

Youth Support Grant Work Plan 2017-18



Local Authority: Bridgend County Borough Council

Name of person completing the work plan: [information redacted]

Email: [information redacted]

Please complete the information required below including how you plan to spend your allocation and the planned outputs and outcomes you hope to achieve. Please return to:

Sam Evans/Rebekah Hurst, Youth Work team,

B3 front, Welsh Government, Sarn Mynach, Llandudno Junction, Conwy, LL31 9RZ .

Telephone: 03000625224

Please send a copy by email to: YouthWork@wales.gsi.gov.uk

You will be required to submit this work plan by 17th February 2017

Youth Support (YS) grant criteria

The YS grant may support the following criteria:

- A. Support open access and targeted youth work provision to meet local need and fill identified gaps.
- B. Delivery of specific and targeted provision for the most vulnerable young people.
- C. Sustaining the Engagement and Progression Coordinator (EPC) function.
- D. Further development of brokerage and lead worker support.
- E. Support the local authority's ability to achieve the Quality Mark for Youth Work in Wales.
- F. Supporting better engagement with the Voluntary Sector in Wales;
- G. Supporting collaborative working at a regional level to enable more effective delivery of YEPF activity.
- H. Supporting regional ESF delivery of the NEET youth employment and attainment objectives; and
- I. Up to 25% can be spent on supporting training needs for staffing (including the voluntary sector), this grant may not be used to fund generic training which should be delivered through Local Authorities such as safeguarding, health and safety and food hygiene.

Planned activities should be linked to the grant criteria identified above:

Grant criteria (E.G - A, B or C)	Planned action/ activity	Target: Planned outputs, outcomes and milestones to be achieved against your action/ activity	Cost of action /activity
B, D & H	Engagement and Transition Worker (x3): This project will continue to form another crucial part of local authorities' implementation of the Youth Engagement and Progression Framework. The objectives of this project will include proactively re-engaging and maintaining relationships with young people (16 – 24 years old) who are at risk of, or have failed to make a successful transition from school, college and training, while also engaging with their families more broadly, as appropriate. This project will engage in the following activities in order to meet the proposed criteria:- - Workers become a named individual for a caseload of young people identified as: - Being identified by Careers Wales, as Tier 1 (unknown) or Tier 2 (not available/ready to enter EET). Maintaining, updating and evaluating appropriate records and prepare reports as required. - Having involvement with Social Services and the	<i>The Engagement and Transition team will monitor the following outcomes: -</i> - Reduction of number of young people categorised as Tier 1 (Unknown) & Tier 2 (not available/ready to enter EET) in the Careers Wales 5 Tier Model of Engagement. - Higher proportion of young people in Tier 2 receiving tailored information, advice and guidance interviews with Careers Wales. - Provision of seamless transition from school based Lead Workers to provide continuity of support where young people are still deemed to be vulnerable to becoming NEET. - Demonstrate a marked increase in young people's wellbeing, such as confidence and self-esteem, as well as motivation and presentation which will support them in engaging in education, employment and training opportunities. - Develop a range of formal and informal interventions for young people who are not	Salary of: £84,958.00 inc. on costs

Aftercare team c) Careers Wales (Tier 4 – Young people at risk of dropping out of EET)	• Undertake a holistic assessment to identify barriers to engagement that the young person is faced with. This will include the consideration of the family context through the Joint Assessment Family Framework (JAFF) process used locally. • Proactively engage and maintain strong relationships with young people, and their families. Acting as an advocate, when appropriate, to identify goals, aspirations and strengths in addition to helping individuals to make informed decisions relating to their needs/situation. • Coordinate support from a range of other support services, as well as providing feedback on the progress of individual young people to the Engagement and Progression Coordinator, which will enable an assessment of whether support is having the desired impact. • Manage key transition points in the young person's education or employment. Ensuring that a managed 'hand over' is brokered between other professionals and educational/employment providers, and this transition is considered with the best interests of the young person as a priority. • Support voluntary sector to provide specialist information, advice and guidance to young people participating within their provision.	ready/willing, and/or needing additional support in their transition into education, employment or training. <i>Performance Measures:</i> ✓ 35 young people to engage with each Engagement and Transition worker, who will act as a lead worker, and a broker for intensive on-going support into education, employment and training. ✓ 80% of young people progressing onto Tier 3 (Careers Wales) and are actively looking for progression onto education, employment or training. ✓ 50% of young people progressing onto Tier 5 (Sustained education, employment or training). ✓ 70% of young people to maintain their respective placements and complete the course or qualification they were working towards. ✓ 80% of service users will report positive changes to their attitude towards learning. ✓ 95% of the young people will express satisfaction of the service they have received through this project.
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	Plan and facilitate activities (individual and group work based), in partnership with voluntary sector colleagues, designed not only to re-engage and motivate young people, but to also address identified needs of both individual, as well as groups of young people.		
A & G	Sustaining the Engagement and Progression Coordinator (EPC) function: With the development of our European Social Fund (ESF) Inspire 2 Achieve operation, Bridgend has been able to part fund 50% of the salary costs for the EPC. This grant will allow us to fund the remaining 50% of the role for this financial year.	Continued development of the YEPF including the Early Identification (EI) tool, the role of Lead Worker in schools and post-16 and the join up between LA delivery and Inspire 2 Achieve.	Salary of: £22,820 inc. on costs
H & I	The Local Authority continues to support the Third Sector in the delivery of youth services for young people. As statutory sector youth services reduce, there is an emphasis on building capacity within the Third Sector to deliver universal provisions to young people aged 11-25, in community areas within Bridgend where there is currently little to no open access provision. Ongoing links and strategic coordination with the Third Sector, in addition to financial support offered via this grant, will provide the following opportunities among voluntary based universal provisions:- - Open access provisions through the Voluntary Sector will allow young people to access activities within their community. Supporting local universal provisions will contribute to the reduction in any gaps in services for young people. - Providers will be commissioned to deliver open	Through commissioning of small grants to deliver open access provisions, Third Sector Services will be monitored and supported to deliver the following activities and outcomes: - To provide a community based open access youth club provision for all young people aged 11-25. - Provide accredited opportunities for young people through access to universal provisions. This will include, but is not limited to, Duke of Edinburgh Award, Agored Cymru qualifications, Inspire Awards. Accredited opportunities will be supported through the BCBC Early Help team. - Undertake ongoing consultation activities with participants. Consultation will be used to inform delivery activities, and will be tailored to the individual activities of young people.	Commissioning lots for Third Sector: £33,000

	access based activities for young people in local areas where there is little to no current youth provisions. • The development of effective communication mechanisms between the Local Authority, and the Third Sector to ensure the provision of adequate universal provisions for young people. • Open access provisions successful in receiving a grant will be encouraged to engage in existing formalised networks, in particular, the Youth Support Services network. Participation on this network will support the development of youth work activities in Bridgend. • Partnership providers within the Third Sector will be supported in delivering activities based on the needs of young people, following comprehensive feedback from a largescale consultation exercise with young people. Commissioned providers will have access to, and will receive support in responding to the issues highlighted within the consultation exercise. • In addition to the provision of universal services, Third Sector providers will also be encouraged to deliver outreach and consultation projects as part of their youth club provision. This will be reinforced by current existing partnership links with South Wales Police and the Anti-Social Behaviour Department. • Any provisions commissioned through this grant will be supported in the delivery of a Quality Mark for Youth Work through membership of CWVYS, and will be supported through staff training to ensure a standardised approach to the delivery of Youth Work is maintained.	✓ Represent youth work activities via the partnership network between the Local Authority and the Third Sector. Providers will be expected to feed in to the Youth Support Services Network to inform the development of Youth Work activities in Bridgend. ✓ Acknowledge and respond to the results of the 446/Youth Review consultation results. ✓ Open access services will provide a range of engagement activities for young people ranging from informal and non-formal learning opportunities, issue based support activates as well as sporting and personal development opportunities. ✓ Open access services will also be required to provide Outreach services within their community, should the need arise. ✓ Prior consideration will be given to universal services that are able to provide opportunities to young people in Welsh, and for young people who have additional learning needs. <i>Due to the nature of the commissioning process, it is difficult to quantify targets/outcomes at this early stage. However, all successful lots will be subject to a mid-point review, where progress towards agreed outcomes will be measured.</i>
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H & I	Training and Workforce Development:		Total Cost: £6,521
	The delivery of training activities will be provided through this grant to Third Sector services. There is a need for the Local Authority to provide support within a number of capacities to Voluntary Sector services. Bridgend County Early Help team has developed partnership links with a number of Third Sector provisions within Bridgend, which is supported by links with Bridgend Association of Voluntary Organisations (BAVO) who primarily support individual Voluntary services to deliver provision to young people. A proportion of this grant will be provided to BAVO specifically to be used for the delivery of needs based training for Third Sector staff, which will essentially improve the skills and quality of frontline delivery. Higher Education and CPD: This element of the grant will be used to support Early Help staff to continue to complete their modules to achieve a Youth Work qualification. Current university students will be supported financially (up to 60%) through the financial year 2016/17, which will support them in their completion of their course, two of which will complete Level 6, and one will complete Level 5 of their BSc Hons Youth and Community Work. Additional support will be provided in terms of placement supervision via current Local Authority staff to ensure they are achieving the objectives of the professional qualification route. Supporting staff through	Through the provision of the training grant to BAVO, the commissioning body (BCBC) will be monitoring the delivery of training, the information required will include: ✓ Training needs analysis undertaken by BAVO to map the training and development needs of frontline (Third Sector) staff. ✓ A completed calendar of training events coordinated via BAVO. ✓ Final number of staff undertaking training via this grant. The following outcomes are expected to be achieved through the provision of supported costs to support internal staff complete their Youth Work qualifications. ✓ 100% of all FTE staff (25 members) holding a recognised qualification relevant to their professional role (or on route), and registered with the Education Workforce Council (where appropriate). ✓ Youth Workers qualified, or working towards a recognised and endorsed professional qualification in line with JNC Terms and Conditions. ✓ Support in ensuring Quality standards of the delivery of work to young people through a Youth Work based approach.	Joint Training with 3rd Sector £5,000 CPD – Youth Work Qualification £1,521

	their degree courses will allow for a more robust workforce in line with national CPD standards, and will reinforce the professional capacity of Early Help Staff.		
B & D	Children's Rights and Participation Worker: To increase knowledge, understanding and the delivery of Children's Rights and Participation amongst services across Bridgend in order to ensure that all children and young people are aware of their rights, and are provided with opportunities to increase their engagement and participation within the decision making and formal democratic process. To embed the United Nations Conventions on the Rights of the Child (UNCRC) and ensure effective operational activities are in place to enable the participation and engagement of children and young people in all decisions that affect their lives within the context of local and national policies. This project will engage in the following activities in order to meet the proposed criteria:- • To develop and implement a range of good quality coordinated consultation and engagement activities for the directorate to achieve a robust and consistent approach to consultation and engagement. • To support the implementation of the Participation Strategy and supplementary Action Plan, and	<i>The Children's Rights and Participation Worker will monitor the following outcomes:-</i> ✓ Recruit and maintain a consistent group of young people (Bridgend Participation Forum – was Youth Council) who will represent the views of all young people in Bridgend in order to make positive change to both mainstream and more vulnerable young people providing them with peer led progression opportunities – Minimum of 30 young people attend 5 or more Full Council meetings (per year). ✓ Secure and prioritise opportunities for marginalised and vulnerable young people to ensure they are included in opportunities to take part in the decision making and democratic process – At least 40% of the Youth Council from representative groups. ✓ Complete accreditation and attainment opportunities with Bridgend Youth Council (including D of E) as part of their ongoing participation in the democratic process – Minimum of 50% of members enrol	Salary of: £26,538.00 inc. on costs

	monitor progress against the actions, ensuring compliance with the statutory guidance and Local Authority expectations to deliver Children's Rights and Participation. • To conduct a full Council audit on Children's Rights and contribute to the development of a baseline, performance indicator and the targets that effectively evaluates and assesses the implementation of the UNCRC and Participation. • To monitor and review the implementation of the National Participation Standards for children and young people, providing specialist organisational support to partners, both internal and external, and to quality assure their participatory activity with children and young people. • To work with the local Participation Strategy Network in order to benchmark the collective participatory work of local services against a National Kitemarking Scheme for Children's Rights and Participation. • Facilitate and support a Youth Participation Forum to represent the views of other young people within the Council's democratic process, the Public Service Board and other local and national Participation forums. • To represent the directorate on interest groups, at local and national events and forums, relevant to the Children's Rights and Participation agenda.	onto opportunities. ✓ Ensure that a proportion of members involved in the democratic process enter in to further progression opportunities including volunteering, educational and/or employment based achievements – minimum of 20% of members. ✓ To ensure a large proportion of the population of young people across Bridgend are engaged in the consultation process on issues which are relevant to, and matter to them (in line with the Future Generations Act) – 20% target of the population. ✓ Deliver UNCRC training and increase awareness of children's rights to a proportion of the population of 11 – 25 year olds within Bridgend – 15% of the population.
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		Total : £173,538
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Signatories

This work plan should be seen, approved and signed by the Lead Director who has responsibility for young people within their local authority, the Senior Manager for youth work provision, for example the Principal Youth Officer and the Senior Manager leading on the Youth Engagement and Progression Framework within the Local Authority:

Lead Director:

Signed:

[Redacted Signature]

Name:

[Redacted Name]

Position:

[Redacted Position]

Date:

17th February 2017

Senior Manager (Youth Work):

Signed:

[Redacted Signature]

Name:

[Information redacted]

Position:

[Information redacted]

Date:

17th February 2017

Senior Manager (YEPF):

Signed:

[Redacted Signature]

Name:

[Information redacted]

Position:

[Information redacted]

Date:

17th February 2017

