



Workforce Development Strategy 2018-2021

RAG Meeting: 1 May 2018
Siobain Byrne, CYPs Support Officer



Context

Key Polices & Developments;

- Priorities For Youth
- RYDP
- Regional Assessment of Need
- PDG & PMG

Other Relevant Policies;

- CRED/CRED Addendum, Shared Education, Children's and Young People's Strategy



Purpose

'Inspire, support and challenge all our Children and Young People to be the best that they can be' (EA Strategic Plan)

- Develop all our people
- Nurture Leadership across EA
- Support within available resources
- Develop skills, knowledge and motivation to do the best we can



Who Is It For?

- EA Funded Youth Service
- Voluntary Youth Organisations
- Statutory Youth Sector
- Managers
- Professionally Qualified Staff
- Part time staff
- Volunteers
- Young adults



What Will It Do?

Enable all staff to;

- Articulate and celebrate achievements
- Evaluate, Measure, Demonstrate Impact
- Support participation of young people
- Specialist training to meet assessed need
- Continuous Professional Development
- Delivery of Related Policies



Values and Principles

Values

Equality, Reflection, Respect, Excellence

Principles

Young person centred, Rights based, Inclusion, Outcomes focussed, Pathways, Continuous Professional Development



Methodologies

Focus on findings from;

Regional Assessment of Need; Staff Needs Assessment/Training Analysis

Delivery Methodologies including;

- Workshops, Taught Sessions, Seminars
- Mentoring & Shadowing
- Study Visits
- Action research
- On Line Training



Monitoring, Evaluation & Reporting

- Outputs and Outcomes
- Meeting Priorities
- Impact
- Progress Updates to RAG
- Reports to CYPS



Available Data

The WFDS is informed by;

- PDU Findings
- PDG Findings
- Regional Assessment of Need
- RYDP
- Workforce Statistics



Priority Areas for Workforce Development

Priority 1; Progression Routes for Young People

Priority 2; Volunteers

Priority 3; Part Time Staff

Priority 4; Continuous Professional Development

Priority 5; Management



Priorities 1 & 2

Priority 1 Progression Routes for Young People

- Framework to support the progression of young people

Priority 2 Volunteers

- Uptake of volunteering opportunities; Voluntary & Statutory
- Support and recognise the contribution of volunteers



Priorities 3, 4 & 5

Priority 3 Part Time Staff

- Coherent training routes that create effective learning pathways

Priority 4 Continuous Professional Development

- Framework to support the effective uptake of CPD opportunities

Priority 5 Management

- Management Development
- Support for Voluntary Youth Sector Management Committees
- Development of Management and Governance skills for young people



Outcomes

Organisational Outcomes

- Competent Confident Workforce
- Improved experiences for young people

Management Outcomes

- Strong Management
- Improved Governance

Human Resource Outcomes

- Staff performances at optimum levels



Conclusion

- Ambitious and Challenging
- Implement Change
- Deliver on Policy
- Achieve the Vision

'Appropriately trained staff who are engaged, motivated and developed to deliver innovative high quality youth services to young people'


