



INTRODUCTION

The Education Authority (EA) Regional Youth Development Plan for 2020 - 2023 outlines the key targets to be achieved by the Education Authority Youth Service, based on the Regional Assessment of Need 2020-2023 and in accordance with the Department of Education (DE) Policy. The Regional Assessment of Need 2020-2023 can be accessed at www.eanifunding.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 People’s 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 EA Business Plan 2019-2029. The resources provided for the EA Youth Service by the Department of Education are deployed in accordance with the plan to achieve specific outputs and outcomes. The EA Business Plan can be accessed at www.eani.org.uk/about-us/corporate-information/strategic-plan-2017-2027

The Regional 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 EA Youth Service is required to address barriers to learning.

In addition to the Regional Youth Development Plan the Education Authority Youth Service delivers local Services outlined Local Area Youth Development Plans, which are provided across the 11 District Council Areas. Key actions within the Local Area Youth Development Plans are informed by 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.eanifunding.org.uk/

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
4.3	Digital Transformation of Youth Service

Youth Work Priority: Transforming Governance and the Management of Education	
5.1	Funding Scheme for Voluntary Youth Organisations

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 and aligned with policy 		
We will do this by:	<ul style="list-style-type: none"> ● Reviewing available data/trends ● Assessing the needs of children and young people aged 4-25 years ● Publishing a Regional Assessment of Need on a three-year cycle ● Publishing Regional and 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)
Assessment of Need Survey	<ul style="list-style-type: none"> ● The voice of children and young people is clearly identified within EA Youth Service plans 	Sept 2022	
Regional Assessment of Need 2023 – 2026	<ul style="list-style-type: none"> ● A comprehensive needs assessment completed to inform the EA Youth Service planning process 	Dec 2022	
Regional Youth Development Plan 2023-2026	<ul style="list-style-type: none"> ● EA Youth Service planned and based on the assessed needs of children and young people 	Jan 2023	
Local Assessment of Need 2023 – 2026	<ul style="list-style-type: none"> ● A comprehensive needs assessment completed to inform the Local EA Youth Service planning process 	Dec 2022	
Local Area Youth Development Plans 2023-2026	<ul style="list-style-type: none"> ● Local Youth Services provided on the assessed needs of children and young people 	Jan 2023	

Youth Work Priority: Raising Standards for All			
Area of Action	Proportionate Reporting on Youth Service Outcomes		
Why Are we doing this?	<ul style="list-style-type: none"> • 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:	<ul style="list-style-type: none"> • 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 Regional Youth Development Plan and Local Area Youth Development Plans 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Report on EA Youth Service Outcomes	<ul style="list-style-type: none"> • EA Youth Service meets KPI's for the Regional Youth Development Plan and EA Business Plan • Minimum 80% Satisfaction of Youth Provision 	Jun 2021 Jun 2022 Jun 2023	
Quarterly Reports on the delivery of the Regional Youth Development Plan	<ul style="list-style-type: none"> • Effective Youth Service delivery based on reflective practice and emerging needs of children and young people 	Annually: July Oct January April	
Quarterly reviews of the delivery of the Local Area Youth Development Plans	<ul style="list-style-type: none"> • Effective EA Youth Service delivery based on reflective practice and emerging needs of children and young people 	Annually: July Oct January April	

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 		
We will do this by:	<ul style="list-style-type: none"> Provision of Regional and Local Advisory Groups 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)
Thematic Stakeholder Engagement Events	<ul style="list-style-type: none"> Emerging needs and trends in EA Youth Service provision explored & embedded 	4 per annum	
Events to Share Good Practice	<ul style="list-style-type: none"> Reflective practice embedded within EA Youth Service delivery improving youth work practice 	4 per annum	
Youth Work Conferences	<ul style="list-style-type: none"> Effective youth work practice celebrated and embedded within planning processes 	Annually	
Regional and Local Advisory Groups Conference	<ul style="list-style-type: none"> Annual review of EA Youth Service Planning; focusing of the voice of youth people 	Mar 2021 Mar 2022 Mar 2023	
Relevant Research into Youth Service Practice	<ul style="list-style-type: none"> Youth work delivery underpinned by evidence-based practice: <ul style="list-style-type: none"> Impact of domestic violence on the needs of children and young people Needs of young carers Needs of young parents Needs of young people with disabilities 	Ongoing	

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 of and critical reflection on 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 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	<ul style="list-style-type: none"> • KPI's for EA Youth Service measured and quality practice promoted 	Quarterly	
Quality Assurance Frameworks	<ul style="list-style-type: none"> • Critical self-reflective practice embedded within the delivery of youth work practice, promoting self-improvement 	Quarterly	
Monitoring of Externally Funded Youth work (eg T:BUC, DoJ)	<ul style="list-style-type: none"> • KPI's for specific funding measured 	Quarterly	

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 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 government departments 		
We will do this by:	<ul style="list-style-type: none"> ● Delivering a collaborative sectoral approach to the use of social media to inform young people of service opportunities ● Delivery of case studies in youth work practice to share and inform the sector of good practice and outcomes ● Development and delivery of media-based content of service opportunities ● Development and delivery of a network of communication opportunities ● Development of a Programme of Offer for young people providing pathways into and through service engagement 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
A Youth Service Social Media Communications Strategy	<ul style="list-style-type: none"> ● Effective communication and increased participation of children and young people 	September 2021	
A Youth Service Online TV Channel	<ul style="list-style-type: none"> ● Comprehensive record of effective practice and evidence of outcomes 	Ongoing	
Networks with C2k/ETS and Schools	<ul style="list-style-type: none"> ● Effective links established with pupils to enhance participation and curriculum 	Ongoing	
Sector Wide Communication Network	<ul style="list-style-type: none"> ● Increased engagement with children and young people 	Ongoing	

Youth Work Priority: Raising Standards for All			
Area of Action	Promotion of Service and Opportunities (cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
The EA Youth Service Programme of Offer	<ul style="list-style-type: none"> • Clear links and outcomes established between formal and informal education 	Annually	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Learning & Achieving		
Why Are we doing this?	<ul style="list-style-type: none"> ● 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:	<ul style="list-style-type: none"> ● The delivery of a programme of thematic youth work providing relevant accreditation ● Delivery of the youth work curriculum in partnership with schools ● Supporting young people in EOTAS and ETA settings ● Providing opportunities for apprenticeships in youth work targeting 18 – 25 year olds ● Developing effective cross-departmental partnerships and initiatives 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Youth Work in Schools	<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 ● Development of thinking skills, life skills and work skills 	Ongoing	
Youth Work within EOTAS & ETA	<ul style="list-style-type: none"> ● Increased personal engagement with education and relevant curriculum, creating positive pathways for young people Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced personal capabilities ● Improved health and wellbeing ● Improved relationships with others ● Increased participative action 	Ongoing	
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 ● Active citizenship 	Ongoing	
Life Skills Programmes	<ul style="list-style-type: none"> ● Enhanced personal capabilities of young people Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced personal capabilities ● Development of thinking skills, life skills and work skills ● Increased participative action 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Learning & Achieving (cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Youth Leadership Programmes	<ul style="list-style-type: none"> Enhanced outcomes for young people, increased pathways for personal development and leadership Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced personal capabilities Development of thinking skills, life skills and work skills Increased participative action 	Ongoing	
Outdoor Learning Programmes	<ul style="list-style-type: none"> Enriched curriculum and increased participation of young people; focused on personal development and leadership Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced personal capabilities Development of thinking skills, life skills and work skills Improved relationships with others Increased participative action 	Ongoing	
Creative Digital Media Programmes	<ul style="list-style-type: none"> Increased accreditation and pathways for young people in creative and digital media Youth Work Outcomes: <ul style="list-style-type: none"> Development of thinking skills, life skills and work skills Improved relationships with others 	Ongoing	
International Programmes	<ul style="list-style-type: none"> Increased participation and opportunities for young people to engage within a global context including social action and service learning 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 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Living in Safety & Stability		
Why Are we doing this?	<ul style="list-style-type: none"> ● 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:	<ul style="list-style-type: none"> ● The delivery of a targeted programmes on key themes based on assessed need ● Effective partnership working ● Embedding the Circle of Courage within EA Funded Targeted Youth Services 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Active Citizenship & Lawfulness Education	<ul style="list-style-type: none"> ● Enhanced curriculum for pupils and 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 	Ongoing	
Intervention Programmes including Outreach	<ul style="list-style-type: none"> ● Increased developmental programmes engaging and supporting young people at risk Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced personal capabilities ● Improved health and wellbeing ● Improved relationships with others ● Increased participative action 	Ongoing	
Supporting Teens Away from Recurrent Trouble (START)	<ul style="list-style-type: none"> ● Young people involved or at risk of involvement in Paramilitary Activity are supported 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 	Ongoing	
Partnership Working with Other Statutory Providers including PSNI, PCSP's, DoJ, PHA	<ul style="list-style-type: none"> ● Increased engagement and outcomes for targeted children and young people; including promoting resilience, well-being and active citizenship 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Living in Safety & Stability (cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Drug & Alcohol Education & Support Services	<ul style="list-style-type: none"> • Reduction in risk taking behaviour associated with drugs and alcohol Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced personal capabilities • Improved health and wellbeing • Improved relationships with others • Increased participative action 	Ongoing	
Education Programmes Addressing and Promoting Digital Resilience and Youth Gambling	<ul style="list-style-type: none"> • Increased levels of digital resilience, reduction in youth gambling 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 • Increased participative action 	Ongoing	
Safe Environments for Young People to socialise – based on Circle of Courage	<ul style="list-style-type: none"> • Increased sense of belonging and safety of 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 	Ongoing	
CSE Education Programmes	<ul style="list-style-type: none"> • Reduction of risk-taking behaviours associated with CSE including online environments Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced personal capabilities • Improved health and wellbeing • Improved relationships with others 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Participation		
Why Are we doing this?	<ul style="list-style-type: none"> ● To enable children and young people to feel a sense of belonging and make a positive contribution to their society ● To reduce barriers to participation in Youth Services ● To provide effective volunteering opportunities for children and young people ● To increase children and young people’s engagement in generic/non-targeted youth provision ● Children and young people stated that environmental issues are important 		
We will do this by:	<ul style="list-style-type: none"> ● Delivering a suite of volunteer opportunities, focusing on service learning ● 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)
Opportunities for Young People to Volunteer	<ul style="list-style-type: none"> ● Enhanced personal capabilities and creative pathways identified for young people Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced personal capabilities ● Improved health and wellbeing ● Increased participative action ● Active citizenship 	Ongoing	
Engaging and Creative Programmes for children and young people aged 4 – 13 years within generic youth provision	<ul style="list-style-type: none"> ● Increased participation and progression on youth work outcomes for young people Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced personal capabilities ● Improved health and wellbeing ● Increased participative action 	Ongoing	
The Circle of Courage	<ul style="list-style-type: none"> ● Increased sense of belonging, engagement in personal learning and wellbeing for youth workers and 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 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Participation (cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Social Action and Service-Learning Opportunities Locally and Globally	<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 	Ongoing	
An Engagement Strategy for Children and Young People not accessing Youth Services	<ul style="list-style-type: none"> Increased knowledge regarding the needs of young people, increased participation and agile planning Youth Work Outcomes: <ul style="list-style-type: none"> Increased participative action 	December 2021	
Active Participation of Children and Young people in Youth Services	<ul style="list-style-type: none"> Increased participative action and citizenship Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced personal capabilities Increased participative action Active citizenship 	Ongoing	
Environmental Initiatives and Programmes	<ul style="list-style-type: none"> Increased participative action and active citizenship Youth Work Outcomes: <ul style="list-style-type: none"> Development of thinking skills, life skills and work skills Active citizenship 	Ongoing	
Clear Links Between Play and Youth Work Outcomes for 4-9 Year Olds	<ul style="list-style-type: none"> Increased participation Development of age appropriate and enhanced curriculum Development of early intervention methods 	Ongoing	
Faith Based Youth Work	<ul style="list-style-type: none"> Increased opportunities for participation in youth work Increased curriculum development 	Ongoing	

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 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 Camps Programme	<ul style="list-style-type: none"> ● Increased confidence in relationships leading to safe and inclusive communities <p>Youth Work Outcomes:</p> <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: April – February*	
Youth Intervention Programmes including Bonfire Project	<ul style="list-style-type: none"> ● Decrease in anti-social behaviour by young people and development of safe environments for cultural celebration <p>Youth Work Outcomes:</p> <ul style="list-style-type: none"> ● Enhanced personal capabilities ● Improved health and wellbeing ● Improved relationships with others ● Increased participative action 	Ongoing	
Shared Education Programmes	<ul style="list-style-type: none"> ● Inclusive shared spaces and programmes for young people within Services <p>Youth Work Outcomes:</p> <ul style="list-style-type: none"> ● Enhanced personal capabilities ● Development of thinking skills, life skills and work skills ● Improved relationships with others 	Ongoing	
Cultural Awareness Programmes	<ul style="list-style-type: none"> ● Increased confidence and celebration of positive cultural identity <p>Youth Work Outcomes:</p> <ul style="list-style-type: none"> ● Enhanced personal capabilities ● Development of thinking skills, life skills and work skills ● Improved relationships with others 	Ongoing	

*Funding Subject to Review

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"> ● 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:	<ul style="list-style-type: none"> ● 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 Young Carers & Young Parents	<ul style="list-style-type: none"> ● Increased sense of belonging, participation in Youth Services and enhanced personal capabilities Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced personal capabilities ● Improved health and wellbeing ● Improved relationships with others ● Increased participative action 	Ongoing	
Support to Children & Young People Looked After	<ul style="list-style-type: none"> ● Increased educational outcomes and enhanced pathways identified Youth Work Outcomes: <ul style="list-style-type: none"> ● Enhanced personal capabilities ● Improved health and wellbeing ● Improved relationships with others ● Increased participative action 	Ongoing	
Support to Newcomer Children & Young People	<ul style="list-style-type: none"> ● Increased sense of belonging, participation in Youth Services and active citizenship within their community 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 	Ongoing	

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)
Support to LGBTQ Young People	<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"> 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 	Ongoing	
Support to Rural Young People	<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 Development of thinking skills, life skills and work skills Improved relationships with others Increased participative action 	Ongoing	
Support to Children and Young people with SEN or Disabilities	<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 Development of thinking skills, life skills and work skills Improved relationships with others Increased participative action 	Ongoing	
Support to Traveller Community Children and Young People	<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 Development of thinking skills, life skills and work skills Improved relationships with others Increased participative action 	Ongoing	

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)
Youth Work through the Medium of Irish	<ul style="list-style-type: none"> Increased access and effective pathways for Irish Speakers within youth work Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced personal capabilities Active citizenship 	Ongoing	
Thematic Voice	<ul style="list-style-type: none"> Increased voice of young people within Section 75 groups and non-service users Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced personal capabilities Active citizenship 	Ongoing	
Youth Work through the Medium of Ulster Scots/Ulster British	<ul style="list-style-type: none"> Increased access and effective pathways for Ulster Scots/Ulster British within youth work Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced personal capabilities Active citizenship 	Ongoing	
Cultural Awareness Programmes	<ul style="list-style-type: none"> Increased understanding of others, celebration of cultural identity and belonging; resulting in inclusive youth workspaces Youth Work Outcomes: <ul style="list-style-type: none"> Enhanced personal capabilities Development of thinking skills, life skills and work skills Improved relationships with others 	Ongoing	
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 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Health & Wellbeing		
Why Are we doing this?	<ul style="list-style-type: none"> • 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:	<ul style="list-style-type: none"> • Delivering targeted initiatives and programmes based on assessed need 		
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	<ul style="list-style-type: none"> • Improved health and wellbeing • 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 • Increased participative Action 	Ongoing	
Sexual Health Education Initiatives, including Gender Specific Programmes	<ul style="list-style-type: none"> • Improved health and wellbeing • 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 	Ongoing	
Positive Mental Health Initiatives	<ul style="list-style-type: none"> • Improved mental wellbeing 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 	Ongoing	
Outdoor Learning Programmes	<ul style="list-style-type: none"> • Increased educational attainment • Improved health & wellbeing • Increased participation in Youth Services 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 	Ongoing	

Youth Work Priority: Closing the Performance Gap, Increasing Access and Equality			
Area of Action	Health & Wellbeing (cont.)		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Health and Fitness Programmes	<ul style="list-style-type: none"> • Improved physical and mental health wellbeing • Increased participation in Youth Services Youth Work Outcomes: <ul style="list-style-type: none"> • Enhanced personal capabilities • Increased participative action • Improved health and wellbeing • Improved relationships with others 	Ongoing	

Youth Work Priority: Developing the Non-Formal Education Workforce			
Area of Action	Workforce Development		
Why Are we doing this?	<ul style="list-style-type: none"> • 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:	<ul style="list-style-type: none"> • 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)
Accredited Staff Training	<ul style="list-style-type: none"> • Increased skill base of youth work staff to provide enhanced quality youth work • Enhanced accreditation 	Ongoing	
Non-Accredited Staff Training	<ul style="list-style-type: none"> • Increased skill base of youth work staff to provide enhanced quality youth work 	Ongoing	
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 	Ongoing	
Leadership & Management Programme	<ul style="list-style-type: none"> • Enhanced leadership development in youth work 	Ongoing	
Thematic Training based on Assessed Need and including: <ul style="list-style-type: none"> • Anti-bullying • Drug & Alcohol • Wellbeing • Sexual Health 	<ul style="list-style-type: none"> • Staff trained to address and meet emerging needs of children and young people 	As required	

Youth Work Priority: Developing the Non-Formal Education Workforce

Area of Action	Practice Development & Support		
Why Are we doing this?	<ul style="list-style-type: none"> ● To support staff to deliver quality youth work practice and service provision ● To provide support systems for staff delivering youth work ● To ensure proportionate accountability arrangements for youth work practice ● To support staff to evaluate work effectively, measure and evidence learning outcomes, and demonstrate the positive impacts of their practice 		
We will do this by:	<ul style="list-style-type: none"> ● Delivering practice support ● Delivering support and supervision ● Continuous training updates on essential requirements 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Support & Supervision	<ul style="list-style-type: none"> ● Staff including volunteers feel valued, deliver effective youth work and effective practice is recognised 	2 Per Quarter	
Staff Care	<ul style="list-style-type: none"> ● Increased resilience and wellbeing of staff 	As required	
Practice Support for Individuals and Teams	<ul style="list-style-type: none"> ● Supported and enhanced youth work practice 	As required	
Safeguarding & Child Protection Training	<ul style="list-style-type: none"> ● Staff deliver safe youth work practice 	As required	

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 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:	<ul style="list-style-type: none"> ● 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)
Effective Volunteers	<ul style="list-style-type: none"> ● Increased participation and satisfaction levels of youth work volunteers 	Ongoing	
Local Volunteer Recognition Events	<ul style="list-style-type: none"> ● Local recognition of volunteer's contribution to youth work 	Annually: May	
Regional Volunteer Celebrations Events	<ul style="list-style-type: none"> ● Regional celebration of volunteer's contribution to youth work 	Annually: June	
A Volunteer Pathway into Youth Work Employment	<ul style="list-style-type: none"> ● Increased capacity of workforce with succession planning in place 	Ongoing	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	Participative Structures		
Why Are we doing this?	<ul style="list-style-type: none"> • 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:	<ul style="list-style-type: none"> • Delivery and development of youth voice structures that meet the needs of children and young people • Delivery of the Regional Advisory Group • Delivery of Local Advisory Groups • Delivery of the small grants scheme 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Regional Advisory Group	<ul style="list-style-type: none"> • Young people's voice is included in regional planning 	Quarterly	
Local Advisory Groups	<ul style="list-style-type: none"> • Young people's voice is included in local planning 	6 Times Per Year	
Youth Voice	<ul style="list-style-type: none"> • Young people's voice is included in community planning 	8 Times Per Year	
Network for Youth	<ul style="list-style-type: none"> • The voice of young people is networked across the region 	Ongoing	
Small Grants Programme	<ul style="list-style-type: none"> • Young people empowered to advocate for others in the delivery and moderation of youth funding 	Annually	
Regional Youth Awards	<ul style="list-style-type: none"> • Young People's contribution and participation in youth work recognised and celebrated 	Annually: June	

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 that the principles of the CRED policy are embedded in the non-formal learning environment ● To ensure the EA Youth Estate is safely maintained 		
We will do this by:	<ul style="list-style-type: none"> ● Developing an annual capital and minor works plan ● Developing a Welcoming Youth Strategy and Guidance 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Health & Safety Audits	<ul style="list-style-type: none"> ● Youth Service capital estate is fit for purpose 	Annually	
A Capital and Minor Works Plan	<ul style="list-style-type: none"> ● Modern, high quality youth provision 	Annually	
An Environmental and Sustainability Strategy for Youth Services	<ul style="list-style-type: none"> ● Reduction in wastage and increase in energy efficiency 	April 2021	
Community Use of Youth Facilities	<ul style="list-style-type: none"> ● Improved community access to the EA Youth Service estate based on DE Community Use of Schools Policy 	Ongoing	

Youth Work Priority: Transforming the Non-Formal Learning Environment			
Area of Action	Digital Transformation of Youth Service		
Why Are we doing this?	<ul style="list-style-type: none"> ● To reduce service bureaucracy and administration 		
We will do this by:	<ul style="list-style-type: none"> ● Digitalisation of online front facing services for statutory and voluntary service users 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Online Funding and Reporting Processes	<ul style="list-style-type: none"> ● Reduction in bureaucracy ● Increased access to user friendly information and applications ● Improved customer facing services 	Ongoing	

Youth Work Priority: Transforming Governance and the Management of Education			
Area of Action	Funding Scheme for Voluntary Youth Organisation		
Why Are we doing this?	<ul style="list-style-type: none"> • To ensure funding arrangements are in place for regional and local voluntary youth organisations that meet the assessed needs of children and young people 		
We will do this by:	<ul style="list-style-type: none"> • Delivering the EA Youth Service Funding Scheme for Regional and Voluntary Youth Organisations 		
We will deliver: (Output)	Outcomes (Key Success Indicator)	When (Plan Year/s)	Progress (Colour Code and Narrative)
Implementation of the Regional Strategic Funding Stream	<ul style="list-style-type: none"> • EA local voluntary youth groups are supported to deliver quality youth work 	April 2021	
Implementation of the Regional Development Funding Stream	<ul style="list-style-type: none"> • Key actions within PfY delivered 	Ongoing	
Implementation of the Regional Project Funding Stream	<ul style="list-style-type: none"> • Themes of youth work are developed to support quality local youth work effectively 	Ongoing	
Implementation of the Local Area Based Funding Stream	<ul style="list-style-type: none"> • EA local assessment of need is met and quality youth work provided 	April 2021	
Implementation of the Local Project Funding Stream	<ul style="list-style-type: none"> • Local themes of youth work are delivered effectively for communities of interest 	Ongoing	
Implementation of the Generic/Non-Targeted Funding Stream	<ul style="list-style-type: none"> • Voluntary youth work is supported 	Annually	

Governance Support for Voluntary Youth Organisations	<ul style="list-style-type: none">• Voluntary Youth Organisations are compliant regarding relevant policies and procedures	Ongoing	
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Appendix i - Abbreviations

C2k	Classroom 2000
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.