs of children and young people** • **To foster collaborative working within the youth work sector**		
We will do this by:	• **Establishment and delivery of a youth work delivery forum**		
We will deliver: (Output)	**Outcomes** (Key Success Indicator)	**When** (Plan Year/s)	**Progress** (Colour Code and Narrative)
Local Statutory and Local Voluntary Funded Groups Delivery Forum	• Collaborative working across the youth work sector within the local area • Sharing of resources, learning and support • Networking of organisations to improve and connect service delivery • Inform and update local youth work providers of regional opportunities supported through regional funding streams	Bi-Annually May & October Each Year	

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Appendix i - Abbreviations

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

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
Target on Hold	Target to be evaluated based on 'at the time' assessed need and availability of funding resources to deliver

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
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	

Appendix iv - Youth Work Outcomes Framework

Outcomes Framework

INDIVIDUAL	GROUP, COMMUNITY, SOCIETY CONTEXT
Enhanced Personal Capabilities • Greater self-awareness • Increased confidence and self-esteem • Empathy • Resilience • Managing feelings	**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
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	**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
Development of thinking skills, life skills and work skills • Decision-making • Planning and problem solving • Leadership and communication • Creativity	**Active Citizenship** • Volunteering (local and international) • Increased awareness of local and global issues • Employment, Education or Training

Appendix vi - Youth Work Engagement Framework

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

Appendix vii - Youth Work Outreach/Detached Engagement Framework

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.