



# **REGIONAL YOUTH DEVELOPMENT PLAN**

## **ACTION PLAN**

**2017 – 2020**

DE Priority: Raising Standards for All					
Area for Action	Outputs	Outcomes	Measurement/Target	Priorities for Youth Reference	Progress
<b>Assessment of Need</b>	<p>Regional assessment of need</p> <p>Local assessment of need, drawing on findings of Regional Assessment of Need, local consultation and engagement with LAG</p>	<ul style="list-style-type: none"> <li>• Composite assessment of need</li> <li>• Local priorities, assessed as needed, identified</li> </ul>	<ul style="list-style-type: none"> <li>• Annual review of Regional Assessment of Need to capture emerging need</li> <li>• Local assessment of need to inform Area Plan 2017 – 2020, developed in each EA Division by end January 2017</li> </ul>	<p>4.2</p> <p>4.3</p>	Achieved
<b>Planning</b>	<p>Regional Youth Development Plan</p> <p>Area Plans</p> <p>Youth Development Plans</p>	<ul style="list-style-type: none"> <li>• An effective and coordinated regional youth service</li> <li>• Effective allocation of resources in response to local assessment of need</li> <li>• Targeted provision</li> <li>• Generic Provision</li> <li>• Local delivery reflecting assessment of need and Area Plan priorities</li> </ul>	<ul style="list-style-type: none"> <li>• 3-year RYDP implemented 1<sup>st</sup> April 2017</li> <li>• Local Area Plans devised and LAG consulted by end February 2017, for implementation on 1<sup>st</sup> April 2017</li> <li>• Local Area Plans to include support for generic and targeted provision</li> <li>• Annual Youth Development Plans developed and approved for implementation on 1<sup>st</sup> April 2017</li> </ul>	<p>4.2</p> <p>4.6.2</p>	Achieved

DE Priority: Raising Standards for All					
Area for Action	Outputs	Outcomes	Measurement/Target	PfY Ref.	Progress
<b>Planning</b>	Specifications for regional support services and local service delivery for EA-registered youth groups	<ul style="list-style-type: none"> <li>Regional priorities planned to complement and support local and tailored provision</li> <li>Voluntary sector supported to provide local services assessed as needed</li> </ul>	<ul style="list-style-type: none"> <li>Voluntary sector supported to tailor regional delivery to required standards in transition year (2017-18)</li> <li>Specifications drawn up for services to be procured regionally and locally (2018-2020)</li> <li>Statutory youth service to be provided where there is no viable alternative</li> </ul>	2.20	Achieved
<b>Local Engagement</b>	Local Advisory Group meetings	<ul style="list-style-type: none"> <li>Effective local engagement</li> </ul>	<ul style="list-style-type: none"> <li>Number of consultation events on local plans</li> </ul>	4.6.2	Achieved
<b>Framework of Outcomes</b>	<p>Training on Outcomes Based Reporting to all youth units in receipt of significant funding from EA</p> <p>Proportionate implementation of OBR</p>	<ul style="list-style-type: none"> <li>Youth units and youth workers are trained to implement proportionate OBR</li> <li>Young people's progress and achievements through participation in youth service are measured</li> </ul>	<ul style="list-style-type: none"> <li>All regional and local youth organisations and EA youth workers trained in OBR and use of measurement tools by March 2018</li> <li>Data collection and measurement tools published for implementation of OBR from 1<sup>st</sup> April 2018</li> </ul>	4.6.4	<p>A pilot with 22 units has been complete on the tools to measure outcomes.</p> <p>Ongoing</p>

DE Priority: Raising Standards for All					
Area for Action	Outputs	Outcomes	Measurement/Target	PfY Ref.	Progress
<b>Voluntary Sector Delivery</b>	Baseline audit of current voluntary sector delivery	<ul style="list-style-type: none"> <li>Gaps in provision and potential for over-provision identified</li> </ul>	<ul style="list-style-type: none"> <li>Baseline audit completed by March 2018</li> </ul>	4.20.1	Ongoing
	Annual review of Controlled Delivery	<ul style="list-style-type: none"> <li>Opportunities to devolve controlled provision identified</li> </ul>	<ul style="list-style-type: none"> <li>Increase in local delivery by voluntary sector</li> </ul>	4.3	Achieved
	Regional support to build voluntary sector capacity	<ul style="list-style-type: none"> <li>Voluntary sector has capacity to deliver</li> </ul>	<ul style="list-style-type: none"> <li>Regional Voluntary Youth Organisations resourced to build local capacity</li> </ul>	4.3	Achieved
<b>Management Information System</b>	Integration of MIS into EA system	<ul style="list-style-type: none"> <li>Youth Service MIS functionality agreed with EA ICT Managers</li> </ul>	<ul style="list-style-type: none"> <li>Action plan for development devised based on outcome of ICT Managers advice by December 2017</li> </ul>	4.6.5	Ongoing
			<ul style="list-style-type: none"> <li>Implementation of M.I.S. by April 2020</li> </ul>		Ongoing
<b>Annual Report</b>	Annual report	<ul style="list-style-type: none"> <li>Outcomes of Youth Service provision published</li> </ul>	<ul style="list-style-type: none"> <li>Report on youth service outcomes published in June 2018 and annually thereafter</li> </ul>	4.6.6	
<b>Quality Assurance</b>	Quality Assurance Framework (QAF) or agreed bespoke quality assurance system	<ul style="list-style-type: none"> <li>Continuous improvement</li> <li>High quality services</li> </ul>	<ul style="list-style-type: none"> <li>Each RVYO and youth group in receipt of major funding to implement agreed quality assurance system by April 1<sup>st</sup> 2017</li> </ul>	4.6.10	Achieved

DE Priority: Raising Standards for All					
Area for Action	Outputs	Outcomes	Measurement/Target	PfY Ref.	Progress
Research	Research on the needs of rural young people	<ul style="list-style-type: none"> <li>Greater understanding of the needs of rural young people</li> </ul>	<ul style="list-style-type: none"> <li>Research commissioned by October 2017</li> </ul>	4.8.4	Ongoing

<b>DE Priority: Closing the gap between the highest and lowest performers, improving access and equality</b>					
<b>Area for Action</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Measurement/ Target</b>	<b>PfY Ref.</b>	<b>Progress</b>
<b>Non Targeted / Generic Youth Provision</b>	Funding for registered youth groups	<ul style="list-style-type: none"> <li>• Non targeted/generic youth provision supported</li> </ul>	<ul style="list-style-type: none"> <li>• Funding for registered youth groups issued for 2017/18 financial year</li> </ul>	4.8.3	Achieved
<b>Thematic / Communities of Interest/Section 75</b>	<p>Programme funding at local level for themes of work and work with communities of interest and S75 groups assessed as needed</p> <p>Programme funding made available to RVYOs to support key themes of work and work with communities of interest and S75 groups assessed as needed</p>	<ul style="list-style-type: none"> <li>• Local youth groups delivering priority areas of work</li> <li>• Regional support for the delivery of key areas of work</li> </ul>	<ul style="list-style-type: none"> <li>• Local programme funding implemented 2018-2020</li> <li>• Regional programme funding implemented 2018-2020</li> </ul>	4.8.4	Achieved
<b>Irish Medium</b>	<p>Irish Medium Youth Work Funding at local level</p> <p>Regional support for IMYW sector</p>	<ul style="list-style-type: none"> <li>• Irish Medium youth work supported</li> <li>• Needs within IMYW sector ascertained</li> </ul>	<ul style="list-style-type: none"> <li>• Funding Scheme implemented annually</li> <li>• Annual regional seminar conducted</li> <li>• Review of Youth Work through the Medium of Irish Language provision locally and regionally, including a baseline audit conducted by March 2018</li> </ul>	4.8.5	<p>Achieved</p> <p>Ongoing /planned</p> <p>Ongoing</p>



			<ul style="list-style-type: none"> <li>• Number of Transition Programmes conducted in Primary Schools (KS2)</li> <li>• Number of pupils involved in Transition Programmes</li> </ul> <p><b>Transition projects: 4093 young people participated</b>  <b>New Beginnings' programme: 899 young people participated</b></p> <p><b>92% of young people made progress against 1 or more of the outcomes.</b></p> <ul style="list-style-type: none"> <li>• Number of Peer Mentors supported in Post-Primary Schools</li> </ul> <p><b>834 young people with 100% making progress against one or more outcomes.</b></p>		Achieved
<b>CRED Addendum</b>	CRED Programmes for young people	<ul style="list-style-type: none"> <li>• More inclusive youth service</li> </ul>	<ul style="list-style-type: none"> <li>• Key actions within CRED Addendum reflected in regional &amp; local plans</li> </ul>	4.8.5	Achieved



DE Priority: <i>Closing the gap between the highest and lowest performers, improving access and equality</i>					
Area for Action	Outputs	Outcomes	Measurement/ Target	PfY Ref.	Progress
<b>Promoting Positive Mental Health</b>	Working group to look at how youth service can address challenges	<ul style="list-style-type: none"> <li>Improved health and well-being</li> </ul>	<ul style="list-style-type: none"> <li>Terms of reference drawn up by June 2017</li> <li>Report by December 2017</li> </ul>		<p>Achieved</p> <p>Ongoing</p>
	Research on mental health needs of newcomer children and young people	<ul style="list-style-type: none"> <li>Improved health and well-being</li> </ul>	<ul style="list-style-type: none"> <li>Specification drawn up by June 2017</li> <li>Tender issued by August 2017</li> <li>Report received by March '18</li> </ul>		<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
	App promoting positive mental health	<ul style="list-style-type: none"> <li>Improved health and well-being</li> </ul>	<ul style="list-style-type: none"> <li>App developed signposting mental health services and resources by March 2018</li> </ul>		Revised target achieved- to identify and promote existing Apps available for youth by children and young people.
	Mindfulness programmes	<ul style="list-style-type: none"> <li>Improved health and well-being</li> </ul>	<ul style="list-style-type: none"> <li>Mental health programmes referenced in 100% Area Plans</li> </ul>		Achieved

<b>LGBT&amp;Q</b>	Regional funding to take forward LGBT&Q actions	<ul style="list-style-type: none"><li>• Improved relationships with others</li></ul>	<ul style="list-style-type: none"><li>• Specification drawn up by December 2017</li><li>• Tender issued by April 2018</li></ul>		Achieved
-------------------	---	--	---	--	----------

DE Priority: Developing the Education Workforce					
Area for Action	Outputs	Outcomes	Measurement/ Target	PfY Ref.	Progress
Workforce Development	Workforce Development Strategy for volunteers, part time and full time staff	<ul style="list-style-type: none"> <li>Workforce Development needs identified and addressed</li> </ul>	<ul style="list-style-type: none"> <li>Workforce Development Action Plan, to include actions around specific themes (eg Mental health; LGBT&amp;Q), developed and reviewed annually</li> <li>Strategy evaluated 2019</li> </ul>	4.13.1 4.13.2	Ongoing
	CPD Framework	<ul style="list-style-type: none"> <li>Raised standards of professionalism</li> </ul>	<ul style="list-style-type: none"> <li>CPD framework devised and implemented by September 2017</li> <li>CPD framework reviewed and revised annually</li> <li>Minimum 80% participant completion of annual CPD programme</li> </ul>	4.13.1 4.13.4	Achieved  Ongoing  Ongoing
	Part Time Staff Training  Volunteering Framework	<ul style="list-style-type: none"> <li>Professional training routes for youth workers</li> <li>Enhanced and increased skills for volunteers</li> <li>Increased training opportunities and accredited programmes for young people</li> </ul>	<ul style="list-style-type: none"> <li>Training route, Volunteering Framework and suite of training programmes devised and implemented; September 2017</li> <li>Minimum 80% participant completion of training; accredited and non-accredited</li> </ul>	4.13.1 4.13.2 4.13.3 4.13.5 4.13.6	Achieved

DE Priority: Developing the Education Workforce					
Area for Action	Outputs	Outcomes	Measurement/ Target	PfY Ref.	Progress
Workforce Development	Young People's Suite of Training	<ul style="list-style-type: none"> <li>Increased employability</li> </ul>	<ul style="list-style-type: none"> <li>Minimum 80% participant achievement of accreditation and transferable skills</li> </ul>	4.13.1 4.13.2 4.13.3 4.13.5 4.13.6	Achieved
	Practice Development System	<ul style="list-style-type: none"> <li>Sectoral needs in relation to Training and Support, Organisational Development and Compliance addressed</li> <li>Coordinated, resourced and supported youth work curriculum and services</li> </ul>	<ul style="list-style-type: none"> <li>Practice Development System established for implementation from April 2017</li> <li>Equality and Inclusion Strategy, Engagement Framework and Supporting Inspections Framework developed and implemented by June 2017</li> <li>Frameworks and Strategies reviewed annually</li> </ul>	4.13.1 4.13.3	Achieved  Ongoing  Ongoing
	Training for Teachers and Youth Workers	<ul style="list-style-type: none"> <li>Partnership Approach between teachers and youth workers to promote lawfulness among children and young people involved in risk taking behaviour</li> </ul>	<ul style="list-style-type: none"> <li>3 year development plan devised by June 2017</li> <li>Training programme developed by June 2017</li> <li>Training programme delivered by March 2018. 2017</li> </ul>		Achieved  Achieved  Revised target date: March 2018 (achieved)

DE Priority: Developing the Education Workforce					
Area for Action	Outputs	Outcomes	Measurement/ Target	PfY Ref.	Progress
	Training for Teachers and Youth Workers	<ul style="list-style-type: none"> <li>Partnership Approach between teachers and youth workers to promote lawfulness among children and young people involved in risk taking behaviour</li> </ul>	<ul style="list-style-type: none"> <li>3 year development plan devised by June 2017</li> <li>Training programme developed by June 2017</li> <li>Training programme delivered by December 2017</li> </ul>		<p>Achieved</p> <p>Achieved</p> <p>Achieved</p>

DE Priority: Improving the Learning Environment						
Area for Action	Outputs	Outcomes	Measurement/ Target	PfY Ref	Progress	
<b>Participation – Voice of young people in decision making</b>	Network for Youth established	<ul style="list-style-type: none"> <li>Young people able to influence others, advocate on behalf of others or take on representative roles</li> </ul>	<ul style="list-style-type: none"> <li>Pilot Network for Youth reviewed April 2017</li> <li>Revised Terms of Reference for Network for Youth in place by April 2018</li> <li>Annual Monitoring of Network for Youth in December 2018 &amp; 2019</li> </ul>	4.20.3	Achieved  Achieved  Ongoing	
	Young people supported to be involved in Regional Advisory Group (RAG)	<ul style="list-style-type: none"> <li>Increased participation of young people</li> <li>Young people contributing to shaping the direction of regional Youth Services.</li> </ul>	<ul style="list-style-type: none"> <li>Young people aged 17+ involved in setting key priorities each year, based on regional assessment of need</li> <li>Young people attending or contributing to each RAG meeting</li> </ul>	4.6.2	Achieved  Ongoing	
	Young people supported to be involved Local Advisory Groups (LAG)	<ul style="list-style-type: none"> <li>Increased local participation of young people</li> </ul>	<ul style="list-style-type: none"> <li>Young people trained and supported to participate in LAG by Senior Youth Worker at minimum monthly meetings</li> <li>Young people involved in setting key priorities each year, based on local assessment of need</li> <li>Young people attending and contributing to each meeting of LAG</li> <li>Young people involved in all local funding assessment panels</li> </ul>	4.6.2	Achieved  Achieved Achieved	
	Youth Advisory Training for young people on LAG	<ul style="list-style-type: none"> <li>Young people contributing to shaping the direction of local Youth Services.</li> </ul>			Achieved	

<b>DE Priority: Improving the Learning Environment</b>					
<b>Area for Action</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Measurement/ Target</b>	<b>PfY Ref.</b>	<b>Progress</b>
<b>Participation – Voice of young people in decision making (continued)</b>	Youth Councils in each EA Area	<ul style="list-style-type: none"> <li>Increased participation of young people</li> </ul>	<ul style="list-style-type: none"> <li>Youth Council operating in each EA area by September 2017, involving young people aged 14+</li> </ul>	4.20.4	Partially achieved (except Belfast)
	Small Grants Scheme	<ul style="list-style-type: none"> <li>Increased participation of young people</li> </ul>	<ul style="list-style-type: none"> <li>Small Grants Scheme launched and administered by young people annually from April 2017</li> </ul>	4.20.5	Achieved
<b>International Work</b>	Common guidelines and procedures for International Work	<ul style="list-style-type: none"> <li>Contributing to Individual and Societal outcomes of Youth Services particularly development of work skills and active citizenship.</li> </ul>	<ul style="list-style-type: none"> <li>Review of the extent of International Work and the outcomes sought commenced by Feb 2017.</li> <li>Guidelines and procedures for effective International work across the region developed by December 2017</li> </ul>	4.20.3	Revised target date - Feb 2018.  Ongoing
<b>Outdoor Education</b>	Implementation of agreed recommendations from the Review of Outdoor Education and Residential Centres	<ul style="list-style-type: none"> <li>More effective use of Residential and Outdoor Education resources to meet assessed need.</li> <li>Outdoor Education contributing effectively to Individual and Societal outcomes of Youth Services</li> </ul>	<ul style="list-style-type: none"> <li>Key actions implemented on a planned and phased basis</li> </ul>	4.20.1	Achieved

<b>DE Priority: Improving the Learning Environment</b>					
<b>Area for Action</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Measurement/ Target</b>	<b>PfY Ref.</b>	<b>Progress</b>
<b>Statutory Youth Estate</b>	Review of Statutory Youth Service Estate	<ul style="list-style-type: none"> <li>• High quality environments for learning for young people</li> <li>• More effective location of Youth Service estate across EA.</li> </ul>	<ul style="list-style-type: none"> <li>• Review all EA Youth Estate in terms of location and maintenance completed by December 2017.</li> </ul>	4.20.1	Achieved
<b>ICT Infrastructure</b>	ICT Strategy for Youth Services	<ul style="list-style-type: none"> <li>• Improved ICT capacity of Youth Service across the region.</li> </ul>	<ul style="list-style-type: none"> <li>• Action plan devised and implemented by March 2018</li> </ul>	4.6.5	Revised target date – March 2018 (achieved).



DE Priority: Transforming Governance and Management of Non-Formal Education					
Area for Action	Outputs	Outcomes	Measurement/Target	PfY Ref.	Progress
<b>New Funding Scheme</b>	New funding scheme developed	<ul style="list-style-type: none"> <li>Funding scheme linked to regional and local assessment of need</li> <li>Historical funding considerations replaced by investment directly linked to assessment of need</li> </ul>	<ul style="list-style-type: none"> <li>Funding scheme developed and transitional arrangements agreed for implementation in April 2017</li> <li>New funding scheme totally operational from April 2018</li> </ul>	4.21 4.22 4.23 4.24	Ongoing
	Schemes to enhance collaboration and cost-effectiveness	<ul style="list-style-type: none"> <li>Cost-effective regional support structures</li> </ul>	<ul style="list-style-type: none"> <li>Sectoral partners facilitated to explore areas of collaboration, sharing back office functions, clustering etc during 2017/18</li> </ul>	4.24.3	
	External funding	<ul style="list-style-type: none"> <li>Additional resources for youth work delivery</li> </ul>	<ul style="list-style-type: none"> <li>Applications to external funders eg Peace 4; Shared Education; other Government Departments</li> </ul>	4.24.5	
<b>Safeguarding/Child Protection</b>	Organisational Safeguarding/Child Protection policies	<ul style="list-style-type: none"> <li>Young people are safe and protected</li> </ul>	<ul style="list-style-type: none"> <li>100% organisations funded by EA are compliant with DE regulations</li> </ul>		Achieved