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Department for Education, Lifelong Learning and Skills

Llywodraeth Cynulliad Cymru
Welsh Assembly Government

Young people, youth work, Youth Service

National Youth Service Strategy for Wales

Information

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PLANT A PHOBL IFANC - GWEITHREDU'R HAWLIAU
CHILDREN AND YOUNG PEOPLE - RIGHTS TO ACTION

Young people, youth work, Youth Service

Audience

Stakeholders at all levels of the youth service and young people aged 11-25.

Overview

This document is derived from the results of a recent consultation "Towards a Youth Service Strategy for Wales". It is intended to identify actions that will drive the Youth Service forward in the foreseeable future.

Action required

No response required

Further information

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Additional copies

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Related documents

Extending Entitlement: supporting young people in Wales
Extending Entitlement: support for 11-25 year olds in Wales: Direction and Guidance
14-19 Learning Pathways Guidance, I
14-19 Learning Pathways Guidance, II
Children and Young People: Rights to Action
The Learning Country: Vision into Action

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Minister's Foreword

Young people's development between the ages of 11 and 25 provides the foundation for the rest of their lives - their relationships, family lives, contribution to their communities and to their employment opportunities. All young people in Wales need access to a range of activities and experiences which help them make positive and constructive choices, gain skills and emotional competence, and learn from their experiences in supportive surroundings. They also have the right to participate in making decisions, planning and reviewing actions which concern them. Our commitment to supporting the Youth Service in creating these opportunities is set out in this strategy.

Our vision for the Youth Service in Wales has been informed by debate and discussion amongst young people, youth workers and many other interested parties. I've been impressed by the extent of the response and the thoughtful and considered way in which people have presented their contributions. This debate has produced a strategy which I believe will secure opportunities, activities, experience and support for young people between 11 and 25 years all over Wales.

The strategy is also informed by the experience and achievements of the Wales Youth Agency with its wide background of administering the National Voluntary Youth Organisations grant scheme, the development and implementation of the Coherent Route of Training, its endeavours at regionalisation, and its work with young people in school. This ensures greater coherence across the youth work field by securing, for example, better engagement between the Youth Service, 14-19 Learning Pathways, community-based schools and learning coaches.

This strategy will be implemented in a genuinely supportive context. It will make an important contribution to our overall vision "Children and Young People: Rights to Action" for 0-25 year olds, "14-19 Learning Pathways" and specifically "Extending Entitlement" for 11-25 year olds.

The Youth Service is an important part of the vision for Extending Entitlement - that all organisations providing services for young people should work together to provide a network of support and experiences to all young people, and with additional support for

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those in greater need. Extending Entitlement sets out to raise the bar on our expectations and aspirations for all young people, and close the gap between the most and least advantaged.

If we are to realise this vision, organisations in the maintained and voluntary sectors will need to be explicit about their contribution to Extending Entitlement and to Youth Service provision in Wales. This is a real test of the original vision for Extending Entitlement. If the vision is to become a reality, it needs to be inclusive, both for young people and for organisations. I invite the maintained and the voluntary sectors to join us in creating a strategic approach to developing provision across Wales. Only by working together in real partnership and by explicitly acknowledging our joint vision for the Youth Service in Wales will we be sure that we can create equality of opportunity for young people in all parts of Wales.

This strategy sets out how we intend to realise our aim for all young people in Wales to be able to benefit from a fit-for-purpose Youth Service which works closely with other partners to meet the needs of young people. Youth work is about highly skilled interventions with clear outcomes which recognise young people's needs - and their potential - and which engage young people in ways that enable them to grow and develop, facing new challenges in a supportive environment.

I recognise that young people spend the equivalent of only 9 minutes of every waking hour in formal learning in school settings. The Youth Service can make the most difference in the remaining time, the equivalent of 51 minutes of their waking time that young people spend in their communities. This is where there is the greatest capacity and opportunity to enhance experience, to develop equality of opportunity, to ensure that all young people have access to opportunities and where the Youth Service will "make the difference".

I urge all those taking forward this strategy to seek to work with young people to innovate and explore the range of opportunities, experiences, activities and support which best provide non-formal learning for young people in the 21st century and which enable them to gain the skills and emotional competence they need to succeed.

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This is only the beginning - making our vision a reality will need commitment and collaboration from the Welsh Assembly Government, the Welsh Local Government Association, local authorities and the voluntary sector. I'm confident that working together we can ensure that the Youth Service in Wales makes its full contribution to Extending Entitlement for 11-25 year olds.

Jane Davidson AM
Minister for Education, Lifelong Learning and Skills

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Summary

The vision for the Youth Service has been informed by debate and discussion amongst young people, youth workers and a wide range of other stakeholders. The development of the Strategy has provided an opportunity to reflect on our existing practice and identify the key priorities and actions for the future.

The Youth Service has a real role in contributing to the agenda by offering young people the sorts of opportunities that motivate them to take positive action, and leads to them further developing a wide range of skills and enhancing their emotional intelligence. The Learning Country: Vision into Action recognises the contribution that non-formal learning makes to the lives of young people to their communities as well as to the economy of Wales. This strategy recognises equally clearly the contribution of the Youth Service to non-formal learning and seeks to maximise that potential.

The Youth Service Strategy will:

- Provide a vision for youth work in Wales and its impact in contributing to the policy agendas of the Welsh Assembly Government;
- Set out how to identify the staff, structure and resources required by the Youth Service in Wales to meet the needs of that vision; and
- Create an action plan to enable youth work to make an effective contribution to Extending Entitlement and the wider policy aspirations of the Welsh Assembly Government.

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Section 1: Introduction

This strategy is about young people, and for young people. The vision, values, goals and actions set out below demonstrate our intent to ensure that all young people in Wales have access to, and are involved in decisions about the services, support, opportunities, activities and experiences which will enable them to gain the personal, social, emotional, intellectual and practical skills they need to get the best from their lives now and in the future.

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Section 2: Vision

Entitlement for young people aged 11-25 in Wales

The vision for Extending Entitlement is clear. Every young person in Wales has a basic entitlement to:

- Education, training and work experience - tailored to their needs;
- Basic skills which open doors to a full life and promote social inclusion;
- A wide and varied range of opportunities to participate in volunteering and active citizenship;
- High quality, responsive and accessible services and facilities;
- Independent, specialist careers advice and guidance and student support and counselling services;
- Personal support and advice - where and when needed and in appropriate formats - with clear ground rules on confidentiality;
- Advice on health, housing, benefits and other issues provided in accessible and welcoming settings;
- Recreational, and social opportunities in a safe and accessible environment;
- Sporting, artistic, musical and outdoor experiences to develop talents, broaden horizons and promote rounded perspectives, including both national and international contexts;
- **The right to be consulted, to participate in decision-making and to be heard, on all matters which concern them or have an impact on their lives.**

To help achieve the vision of Extending Entitlement we need a world class Youth Service, fit for the 21st century, based on the entitlement approach for young people, and working at the heart of local planning structures for services for children and young people in each local authority area as set out in Stronger Partnerships for Better Outcomes.

The Youth Service in the context of this strategy is the term used to describe the structure within which a form of work with young people is undertaken. Youth work within this framework is underpinned by the following characteristics:

1. the voluntary involvement by young people who have chosen to engage in the process
2. being age specific, focused on 11-25 year olds
3. a non-formal education approach
4. being driven by a young-people-first approach
5. a universal approach

Our vision for a world class Youth Service, underpinned by its Curriculum Statement, needs a clear national dimension, supported by strong regional organisations to secure equality of opportunity and high quality provision across Wales, and efficient and effective synergy between local activities.

To do this we need to:

- build on the existing strengths of the Youth Service working across the 11-25 age range;
- ensure the Youth Service makes its right and proper contribution to Welsh Assembly Government policies including Extending Entitlement and 14-19 Learning Pathways, Children and Young People: Rights to Action, The Learning Country: Vision into Action, Delivering beyond the Boundaries (Beecham), Communities First, and the All Wales Youth Offending Strategy;
- enhance the ability of the Youth Service to deliver a wide range of non-formal learning opportunities for young people between the ages of 11-25 which they choose to engage in;
- continue to support the Youth Service to achieve a wide range of outcomes in terms of skills and enhanced emotional competence;
- develop the Youth Service as a universal service, catering for all young people, with additional support and skilled intervention to engage and include those in most need;

- ensure that young people are able to participate in Youth Service activities and programmes in English or Welsh as they choose;
- ensure that activities take account of diversity and equality to secure access for all young people within a universal provision;
- develop opportunities for young people to access activities in their locality, Wales, the UK, Europe the Commonwealth and elsewhere;
- develop additional tools for measuring the outcomes for young people of their involvement in youth service activities;
- enable young people to access the information they need when, how and where they need it;
- further develop the unique blend of maintained and voluntary Youth Service sectors in a way which uses the strengths of each to secure comprehensive provision.

Our vision sets out a positive view of young people and the important part they play in our communities and society. Achieving this vision will have benefits for young people and communities in other ways too, for example by reducing anti-social behaviour, youth crime, substance misuse, youth unemployment, poor educational attainment, poor sexual health and teenage pregnancy. Taking a preventative approach in partnership with young people often helps avoid the social, emotional and physical damage which takes much longer, and costs much more to put right.

Section 3: Key Themes for Youth Work

3.1 Voluntary Engagement

One of the fundamental aspects of youth work practice is that young people should choose to engage or end their involvement. We support this principle and rely on skilled youth workers to make sure they offer activities and experiences which meet the needs of young people and involve as many of them as possible.

Some of the most disadvantaged young people are reluctant to engage for a range of reasons, yet could benefit most from the skilled intervention and support available through the Youth Service. We expect the Youth Service to be pro-active in involving hard to reach young people wherever they are and whatever their circumstances by offering appropriate provision, support and activities to ensure equality of opportunity, without sacrificing voluntary engagement. The measure of a good Youth Service lies in the ability of its youth workers to engage reluctant young people.

We are also aware that work is carried out by the Youth Service in organisations were attendance is compulsory or with young people involved in court imposed community sentences. We believe that these young people need the skilled intervention of youth workers and where appropriate should be given the choice of engagement in activities with their youth worker. In these circumstances youth workers will have made a conscious choice to work at the boundary of voluntary engagement and still not compromise the fundamental principle. Young people should have the choice of voluntary engagement in activities with youth workers even though their attendance at a setting is compulsory.

Most importantly, we believe the Youth Service in Wales is committed to social justice and inclusion, and to engaging as many young people as possible, and in particular those who will benefit most, in activities and experiences which will benefit them, whatever their circumstances and whatever the setting.

3.2 Participation of Young People

Participation has always been a key concept for the Youth Service and is one of the central pillars of the Youth Work Curriculum Statement. This approach is supported by the Welsh Assembly Government's commitment to implementing the principles of Article 12 of the UN Convention on the Rights of the Child in all aspects of its influence and direct work with young people, and the 7 Core Aims for children and young people set out in Children and Young People: Rights to Action.

The Youth Service in Wales is committed to a participative way of working which encourages and enables young people to share responsibility and become equal partners in their learning processes and decision making. This empowers young people, helping them to understand their rights and responsibilities as citizens of the communities they belong to, so that they are able to engage with the personal, social and political issues which affect their lives and the lives of others.

This approach ensures young people are involved as key stakeholders in their own development, identifying the type of activities they want to be involved in and how they will evaluate the benefit of their involvement. This will often include self assessment, peer assessment, more formal assessment and accreditation.

Participation is also about young people's involvement in the management structures, planning, delivery and evaluation of Youth Service provision, including the appointment of relevant Youth Service staff, the audit and analysis of need and the procurement of goods and services which are for young people's use. Young people should also play a key role in consultations and in developing young person friendly communications.

The Youth Service should work together with Funky Dragon, Youth Forums and Schools Councils to enhance the network of participation opportunities for young people throughout Wales. National Standards for Children and Young People's Participation in all settings and situations have been developed by the Participation Consortium. Organisations, including the Youth Service, will be able to achieve a Participation Quality Mark based on the achievement of these standards.

3.3 Outcomes for Young People

The Youth Service, with its positive view of young people, provides a unique learning environment built on the voluntary participation of young people and the quality of the relationship developed with the trained and skilled adult worker. The outcomes for young people from this environment can be identified within three broad themes: **active participation; wider skills development; and enhanced emotional competence**.

1. The outcomes of **active participation** include:

- enjoyment and achievement;
- making a positive contribution to their Youth Club or project, to their neighbourhood, community and society;
- improved health, fitness and well being;
- acquiring new and enhancing existing practical skills related to, for example, their involvement in sport or creative activities or as members of a Youth Forum;
- improved knowledge and understanding of the wide range of issues which affect them;
- becoming involved in community activities;
- learning to manage risk in supportive situations.

2. The outcomes of **wider skills development** include:

- learning to learn;
- team building;
- communication;
- problem solving;
- decision making;
- becoming able to influence services and policies which have an impact on their lives.

3. The outcomes of **enhanced emotional competence** include:

- increased levels of confidence and self-motivation;
- improved self-awareness, motivation and self-worth;
- maintaining the ability to develop and sustain relationships in a wide range of settings;
- empathy with and consideration for others.

The combination of these three themes defines the Youth Service and its contribution to young people's learning. Youth work programmes may focus on any or all of these three themes depending on the needs of young people and their starting point at a given time.

3.4 Measuring the Impact of Youth Work on Young People

Evaluating the impact of youth work on young people as a result of their involvement in Youth Service programmes is complex and involves the use of a wide range of tools. These will include tools capable of measuring personal achievement which will mainly depend on young people developing the skills of reflection and self assessment of their involvement in a wide range of experiences and opportunities.

The methods also include those developed within or adopted by the Youth Service, such as specific achievement awards of the sort offered by the Scouts and Guides or those used by the Duke of Edinburgh's Award. Other tools will be concerned to measure skills development through the achievement of standards set by governing bodies responsible for example, for sport, outdoor activities, senior member training and first aid.

Formal accreditation and qualifications, including NVQs and OCNs which are recognised by the Credit and Qualifications Framework for Wales (CQFW), will continue to be important outcomes for some young people. These types of qualifications delivered within a non-formal education and learning framework provide access to most forms of employment and further and higher education and we sell young people short if we miss opportunities to support their achievement in this way.

Progress in many activities provided by the Youth Service is more appropriately measured by qualitative measures in partnership with young people themselves. We have worked with partners to identify a core set of generic qualitative measures based on emotional competence which will be appropriate in any setting and any context. Demonstrating Success provides example toolkits which have been developed with partners from all sectors, and which will

be trialled, tested and expanded to provide a range of tools suitable for young people and workers to use. These will form the basis of national evaluation and will be reflected in the set of performance indicators. Young people are involved in the testing of the current outcomes of the project and will continue to be an important part of the process.

Demonstrating Success will continue to be developed with the involvement of representatives from all relevant sectors, including the maintained and voluntary Youth Service. We will work with the Youth Service and other partners to secure representation on future working groups and wide involvement in developing the toolkits so that they are appropriate for the range of settings and services for which they are intended.

For 14-19 year olds, the outcomes from the experiences gained through their involvement with the Youth Service will contribute to the rich variety of experiences which support the Learning Core described in 14-19 Learning Pathways and the non-formal strand of their individual learning pathway. This will be recorded where appropriate as part of their developing portfolio of credit and qualifications and as part of their progress file on Careers Wales Online.

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Section 4: Key Themes for Youth Service Organisations

4.1 Workforce Development

The Youth Service's workforce is its most valuable asset. The effective delivery of the vision of this strategy will be dependent on the ability of the workforce to translate the goals of the strategy into action. In recent years significant work has been undertaken to develop initial and in-service training structures to prepare and support the workforce to deliver a fit-for-purpose service which meets the needs of young people and the requirements of government policy.

The development and implementation of a Workforce Development Plan is critically important to the achievement of our vision for the Youth Service. It will include:

- Details of the numbers of qualified workers needed to deliver a high quality universal service across Wales.
- Recommendations for the initial training of workers in the maintained and voluntary sectors of the Youth Service including levels and minimum standards and transferability issues within Wales and the rest of the UK.
- Recommendations for how training will ensure the highest quality of delivery by youth workers to young people.
- A clear framework for the development of a Continuing Professional Development (CPD) process for workers at all levels within the service and how, if required, these will fall in with current HE opportunities.
- A clear link to the workforce element of Children and Young People's Partnership plans.
- A clear link to the direction and guidance provided by Lifelong Learning UK.
- Awareness of the Care Council's work on workforce development.

The Workforce Development Plan will also have a critical role in supporting the fitness for purpose of the Youth Service to ensure an effective contribution to the Learning Pathways 14-19 agenda. This will be key, particularly in relation to the:

- Learning Core in Learning Pathways and the Welsh Baccalaureate - essential Skills, wider activities and experiences and community participation;
- Information, Support and Guidance proposals (particularly Personal Support and Learning Coach);
- Activities which will be relevant to the non-formal strand of a learner's individual learning pathway.

4.2 Youth Service Settings

Youth work focuses on the relationships between young people themselves and the adults working with them. It can - and currently does - take place in a wide range of settings. It will, however, increasingly need to be more creative in making contact with young people where they are and where they want to be if it is to remain relevant to their needs. But wherever it takes place, the environment and facilities need to reflect the value for young people set out in this strategy.

We acknowledge that there is much to do to achieve this but planning and possible rationalisation of provision needs to include consideration of quality environments and should involve young people in what could often be difficult and complex decisions.

Future plans also need to take advantage of technology. Youth work will always be primarily a face-to-face engagement. However, young people increasingly forge relationships in a wide range of ways using technology. The Youth Service needs to include technology to add to the direct relationship and to help young people communicate effectively, engage in their communities and wider society in safe and appropriate ways, and to ensure they have access to information which will help them develop and make decisions.

4.3 Partnership working within the Youth Service

The Youth Service Strategy for Wales is built on maximising the relationship between the maintained and voluntary sectors nationally and locally, utilising the strengths of each to create a wide range of programmes, experiences and support which meet the needs of young people all over Wales and contribute to young people's development and achievement.

The balance of provision between maintained and voluntary sectors may vary to meet the needs of each area. Local authorities will need to lead in reviewing current activity to find out the extent to which local provision meets the aspirations set out in this strategy, respond to local need and work in partnership to plan to fill gaps in provision at local and regional levels.

The Youth Service is also a major partner within the range of services and support available for young people through other organisations forming the Young People's Partnership (YPP) in each area.

Through its work with the YPP and the 14-19 Network the Youth Service will also play an important role in developing the 14-19 Learning Pathways framework in each area.

Section 5: Strategic Goals

The goals set out below will need commitment and collaboration from all major partners if we are to realise the vision set out in section 1. All partners involved in the Youth Service in Wales will need to work together to:

- *expand the models of effective practice currently being provided by the Youth Service across Wales as a means of improving the quality of provision available to all young people;*
- *develop appropriate Youth Service provision across Wales to meet the needs of young people, when, how and where it will be most efficient and effective;*
- *contribute to the Assembly's broader approach to "Children and Young People: Rights to Action" and the delivery of its 7 core aims;*
- *ensure all young people between 11-25 in Wales are encouraged and enabled to take the opportunity to engage, if they choose, in meaningful activities that are challenging, creative and exciting and contained within a non-formal education and learning framework;*
- *provide equality of opportunity for young people to access high quality Youth Service provision wherever they live in Wales, in Welsh or in English;*
- *enable young people to participate in the planning, design, management and evaluation of all provision in maintained and voluntary sectors;*
- *ensure minority groups, hard to reach young people, young people with additional needs and young people in the Youth Justice system have equality of opportunity in access to high quality provision;*
- *ensure young people from 11-25 years understand and can access their entitlements;*
- *work explicitly in partnership to implement Extending Entitlement;*
- *increase the numbers of young people using the Youth Service from 200,000 to 300,000 per year, extend the length of their involvement and ensure universal access, including disadvantaged young people;*
- *develop the structures and workforce to enable the above goals to be achieved.*

5.1 How these strategic goals will be achieved

There are challenges for all partners in the Youth Service in seeking to achieve these goals. If we are to realise the vision and goals for a universal service for young people across Wales all partners will need to review and evaluate their current provision and be prepared to change and develop in real partnership to meet the needs of young people. Our challenge will be to set an example to young people in the way we work together to focus on their needs rather than particular organisational priorities.

The challenges for the Welsh Assembly Government, local authorities, the voluntary sector and Higher Education are set out below. Working together we can ensure the synergy to achieve our aspirational goals.

The Welsh Assembly Government wishes to ensure an effective contribution is made to delivering its broader approach to "Children and Young People: Rights to Action" and the delivery of its 7 core aims by working in close partnership with the Welsh Local Government Association, local authorities, the voluntary sector and Higher Education institutions in Wales. The Welsh Assembly Government will:

- increase the resources available for high quality Youth Service provision which takes forward its vision in the maintained and voluntary sectors;
- implement and work within a regional structure that links national, regional and local policy making, delivery and monitoring and evaluation with the Assembly's response to the Beecham Report;
- produce and implement a national workforce development strategy which ensures the effective training and on-going support and development of those working in the Youth Service;
- support the further development of effective synergy between the voluntary and maintained sectors to ensure a strong high quality Youth Service building on the strengths of each sector;
- lead by example in the participation of young people in policy development, consultation, information and advice, appointment of staff, audit and procurement;

- continue to secure the central contribution of the Youth Service to Extending Entitlement and 14-19 Learning Pathways;
- develop and implement consistent national and local measures to demonstrate the impact of youth work on the development of young people in the context of Extending Entitlement and 14-19 Learning Pathways, building on Demonstrating Success;
- support the development of consistent high quality provision in all elements of the Youth Service in Wales.

The Welsh Local Government Association (WLGA) and local authorities, working closely with local planning structures for services for children and young people and the Welsh Assembly Government should:

- engage in the development of regional partnerships building on the existing 4 consortia identified by ADEW;
- lead by example in providing high quality non-formal education and learning in appropriate locations and environments;
- play a leading role in engaging young people in making decisions, planning and reviewing actions on all matters that affect them;
- support the implementation and maintenance of national evidence gathering systems that meet agreed standards;
- increase the funding available to support the Youth Service to recognise the contribution youth work makes to young people's learning.

The voluntary sector working closely with local planning structures for services for children and young people and the Welsh Assembly Government should:

- develop a regional structure in collaboration with the maintained sector and ensure appropriate communication and involvement at local level;
- play a leading role in engaging young people in making decisions, planning and reviewing actions on all matters that affect them;
- develop a range of national standards which will make explicit its commitment to the Youth Service and Extending Entitlement and which contributes to the work of local planning structures for services for children and young people;
- support the development, implementation and maintenance of national evidence gathering systems that meet agreed standards.

The Higher Education Sector working closely with regional training and planning arrangements for the Youth Service and the Welsh Assembly Government should:

- take advantage of opportunities offered by the Furlong report to expand the number of places available for training of youth workers at all levels, including Welsh medium provision;
- evaluate current programmes to ensure they meet the needs and aspirations for the Youth Service in Wales and offer best fit with locally delivered training to secure progression for students;
- work in partnership with the Education and Training Standards Committee to ensure all programmes meet the requirements of professional endorsement;
- work with partners in HE, the Further Education Sector, Local Authorities and the Welsh Assembly Government to explore the potential contribution to youth work training and development.

Section 6: Resources

From April 2007 both voluntary and maintained Youth Service sectors have the opportunity to plan and prepare how best they will be able to maximise their contribution to Extending Entitlement and the contemporary policy context. They will also have the opportunity to further develop and implement systems to ensure an effective contribution is made to delivering the priorities of the Welsh Assembly Government.

For capital expenditure we expect organisations to have evaluated the options available in an area, and in particular to have considered the opportunities provided by the community focused schools programme. We also expect them to consider access for the maximum number of young people, taking advantage of other capital developments and to consider, for example, mobile provision as a means of securing the involvement of greater numbers of young people.

We will also expect all organisations to work with us to undertake an analysis of the suitability, quality, location, time and current need for the service. All organisations receiving funding will need to be part of the regional strategic development and to align themselves with the vision and goals of this strategy.

Local authorities will need to review the balance between the amount spent on formal learning (approx £4000 per head each year) and the amount spent on activities outside formal education (approx £56 per head each year).

This work should lead to detailed, costed, evidence based proposals for development to start from April 2008 onwards. Future capital and revenue allocations will be dependent on the evidence presented and the quality of forward planning in line with the aspirations of this strategy.

The National Voluntary Youth Organisations (NVYO) grant of £730,000 per year will be extensively reviewed to align with this strategy and to take account of the findings of the Estyn Review January 2007. The current 3 year funding round ends in March 2008. In future, all organisations receiving grant funding will need to demonstrate in detail and in action how they support Extending Entitlement, this strategy and the national, regional and local collaboration arrangements described here. NVYOs will also

need to show how they measure the outcomes of their work with young people and how they intend to contribute to the national implementation of Demonstrating Success to show the impact of their work on young people.

Funding is also being made available through 14-19 Networks, who are required to allocate a proportion of the grant for 2007-8 to personal support, Learning Coach development and the Learning Core, all of which have direct relevance to the Youth Service. An additional amount is also available for innovative projects which can include these elements.

Proposed resources to scope the implementation of the National Youth Service Strategy for 2007-08

- £200,000 revenue funding to support the review and evaluation of existing provision and approaches including current delivery methods, workforce development, voluntary sector capacity, and to scope changes required to move to implementation of this strategy

Section 7: Action Plan for the Youth Service in Wales

Action for the Welsh Assembly Government (WAG)

WAG 1.	**Increase the resources available for high quality Youth Service provision which takes forward its vision in the maintained and voluntary sectors. By 2010.**	
WAG 1.1	subject to the outcomes of the Welsh Assembly Government's budget planning process, we will aim over the next three years to increase the annual amount spent from the current £56 per year for each young person between the ages of 11-25 years.	**From April 2008**
WAG 1.2	review the current funding allocations and methods of distribution to secure the most effective balance between national, regional and local funding streams.	**From April 2007**
WAG 1.3	develop and implement a market research and marketing strategy designed to increase the numbers of young people using the Youth Service from 200,000 per year to 300,000 a year.	**From April 2007**
WAG 2.	**Implement and work within a structure which links national, regional and local policy making, delivery and monitoring and evaluation in line with the Assembly's response to the Beecham Report. By 2008.**	
WAG 2.1	conduct a regional analysis of needs and provision leading to business plans which would influence local Children and Young People's Plan.	**From April 2007**
WAG 2.2	work with local authorities and partners to review and evaluate existing provision including current delivery methods, workforce development, voluntary sector capacity and to scope changes required for the implementation of this strategy.	**From April 2007**

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WAG 2.3	produce and implement 4 regional workforce development plans which ensure the effective regional and local delivery of training and on-going support and development of those working in the Youth Service.	**From April 2007**
WAG 2.4	develop regional, organisation structures and training delivery mechanisms for maintained and voluntary sectors.	**From April 2007**
WAG 2.5	develop and implement systems to manage regionally allocated funds to ensure provision secures equality of opportunity.	**From April 2008**
WAG 2.6	work with individual local authorities to review their contribution to regional strategic development and to secure quality provision for all young people.	**From January 2008**
WAG 3.	**Develop and introduce a national workforce development strategy which ensures the effective training and on-going support and development of those working in the Youth Service. By 2008.**	
WAG 3.1	work with partners to develop a national workforce development strategy for the Youth Service.	**From April 2007**
WAG 3.2	introduce processes and procedures for implementing a collaborative approach which will result in both regional and local delivery.	**From April 2007**
WAG 3.3	implement a reconfigured mandatory national Coherent Route of training which meets the needs of employers based on the sector's National Occupational Standards, the requirements of the Joint Negotiating Council (JNC), the Credit and Qualifications Framework Wales (CQFW) and the Education and Training Standards (ETS) Advisory Group.	**From September 2007**
WAG 3.4	agree joint action for ensuring that a minimum of 90% of those employed full-time are qualified to JNC Professional level qualification.	**From September 2007**
WAG 3.5	identify actions to ensure that a minimum of 90% of those employed part-time are qualified to Youth Support Worker level 1 or 2.	**From September 2007**

WAG 3.6	identify action to ensure that a minimum of 90% of those working in the voluntary Youth Service sector hold an appropriate qualification as determined by the sectors standards linked to the Coherent Route of Training.	**From September 2008**
WAG 3.7	detail action for developing and implementing a Continuing Professional Development (CPD) programme underpinned by a 'fit to practice' process.	**From April 2007**
WAG 4.	**Support the further development of effective synergy between the voluntary and maintained sector Youth Service to ensure a strong joint Youth Service building on the strengths of each sector. By 2010.**	
WAG 4.1	review the ways in which the Welsh Assembly Government works with local authorities, Principal Youth Officers (PYOs), the Council for Wales of Voluntary Youth Services (CWVYS) and the Welsh Local Government Association (WLGA) to take forward all aspects of this strategy.	**From April 2007**
WAG 4.2	develop funding arrangements which better support the implementation of the Youth Service goals, including regional arrangements and review of the National Voluntary Organisations (NVYO) grant scheme working closely with the regional groups to develop relationships.	**From April 2008**
WAG 4.3	work with the Youth Work Advisory Sub Groups on Training, Research and Evaluation, Integrated Approaches and Bilingual Provision set up in autumn 2006.	**Ongoing from October 2006**
WAG 5.	**Lead by example in the participation of young people in policy development, consultation, information and advice, appointment of staff, audit and procurement. By 2008.**	
WAG 5.1	involve young people in all relevant appointments, procurement, audit, consultation.	**From 2007**
WAG 5.2	produce young people friendly documents on all relevant issues.	**From 2007**
WAG 5.3	engage young people in developments and decision making on all policies which affect them.	**From 2007**

WAG 5.4	further develop and disseminate training and outcomes of the Participation Extension project for young people including audit, procurement, appointments, and consultation, involvement and young people friendly documents.	**From 2007**
WAG 5.5	support and facilitate the Youth Service to work together with Funky Dragon, Youth Forums and Schools Councils to enhance the network of participation opportunities for young people throughout Wales.	**From 2007**
WAG 5.6	encourage and support all relevant organisations, including the Welsh Assembly Government itself, to achieve the Participation quality mark as this is identified by the National Standards for Children and Young People's Participation.	**From April 2007**
WAG 6.	**Secure the contribution of the Youth Service to Extending Entitlement and 14-19 Learning Pathways. By 2008.**	
WAG 6.1	ensure the developing regional arrangements for Youth Service training and funding strengthen and support the implementation of Extending Entitlement through young people's planning structures at local authority level.	**From April 2007**
WAG 6.2	develop further guidance to support the mutual contribution to 14-19 Learning Pathways particularly in activities related to the Learning Core, the non-formal strand of an individual learning pathway, youth workers undertaking the Learning Coach role and the Youth Service contribution to the personal support framework as part of Learning Pathways Guidance III.	**From Autumn 2007**

WAG 7.	**Further develop and implement consistent national and local measures to demonstrate the impact of youth work on young people's learning in the context of Extending Entitlement and 14-19 Learning Pathways and building on Demonstrating Success. By 2008.**	
WAG 7.1	further develop and introduce a range of tools as part of Demonstrating Success to measure the impact of Extending Entitlement and 14-19 Learning Pathways on young people.	**From April 2007**
WAG 7.2	develop a set of key performance indicators including Demonstrating Success which reflects the aims of policies for young people in Wales.	**From 2007**
WAG 7.3	work with stakeholders to develop a small but relevant set of Key Performance Indicators for the Youth Service.	**From April 2007**
WAG 8.	**Support the development of consistent high quality provision in all elements of the Youth Service in Wales. By 2011.**	
WAG 8.1	work with Estyn to further develop and refine the inspection arrangements for youth support services and local authority provision.	**From 2007**
WAG 8.2	support the implementation and application of national standards for youth work.	**From 2008**
WAG 8.3	support the implementation of the national standards for participation.	**From 2007**
WAG 8.4	support the Education and Training Standards Advisory Group in developing its rigorous independent endorsement of training for youth workers.	**From 2007**
WAG 8.5	work with regional arrangements to develop peer support and review and disseminate good practice across the region and between regions.	**From 2007**

Action for the Welsh Local Government Association and Local Authorities (LA)

LA 1.	**Develop regional partnerships building on the existing 4 consortia identified by ADEW. By April 2008.**	
LA 1.1	provide effective strategic direction and management for the delivery of Youth Service activities which contribute to outcomes set out in the national strategy.	**From April 2007**
LA 1.2	work together with senior officials and PYOs in each region and Welsh Assembly Government and Welsh Local Government Association officials to set up arrangements for regional organisation and funding allocation.	**From April 2007**
LA 1.3	work with the Welsh Assembly Government to take forward workforce development, training, and strategic development across the region.	**From September 2007**
LA 1.4	inform national policy, share effective practice and contribute to decisions on allocation of funding at regional level.	**From April 2008**
LA 1.5	develop and implement a market research and marketing strategy designed to increase the numbers of young people using the Youth Service from 200,000 per year to 300,000 a year.	**From April 2007**
LA 2.	**Lead by example in providing high quality non-formal education and learning in appropriate locations and environments. By 2011.**	
LA 2.1	review the current structure and organisation of provision so that youth workers in direct contact with young people are appropriately qualified, resourced, supported and their performance managed.	**From September 2007**
LA 2.2	review their current centre based provision to evaluate its fitness for purpose in delivering high quality non-formal education and learning experiences to significant numbers of young people and be prepared to make changes where this is not the case.	**From September 2007**

LA 2.3	work with partners, local planning structures, 14-19 Networks and other authorities to ensure provision is available for all young people.	**From September 2007**
LA 2.4	work with young people on an ongoing basis to ascertain need and become flexible in developing to meet young people's changing requirements.	**From April 2007**
LA 3.	**Play a leading role in engaging young people in making decisions, planning and reviewing actions on all matters that affect them. By 2008.**	
LA 3.1	involve young people in all aspects of policy development which affect them using the skills, knowledge and experience of young people in making decisions on relevant appointments, consultations, audit and procurement processes.	**From 2007**
LA 3.2	produce young people friendly versions of all relevant documents in collaboration with young people.	**From 2007**
LA 3.3	support and facilitate the Youth Service to work together with Funky Dragon, Youth Forums and Schools Councils to enhance the network of participation opportunities for young people throughout Wales.	**From 2007**
LA 3.4	encourage the maintained Youth Service to achieve the Participation quality mark as this is identified within the National Standards for Children and Young People's Participation.	**From 2007**
LA 4.	**Support the implementation and maintenance of national evidence gathering systems that meet agreed standards. By 2008.**	
LA 4.1	support the development of national standards for the gathering of appropriate evidence about the Youth Service as a means of ensuring value for money in expenditure of public funds.	**From September 2007**
LA 4.2	obtain evidence which secures and maintains equality of opportunity for young people in their area and region.	**From April 2008**
LA 4.3	benchmark performance and provision.	**From April 2009**

LA 5.	Increase the funding available to support the Youth Service to recognise the contribution youth work makes to young people's learning. By 2010.	
LA 5.1	review the balance between the amount spent on formal learning (approx £4000 per head each year) and the amount spent on activities outside formal education (approx £56 per head each year).	**From April 2007**
LA 5.2	secure greater investment in non-formal learning to meet the needs of young people in their area to achieve benefits and savings in support services in the medium and longer terms.	**From April 2008**

Action for the voluntary sector (vs)

VS 1.	Develop a regional structure to mirror the maintained sector and to ensure appropriate communication and involvement at local level. By April 2008.	
VS 1.1	provide effective strategic direction and management for the delivery of Youth Service activities which contribute to the outcomes set out in the national strategy.	**From April 2008**
VS 1.2	bring together appropriate individuals to work with Welsh Assembly Government regional officials responsible for youth work.	**From September 2007**
VS 1.3	work with the Welsh Assembly Government to take forward workforce development, training, and strategic development across the region.	**From April 2008**
VS 1.4	inform national policy, share effective practice and contribute to decisions on allocation of funding at regional level.	**From April 2007**
VS 1.5	develop and implement a market research and marketing strategy designed to increase the numbers of young people using the Youth Service from 200,000 per year to 300,000 a year.	**From April 2007**

VS 2.	**Play a leading role in engaging young people in making decisions, planning and reviewing actions on all matters that affect them. By 2008.**	
VS 2.1	involve young people in all aspects of policy development which affect them.	**From 2007**
VS 2.2	use the skills, knowledge and experience of young people in making decisions on relevant appointments, consultations, audit and procurement processes.	**From 2007**
VS 2.3	produce young people friendly versions of all relevant documents in collaboration with young people.	**From 2007**
VS 2.4	work together with Funky Dragon, Youth Forums and Schools Councils to enhance the network of participation opportunities for young people throughout Wales.	**From 2007**
VS 2.5	encourage organisations to achieve the Participation quality mark.	**From April 2007**
VS 3.	**Support the development of a range of national standards for the voluntary sector which will make explicit its commitment to the Youth Service and Extending Entitlement and which contributes to the work of local planning structures for services for children and young people. By April 2008.**	
VS 3.1	support the development of a range of national standards that links its work to the Youth Service in Wales and to Extending Entitlement.	**From September 2007**
VS 3.2	maintain a commitment to quality provision and explicit engagement in Extending Entitlement and the Youth Service.	**From April 2007**
VS 3.3	engage with members and partners to identify and deliver the particular contribution made by voluntary sector organisations to the priorities of the Welsh Assembly Government.	**From April 2007**

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VS 4.	Support the implementation and maintenance of national evidence gathering systems that meet agreed standards. By April 2008.	
VS 4.1	support the development of national standards for the gathering of appropriate evidence about the Youth Service as a means of ensuring value for money in expenditure of public funds.	**From April 2007**
VS 4.2	obtain evidence which secures and maintains equality of opportunity for young people all over Wales.	**From April 2008**
VS 4.3	introduce systems that meet the national standard for benchmarking performance and provision.	**From April 2009**

Action for the Further and Higher Education Sectors

HE 1.	Take advantage of opportunities offered by the Furlong report to review and expand provision for youth work training in HE. By 2008.	
HE 1.1	seek to expand the number of places available for training of youth workers at all levels, including Welsh medium provision.	**From 2007**
HE 2.	**Evaluate current programmes to ensure they meet the needs and aspirations for the Youth Service in Wales and offer best fit with locally delivered training to secure progression for students. By 2008.**	
HE 2.1	take account of the vision and goals set out in this strategy and the policy context in Wales to develop and enhance programmes which ensure the highest quality provision for HE students, and high quality graduates to deliver the strategy.	**From 2007**
HE 2.2	ensure programmes meet the needs of: • Employers based in the sectors, • Young people • National Occupational Standards • Joint Negotiating Council (JNC) • Credit and Qualifications Framework Wales (CQFW) and • Education and Training Standards (ETS) Advisory Group.	

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HE 3.	**Work in partnership with regional planning arrangements for Youth Service training to ensure a variety of high quality provision from initial training to Masters and leadership and management. By 2007.**	
HE 3.1	work with regional planning groups to ensure that regional planning secures high quality training at all levels to meet workforce needs.	**From 2007**
HE 4.	**The Further Education Sector should work with partners in HE, Local Authorities and the Welsh Assembly Government to explore the potential contribution to youth work training and development. By 2008.**	
HE 4.1	work with regional planning groups and with HE to develop appropriate programmes and opportunities for youth workers at various stages in their careers.	**From September 2007**
HE 4.2	work in partnership with regional planning arrangements for Youth Service training to ensure a variety of high quality provision from initial training to CPD, Masters and leadership and management.	**From September 2007**

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Respondents to the Consultation Process

Association of Chief Police Officers in Wales (WACPO)

Arts Council for Wales

Association of Voluntary Organisations Wrexham (AVOW)

Blaenau Gwent County Borough Council

Bridgend Young People's Partnerships

British Red Cross

Caerphilly County Borough Council

Canllaw Online

Cardiff Communities First

Cardiff County Council

Careers Wales North East

Careers Wales Association, CLIC

Carmarthenshire County Council

Carmarthenshire Young People's Partnerships

Ceredigion Youth Service

Clubs for Young People Wales

Conwy Education Service/Youth Service

Council for Wales of Voluntary Youth Services (CWVYS)

Community and Youth Workers Union (CYWU)

Deaf Association Wales

Denbighshire Voluntary Services Council

Denbighshire Young People's Partnership

Denbighshire Youth Service

ESTYN, Her Majesty's Inspectorate for Education and Training in Wales

Education and Training Sub Group

Fairbridge Cymru

Family Planning Association

Flintshire County Council

Flintshire Local Voluntary Council

Flintshire YOT Managers Cymru

Funky Dragon

Gwent Association of Voluntary Organisations (GAVO)

Gwynedd Youth Service

Llifelong Learning UK (LLUK)

Ministerial Advisory Group Panel on Children and Young People's Participation

Merthyr Tydfil Youth Service

Merthyr Tydfil Young People's Partnership

Monmouthshire Children and Young People's Partnership

Monmouthshire Youth Service

Hamish Murphy

NCH Cymru

Neath Port Talbot County Borough Council

Neath Port Talbot Youth Service

Newport City Council

Pembrokeshire County Council

People and Work Unit

Play Wales

Powys Youth Service

Powys Young People's Partnerships

Rathbone

Rhondda Cynon Taff County Borough Council

Rhondda Cynon Taff Youth Council

Rhondda Cynon Taff Youth Service

Rhondda Cynon Taff Youth Service (Young People)

Save the Children

Peter Roberts

Royal National Instituted for Deaf People (RNID Cymru)

Sgowtiaid Cymru / The Welsh Scout Council

Standing Conference for Youth Work in Wales

Social Justice and Regeneration Department (WAG)

Sure Start

Swansea Youth Service

Torfaen County Borough Council Youth Service

Urdd Gobaith Cymru

University of Wales Newport (UWN)

University of Wales Institute Cardiff (UWIC)

Vale of Glamorgan Young People's Partnerships

Vale of Glamorgan Youth Service

Wales Young Farmers Clubs

Wales Council for Voluntary Action (WCVA)

Welsh Language Board (WLB)

Welsh Local Government Association (WLGA)

Wrexham County Borough Council

Youth Cymru

Ynys Mon/Anglesey Youth Service

Young People's Focus Groups (5)

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