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Consultation Document

A vision for a new national youth work strategy for Wales 2013–2018



Date of issue: **18 June 2013**

Action required: Responses by **16 September 2013**

A vision for a new national youth work strategy for Wales 2013–2018

- Overview** This consultation document sets out the Welsh Government's proposal for a new vision for youth work as part of Youth Services in Wales. The proposals are relevant to both statutory and voluntary providers of Youth Services to young people aged 11–25 years.
- How to respond** Responses to this consultation should be e-mailed/posted to the address below to arrive by **16 September 2013** at the latest.
- Further information and related documents** Large print, Braille and alternate language versions of this document are available on request.
The consultation documents can be accessed from the Welsh Government's website at www.wales.gov.uk/consultations
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How the views and information you give us will be used

Any response you send us will be seen in full by Welsh Government staff dealing with the issues which this consultation is about. It may also be seen by other Welsh Government staff to help them plan future consultations.

The Welsh Government intends to publish a summary of the responses to this document. We may also publish responses in full. Normally, the name and address (or part of the address) of the person or organisation who sent the response are published with the response. This helps to show that the consultation was carried out properly. If you do not want your name or address published, please tell us this in writing when you send your response. We will then blank them out.

Names or addresses we blank out might still get published later, though we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including the Welsh Government. This includes information which has not been published. However, the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it or not. If someone has asked for their name and address not to be published, that is an important fact we would take into account. However, there might sometimes be important reasons why we would have to reveal someone's name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we finally decided to reveal the information.

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Ministerial foreword



I have seen the difference that high-quality youth work can make to young people and communities and I am immensely proud of the work of both the statutory and voluntary Youth Service. I recognise that high-quality youth work has a crucial role to play in the achievement of many Welsh Government objectives.

Effective youth work practice can build the capacity and resilience of young people. Youth Services have a strong track record in engaging young people in positive activities that are participative, empowering and encouraging. Through non-formal and informal learning which support personal and social development Youth Services help young people to develop skills and qualities they will need in adulthood. Youth Services offer a distinctive approach which offers a connection to young people that is educational, challenging and fun.

Youth Services need to be seen across Wales as a strategic service, not as an aspect of a leisure service or indeed as a service of last resort. I want to strengthen the value and status of youth work as a service and a profession.

I want Youth Services to reach out to all young people and offer a focused range of youth work development opportunities, including: volunteering; project work; outdoor activities; the chance to gain nationally recognised accreditations; and opportunities to take part in activities which take the young person into new environments away from their home communities.

Alongside this offer, I also want to ensure that young people who are likely to become disengaged from education, training or employment are given the priority that they need. I want Youth Services be a significant and strategically connected partner in our drive to engage and support all young people in education, training and employment.

Empowered Youth Services can and should be expected to demonstrate how they are adding real value to the lives of young people on a national basis. This consultation document sets out my vision and priorities for youth work, delivered by Youth Services in Wales. My proposed approach is centred around three themes.

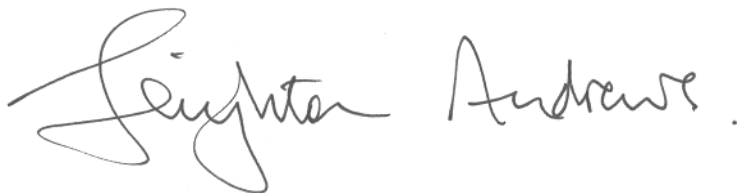
The first theme, 'Delivering Education', involves strengthening the strategic relationship between Youth Services and formal education on a national basis. I want to see Youth Services fully aligned with the wider education services. The proposals set out in this consultation are intended to support and direct the focus of the Youth Service so it is positioned, and can be recognised as, a major contributor to improving educational, life-wide and lifelong outcomes for young people. I want providers of Youth Services to play a key role in supporting young people to successfully remain engaged in, and progress through, their formal education and training. To enable this change I recognise the need for the Welsh Government to provide clear guidance and set clear expectations for delivery in this area going forward.

The second theme, 'Building Capacity', addresses the need for an improved strategic interface between the statutory Youth Service (based within LAs) and the work of organisations within the voluntary Youth Service. I value the contribution which both sectors make across Wales and believe both sectors have expertise and resources which are contributing to improving the quality of young people's lives.

Better coordination, planning and capacity building between those operating in the statutory and voluntary Youth Services are vital for high-quality Youth Services delivery. I am committed to using the influence of the Welsh Government to enable and strengthen effective partnership working between the statutory and voluntary Youth Services across Wales.

Finally my third theme, 'Accountability and Results', addresses the need to strengthen the ability of the sector to demonstrate impact. I recognise that this is not straightforward because the very nature of support and delivery often does not lend itself to simple forms of measurement. It is imperative to understand performance and outcomes better without a burdensome bureaucracy. Welsh Government investment needs to be targeted to deliver maximum results and therefore I intend to use the new strategy to put in place performance measures and accountability mechanisms which support the identification of good practice. This work is essential to deliver best value and also to position Youth Services as a truly strategic delivery service in Wales.

I invite and welcome your views on the proposals put forward in this document. Your contribution will help ensure that we get the right youth work strategy in place to support the rights and entitlements of all young people in Wales.

A handwritten signature in black ink that reads "Leighton Andrews". The signature is written in a cursive style with a period at the end.

Leighton Andrews AM
Minister for Education and Skills

Introduction

The unique and distinctive character of youth work is that it is based on a voluntary relationship between young people and youth workers. The *Youth Work National Occupational Standards* (2012) identified that the key purpose of youth work is to:

‘enable young people to develop holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence and place in society and to reach their full potential.’

Good non-formal educative youth work provides young people with active, purposeful interventions that produces effective learning and developmental environments. Youth work can play an important role in equipping and helping young people to achieve in their formal education. Youth work in Wales offers opportunities for learning that are educative, expressive, participative, inclusive and empowering¹.

It is important, however, to seek constant improvement. *Evaluation of the National Youth Service Strategy for Wales (2007–2010)*² concluded that the strategy had provided a broad framework for the ongoing development of Youth Services. The evaluation raised a number of challenges and recommendations which have been considered in the development of this strategy. These included:

- develop and introduce new National Standards for youth work
- reduce the local variations in spending per head for young people in order to promote equality of opportunity and provision
- develop local Youth Service strategies which reflect the national vision for the Youth Service
- increase the proportion of youth workers qualified to Joint Negotiated Committee (JNC)³ Professional level qualification, including those in the voluntary sector
- share good practice in engaging young people in decision making at a local level
- improve strategic links between higher education institutes and Principal Youth Officers
- ensure robust management information systems are in place to collect data on take-up, outcomes and progression.

These comments provide an opportunity for us to improve this vital service.

¹ *Youth Work in Wales: Principles and Purposes* (WLGA, 2013) <http://www.wlga.gov.uk/publications-and-consultation-responses-III/youth-work-in-wales-principles-and-purposes>.

² *Evaluation of the National Youth Service Strategy for Wales* Arad Research, Welsh Assembly Government Social Research, 2010

³ JNC, for Youth and Community Workers, is the body which sets the national framework used to grade and pay youth work jobs.

Policy context

The Minister for Education and Skills has committed within the Programme for Government progress report 2012, to update the National Youth Service Strategy. This consultation document supports the delivery of this commitment.

Through the Learning and Skills Act 2000, section 123(1), Welsh Ministers directed local authorities (LAs) to provide, secure the provision of, or participate in the provision of, youth support services. Youth support services are services that encourage, enable or assist young people to:

- participate effectively in education and training
- take advantage of opportunities for employment
- participate effectively and responsibly in the life of their communities.

Youth Services make an important contribution to the provision of youth support services.

Extending Entitlement: support for 11 to 25 year olds in Wales – Direction and Guidance July 2002 (2002), set out a statutory basis and directions for the Youth Service in Wales for the first time. It stated that, in the context of youth work provision, ‘informal education’ refers to a process of learning which involves the voluntary engagement of young people with services that enable them to participate in a wide range of experiences and activities that promote their personal and social development. *Extending Entitlement: support for 11 to 25 year olds in Wales – Direction and Guidance July 2002* set out to raise the bar on our expectations and aspirations for all young people, and close the gap between the most and least advantaged.

Within *Extending Entitlement: support for 11 to 25 year olds in Wales – Direction and Guidance July 2002* every young person in Wales has a basic entitlement to ‘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’. The United Nations Convention Rights of the Child supports this entitlement. It grants children and young people a comprehensive set of rights: article 12 supports young people’s right to express their views freely in all matters that affect them. Active participation in decision making is a fundamental principle of youth work, ensuring that young people are at the very heart of and instrumental in shaping services.

The EU Youth Strategy (2010–18) report *An EU Strategy for Youth – Investing and Empowering*, aims to provide more and equal opportunities for young people in education and in the labour market. It seeks to encourage young people to be active citizens and participate in society. The strategy proposes initiatives in eight fields of action: education and training; employment and entrepreneurship; health and well-being; participation; voluntary activities; social inclusion; youth and the world; and creativity and culture. Included in the aspirations for implementation of the approach are calls for the strategy to be supported by:

- an evidence-base for youth policy – all policy must be based on concrete evidence, experience and knowledge of the situation of young people;
- youth work – promoting opportunities for young people to develop autonomy and key competences such as a sense of initiative and entrepreneurship, and to actively participate in all fields of public life (social, political, educational, sports, service).

The Council of Europe seeks to develop throughout Europe common and democratic principles based on the European Convention on Human Rights and other reference texts on the protection of individuals. Their 2008 (*“Agenda 2020”*) youth policy and action priorities include: Human rights and democracy; Living together in diverse societies; and Social inclusion of young people. European youth policies aim for the successful integration of all young people into society and continue to pursue the objectives of ensuring young people’s access to quality education and training, to decent work and living conditions, as well as developing the conditions to enable them to contribute to the development of society. We believe that the proposals put forward for youth work in Wales within this consultation support the delivery of this broader European agenda.

In Wales Ministers are concerned that the numbers of young people not in education, training or employment have remained stubbornly high for too long. Within the Youth Engagement and Progression Framework Ministers have committed to improving the coordination of support available for young people and ensuring that young people are given the advice, information and guidance they need to navigate and access the range of provision and support that exists. Full details of the can be found at

<http://wales.gov.uk/topics/educationandskills/skillsandtraining/youthengagement/?lang=en>

In September 2013 a national implementation plan will be published, for all stakeholders to develop an effective plan for delivery, to be coordinated at a local level. It is recommended that LAs position youth work through Youth Services as a key player, responsible for supporting delivery of the Framework across Wales.

Strategic challenges

The Children's Commissioner for Wales' *Annual Report & Accounts 2011/12* recognised that youth work supports young people to realise and understand their rights. The report highlighted concerns that a move towards holistic family-focused services may mean that older young people are left behind. It also highlighted that the youth strategy in Wales has been due for update since 2010. The Children's Commissioner called on the Welsh Government to address the delay⁴.

In developing this consultation a clear and consistent message from stakeholders has been for the Welsh Government to provide clarity and focus in terms of the expectations and aspirations being set out for Youth Services. There are a number of strategic challenges that exist which the proposals set out in this consultation seek to tackle. These include:

- asserting the status and role of youth work alongside formal education
- linking with European findings around the recognition and validation of non-formal and informal education
- contributing to improving levels of youth engagement and progression
- strengthening the evidence base to demonstrate impact and support accountability
- delivering the range of open access and targeted provision to engage a wide range of young people to enable them grow and progress
- building effective practice between the statutory and voluntary sectors
- embracing new delivery models to widen participation
- maximising the impact of direct Welsh Government grant funding.

⁴ www.childcom.org.uk/en/publications-list/ *Annual report & accounts 2011/12* (2012)

Where we are now

Youth Service delivery

Annually the Welsh Government collates statistics on the statutory Youth Service in Wales. The statistics present information collected about young people aged 11-25 years who are members of the statutory Youth Service, the accreditations they have gained, the projects in which they are participating and information about the workforce and finances. Key findings from the 2011/12 Youth Service Audit⁵ include:

- over 120,000 young people were registered members⁶ of the Youth Service in Wales. This figure represented 21 per cent of the population of 11 to 25-year-olds in Wales
- around 13,400 young people received a nationally recognised accreditation during the year, representing 11 per cent of registered Youth Service members
- at March 2012, there were 961 full-time equivalent Youth Service management and delivery staff working across LAs in Wales
- the total income for the Youth Service in 2011–12 was £44.1 million and the total spend by the Youth Service in Wales was £43.7 million.

At present the Welsh Government collates no comparative statistics for the voluntary sector.

Current levels of funding to support Youth Service delivery

In 2013–14 Youth Services received the following Welsh Government funding.

- Revenue Support Grant (of which total LA Youth Services allocation £34.1 million). The whole Revenue Support Grant is un-hypothecated and its service level allocations are not designed to be prescriptive or targets for LAs to meet.

Additional funding received from the Welsh Government Youth Support and Guidance Branch included:

- Youth Service Revenue Grant (£2.5 million). This grant is distributed across the 22 LAs by a needs-based formula designed to be unbiased by local decisions. Please see Annex A (on page 17) for full details of how this grant was distributed in 2013/14. LAs were asked to submit a work plan against criteria that aligned the grant with Ministerial priorities around youth engagement and employment.

⁵ The Statistical Release can be found by clicking through <http://wales.gov.uk/topics/statistics/headlines/youth2010/121023/?lang=en>. Additional data is available through StatsWales at

http://www.statswales.wales.gov.uk/ReportFolders/reportfolders.aspx?IF_ActivePath=P,30048

⁶ Young people registered with the Youth Service whose name, address and date of birth are known.

- Youth Work Training Grant (£491k). This grant is distributed to LAs, based on the same formula as the Youth Service Revenue Grant. This supports the continuous professional development opportunities for youth workers.
- National Voluntary Youth Organisation Grant (£679k). This is a competitive grant that provides national voluntary youth organisations the opportunity to gain funding to deliver projects that will impact on young people's skills development and employability skills. This current grant round ends in March 2015.
- Council for Wales Voluntary Youth Service (CWVYS) Grant (£104k). This grant provides core funding to enable CWVYS to represent, support and give a collective voice to its membership of national and local voluntary youth organisations

Our vision for change

In light of the strategic challenges we believe that the new National Youth Work Strategy for Wales and, therefore, its funding, should be based around three core strategic themes. These are:

Theme 1: Delivering Education

Theme 2: Building Capacity

Theme 3: Accountability and Results.

Theme 1: Delivering Education

Proposal 1: Alignment of Youth Service delivery in support of priorities for education

Regrettably we believe there is a persistent lack of recognition of the value of youth work delivered by Youth Services within the wider education context. Although there are examples of good practice, Youth Services are not consistently recognised as a key partner by those in formal education. As a consequence the links between formal education provision and Youth Service delivery is underdeveloped and under-utilised on a national basis. This is of course a two-way argument, with a clear onus on the service to be able to demonstrate its value to other key educational partners.

Non-formal and formal education is often subjected to a false division, yet there is a great deal of overlap and huge potential for complementarity. Research has demonstrated that youth work practice can improve young people's school attendance, behaviour, motivation, and relationships. Furthermore learning experiences outside the classroom can promote engagement and achievement in school settings⁷. We know that some schools across Wales are recognising the benefit of Youth Services and youth work approaches.

We believe it is necessary to develop the role and status of those working within Youth Services. The professionalism and credibility of youth workers is critical to underpin a stronger relationship with providers of formal education. The proposals set out below seek to drive the professionalisation agenda and equip those in the service to operate on an equal footing with others supporting and educating young people.

We therefore propose that:

- Youth Services work in partnership with all secondary schools, including Welsh-medium schools, to support the engagement and progression of young people

⁷ *The Contribution of Non-formal Learning to Young People's Life Chances: Learning from the Evidence* (NYA and Fabian Society, 2008).

- an independent evaluation of the impact of youth work in (and with) schools is conducted by December 2017
- a target will be set to drive up the number of youth workers holding JNC-recognised youth work qualification
- the Welsh Government will continue to promote and support high-quality nationally recognised professional training for youth workers.

Proposal 2: Statutory Youth Services contribution to the Youth Engagement and Progression Framework

We are fortunate that in many parts of Wales young people are able to draw upon a wide range of high-quality support services. Yet for some young people these services may feel disjointed or hard to navigate. At an individual level, for certain groups of young people, there is a critical need to ensure continuity of support and engagement. This is particularly the case where young people are struggling to settle on a clear education and training pathway or are facing more complex challenges.

The Wales Employment and Skills Board report, *Moving Forward: Foundations for Growth* (May 2010), recommended that the Youth Service should be given a significantly enhanced role in combating disengagement. We believe that the Youth Service is positioned, but not yet fully empowered or directed, to play a central role in delivering on the Welsh Government's commitment to promote an increase in youth engagement and progression.

We believe those young people who are, or who are at significant risk of, disengaging from formal education should have access to consistent support. We feel that the Youth Service is well positioned to perform such a role for these young people. The support provided by Youth Services in this context must be seen as part of a continuum of support extending from the Families First programme and related Team Around the Family approaches. A detailed description for this role can be found in Annex B (page 18).

We therefore propose that:

- local authority Youth Services support a central role in delivering the 'lead worker' brokerage function as part of delivering the wider Youth Engagement and Progression Framework
- guidance and information sharing protocols be developed to support work between the Youth Service and other bodies (such as Careers Wales) by summer 2014.

Proposal 3: Provision of non-formal and informal education

Youth Services have an important role to play in supporting the Welsh Government commitment to help everyone reach their potential, reduce inequality, and improve

economic and social well-being. Through non-formal and informal education young people gain confidence and competence, develop self-assurance, and have the opportunity to develop high expectations and aspirations for themselves. They also have opportunities to develop skills such as communication, problem solving and team working, all skills which are highly valued by employers.

Celebrating and recognising achievement is important and it is essential that Youth Services continue to offer national accreditation opportunities. Accreditations can enable young people to see their achievements, inspire personal confidence and self-assurance. Accreditations can provide young people with currency and credibility for the skills they have developed.

Youth Services have a key role in creating and supporting opportunities for young people to:

- participate in society and have a voice
- develop their Welsh language skills and Welsh culture awareness
- develop positive and purposeful healthy lifestyles that them with the mental and physical capacity for development, engagement and making a contribution
- participate in peer education.

We therefore propose that:

- Youth Services seek to extend opportunities for young people to achieve national accreditations
- Youth Services provide young people with the opportunity to use and develop their Welsh language skills and raise awareness of the value of the Welsh culture
- Youth Services continue building relationships with health services to promote positive health and well-being outcomes.

Theme 2: Building Capacity

Proposal 4: Partnership working

There is a need to strengthen the relationship between the voluntary and statutory Youth Services, both locally and nationally, to coordinate a Youth Service local offer to meet the needs of young people. In order to deliver a broad range of high-quality and accessible services for young people we believe there is a need to improve the interface between the statutory and voluntary sectors. We wish to create a context where the statutory and voluntary Youth Services are actively encouraged to work in genuine partnership to ensure joint working and a smooth flow between open-access provision and the delivery of more targeted and specialist support services.

We believe that strengthening this relationship will aid capacity building, reduce duplication and better enable services to be built and delivered around the needs of young people. It will also support voluntary Youth Services to contribute to national priorities and partner with government at central and local levels.

We therefore propose that:

- through funding LAs be directed to work with the voluntary Youth Service to strategically build capacity of the Youth Service on a local basis
- in partnership with Youth Services the Welsh Government will develop a recommended minimum service level agreement to be used between the voluntary and statutory Youth Service to clarify roles and expectations
- LAs develop an annual work plan demonstrating their joint statutory and voluntary Youth Service offer to young people.

Proposal 5: Develop a 'virtual' youth service gateway

How young people choose to access information, socialise and interact is changing. We believe that traditional methods of Youth Services delivery need to be enhanced through the development of new web- or smart device-based services. While the development of a new web-based service needs to be progressed cautiously, we do believe a failure to make progress in this area will foreclose important new opportunities. There are emerging examples of good practice from Europe, such as the Helsinki City Youth Department, and we will seek to draw upon lessons learned from other areas as we develop these services in Wales. Online tools can be used to complement existing Youth Services provision, help to reach a wider audience and engage those young people who are unwilling or unable to engage in more traditional 'centre-based' activities.

Private messaging functions have been reported to be a popular choice with young people to get support and as a way to find out information and advice. MEIC Cymru reported that more than 65 per cent contact is received through instant messenger and text messaging⁸.

To deliver effectively for users and ensure value for money we believe any new 'virtual' offer will need to connect with related and existing on-line services such as CLICOnline⁹, MEIC¹⁰, and CareersWales Online. It will also need to be available via smartphones.

⁸ Social Media Report for Cardiff Youth Service, ProMo-Cymru 2012.

⁹ CLICOnline offers information, news and advice for all young people aged 11 to 25 in Wales.

¹⁰ MEIC is the helpline service for children and young people up to the age of 25 in Wales.

We therefore propose that:

- Welsh Government work with partners to consider the value and role virtual Youth Service delivery could play in Wales.

Proposal 6: Improve working with national voluntary youth organisations

We wish to explore how we can best support national voluntary youth organisations and aid them to contribute to Welsh Government priorities. Furthermore we believe there are opportunities to further strengthen links with uniformed Youth Services. In so doing we recognise that these are autonomous organisations that we will invite and encourage to work with us on the agenda for the benefit of our young people.

Voluntary Youth Services have traditionally received support to promote collaboration and enable the sector to develop a stronger collective voice. Going forward we are keen to ensure value for money and to see the voice of Youth Services effectively represented across Wales.

We therefore propose that:

- Welsh Government offers both 'core' and 'targeted/project' funding opportunities to national voluntary youth work organisations (see funding section)
- from 2014 we will introduce new arrangements to engage, and facilitate dialogue with, the voluntary Youth Service.

Theme 3: Accountability and Results

Proposal 7: Strengthening the evidence base through a National Outcomes Framework and Quality Mark

There is a wealth of anecdotal evidence in support of the contribution and value created through Youth Services delivery in Wales. However, the diversity of Youth Services provision, and the genuine challenge of measuring impact and outcomes from non-formal and informal learning, continues to make it difficult for the sector to evidence how it is delivering on priority outcomes.

We want Youth Services to be able to demonstrate their impact nationally to evidence that they are contributing to key Welsh Government priorities, including the reduction in the number of young people not in education, training and employment. We believe that a National Outcomes Framework should be developed to assess the value of the contribution of Youth Services.

Alongside the National Outcomes Framework we propose to develop a Quality Mark for Youth Services to support the development of quality provision. It is essential that

young people experience quality youth work interventions that are fit for purpose for the groups of young people they are working with. Good interventions rarely produce bad outcomes. We believe a Quality Mark will have the potential to challenge services, drive up quality and build confidence between the voluntary and statutory services.

The annual National Youth Service Audit has a key role to play in demonstrating and reporting on outcomes for young people. We want the National Youth Service Audit to demonstrate the true impact of Youth Services across Wales. A strengthened evidence base will be vital to inform the measures needed to establish a more nationally consistent Youth Service.

We therefore propose:

- to develop and implement a National Outcomes Framework by September 2014
- a Youth Service Reference Group (see proposal 9) to advise on the development of the National Outcomes Framework
- to implement a Youth Service Quality Mark by December 2014
- developing the annual National Youth Service Audit as a tool for benchmarking and identifying high-quality practice
- an independent review of the impact of Youth Services to be undertaken in 2017/18 to inform the future delivery of Youth Services in Wales.

Proposal 8: Developing a consultation on statutory guidance

In 2011/12 the National Youth Service Audit highlighted that most LAs had a core budget that was smaller than the revenue settlement indicative figure, and supplemented this core budget with income from other sources. The contribution made to core Youth Service budgets to the total Youth Service income across Wales varied between LAs, ranging from 36 per cent in Carmarthenshire to 106 per cent in Powys. We are concerned that this large variation is resulting in increasing differentiated Youth Service offer to young people. We wish to explore developing guidance for Youth Services to clarify the expectations for delivery and move towards a more consistent offer.

Following the development and introduction of the National Outcomes Framework and work developed around best practice we will be in a position to bring forward a debate on the introduction of statutory guidance for LAs delivering the statutory Youth Service in Wales. We believe that statutory guidance may support the delivery of outcomes for young people and the emergence of a more consistent and high-quality offer across Wales.

We therefore propose:

- the Welsh Government will work with the Youth Service Reference Group (see proposal 9) to bring together advice on the possible benefits of new guidance for Youth Services which are preferably on a statutory footing.

Proposal 9: Leadership, oversight and advice

We believe that at present there is insufficient opportunity for Welsh Ministers to strategically engage with Youth Services representatives. Going forward we feel a closer interface between Ministers and stakeholders is imperative for delivering results. We believe that for the vision for Youth Services to be delivered there are key groups and bodies whose engagement is critical, these include representatives of the statutory and voluntary Youth Service, higher education institutions (HEIs), Society of Local Authority Chief Executives and Senior Managers (SOLACE Wales), Association of Directors of Education in Wales (ADEW), and the Welsh Local Government Association (WLGA).

The new strategy intentionally focuses on the contribution that Youth Services has to play in relation to young people's education and skills. We do recognise that Youth Services also make significant contributions to the delivery of other Welsh Government policies and strategies, including *Creating an Active Wales*, *Youth Entrepreneurship* and *A Living Language: a language for living*.

Good youth work practice can effectively support a wide range of Government agendas. There are many examples of good youth work in diverse settings and there is considerable scope for such good practice to be shared and further developed. For example, youth work practice can support community engagement and cohesion and support positive health outcomes.

We therefore propose:

- to establish a Youth Service Reference Group with representation from key stakeholders, which will directly report to, and advise Ministers on, the implementation of the National Youth Work Strategy by December 2013
- to establish 'communities of expertise' to share and develop good practice in respect of this strategy and wider Welsh Government priorities.

Proposed new funding structure

To support the delivery of the new strategy we intend to introduce a new funding structure.

1. **Youth Service Grant** – from 2014/15 this grant will be available to LAs to (i) implement the strategy in terms of building capacity to work with priority groups, and (ii) build the capacity of the voluntary sector at a local level (including training opportunities). LAs will be required to demonstrate how they propose to do this.
2. **National Voluntary Youth Organisation Grant** – from 2015/16 this grant will provide core funding for national youth organisations on a local and national level to enable the embedding of the National Outcomes Framework, improve quality, develop partnership working and lever in further funding. This will be a competitive grant.
3. **Voluntary Youth Service Support** – from 2014/15 this fund will provide efficient support to national voluntary youth organisations in terms of (i) professional support, (ii) forum support, (iii) support for fund raising. and (iv) data collection/MIS developments.
4. **National Voluntary Youth organisations targeted project activity** – from 2015/16 a new grant will be introduced to provide national voluntary youth organisations with the opportunity to develop and deliver projects focused on young people's engagement and progression. The funding will be used to pilot strategic links designed to support engagement, progression and employment skills.

Annex A: Statutory Youth Service Grant allocations for 2013–14

Youth Service Revenue Grant criteria

- Build closer links with schools to support engagement and progression in mainstream education.
- Strengthen information, advice and guidance services for young people through CLIC.
- Support the brokering of services and support for those most at risk of disengaging from education, employment and training.
- Contribute towards healthy futures for young people by providing programmes on raising the awareness of and/or taking issues such as obesity, smoking, teenage pregnancies, drug and alcohol misuse, promoting physical activity.
- Demonstrate greater impact on skill development and employability skills for the young people of Wales – (this can include supporting youth work traineeships/apprenticeships opportunities).
- Demonstrate impact on increasing percentage/number of young people progressing into education, training or employment.
- Develop cross-border working to deliver stronger and more effective working youth services.

Youth Service Revenue Grant				
The formula share is based on 85% population figures (aged 11 to 20) and 15% dependent children in out-of-work families.				
Local authority	Base allocation	Formula share	Share %	Total allocation
Isle of Anglesey	£25,000.00	£40,764.00	2.1%	£65,764.00
Gwynedd	£25,000.00	£78,640.00	4.0%	£103,640.00
Conwy	£25,000.00	£65,059.00	3.3%	£90,059.00
Denbighshire	£25,000.00	£60,570.00	3.1%	£85,570.00
Flintshire	£25,000.00	£89,877.00	4.6%	£114,877.00
Wrexham	£25,000.00	£81,614.00	4.2%	£106,614.00
Powys	£25,000.00	£76,101.00	3.9%	£101,101.00
Ceredigion	£25,000.00	£55,796.00	2.9%	£80,796.00
Pembrokeshire	£25,000.00	£73,878.00	3.8%	£98,878.00
Carmarthenshire	£25,000.00	£113,217.00	5.8%	£138,217.00
Swansea	£25,000.00	£150,631.00	7.7%	£175,631.00
Neath Port Talbot	£25,000.00	£87,862.00	4.5%	£112,862.00
Bridgend	£25,000.00	£85,542.00	4.4%	£110,542.00
The Vale of Glamorgan	£25,000.00	£81,303.00	4.2%	£106,303.00
Rhondda Cynon Taff	£25,000.00	£156,997.00	8.1%	£181,997.00
Merthyr Tydfil	£25,000.00	£36,496.00	1.9%	£61,496.00
Caerphilly	£25,000.00	£116,502.00	6.0%	£141,502.00
Blaenau Gwent	£25,000.00	£47,011.00	2.4%	£72,011.00
Torfaen	£25,000.00	£58,222.00	3.0%	£83,222.00
Monmouthshire	£25,000.00	£52,176.00	2.7%	£77,176.00
Newport	£25,000.00	£99,308.00	5.1%	£124,308.00
Cardiff	£25,000.00	£242,434.00	12.4%	£267,434.00
Wales	£550,000.00	£1,950,000.00		£2,500,000.00

Annex B: Youth Engagement and Progression Framework

The Framework consists of six key elements.

- Early identification of young people at risk of disengaging.
- Better brokerage to give all at-risk young people access to the right support.
- Stronger tracking of young people to ensure their progress is monitored and they are picked up quickly if they drop out and can be re-engaged.
- Provision which offers clear progression routes at all stages.
- Employability skills that develop understanding of the world of work and promote clear pathways into further or higher education and employment.
- Stronger accountability for LAs, Careers Wales, the Youth Service, schools, FE colleges and other providers for engagement and progression of young people.

To support of the 'brokerage' element of the Youth Engagement and Progression Framework, two critical roles have been identified.

The first we term an 'Engagement and Progression Coordinator' whose primary function is to identify the support needs of young people and agree with partners who is best placed to respond. The role involves using knowledge and understanding about the needs of those young people at risk of disengagement (or who have disengaged) to underpin and take forward discussion between key agencies (schools, colleges, Careers Service, Youth Services, etc.) to identify the most appropriate support arrangements and requirements. Building on emerging practice in certain parts of Wales we anticipate this function will be coordinated by an individual operating at a strategic level across a local authority area. This role is not a subject of this consultation.

The second role is that of the 'lead worker'. Those performing this function will be a point of contact and support to young people and help ensure that support is resulting in genuine progress. Where a young person is in education or training it is the intention that the 'lead worker' operates in partnership with relevant providers.

The individual performing this role may deliver some aspects of support, but critically will help ensure that the young person is supported to engage with and access specialist services. Importantly, those performing this role will also help to assess whether the support provided is having the necessary impact or whether a new or different approach to supporting the young person is required. In so doing the lead worker may act as an 'advocate' for the young person to ensure they are receiving the support they need.

We anticipate the need for those performing a 'lead worker' role within the youth service to have access to the Careers Wales management and information system. Data managed by Careers Wales will play an important role in identifying and

tracking those at risk of disengagement and it is expected that the role out of the lead worker function will support closer and more strategic working between Careers Wales and Youth Services across Wales.