

		2010-11 (Year 1)	2011-12 (Year 2)	2012-13 (Year 3)	2013-14 (Year 4)	2014-15 (Year 5)
Recommendations	Aim	Action Steps	Action Steps	Action Steps	Action Steps	Action Steps
	Establishing New Aims and Objectives					
Rec1	Adopt the new aims and objectives	Youth Service adopts new aims and objectives and include these in its 5 Year Plan.				
	To develop information and use of the Welsh language in the Youth Service	Review the Welsh language policy in the Youth Service context	Discuss practical steps on how to respond to the review with the Language Officer	Undertake practical steps	Monitor the Welsh Language Policy in the context of the Youth Service	
		Identify arrangements for monitoring staff language use within the Youth Service	Put arrangements for monitoring and collecting data in place	Monitor staff language use within the Youth Service	Monitor staff language use within the Youth Service	Monitor staff language use within the Youth Service
	Collaborating and Avoiding Duplication					
Rec 2	Strengthen the relationship with the Children and Young People Partnership	Nominate a representative from the Youth Service to relevant Partnership sub-groups	Identify and agree on the Partnership's work fields that the Youth Service should act upon	Respond to changes in the arrangements of Strategic Partnerships		
			Attend sub-group meetings and report back to the Service's Management Team			
		Confirm the role of the Youth Service in preparing 'Our Plan'	Publish 'Cynllun Ni'			
Rec 3	Service Level Agreements	Negotiate and agree SLA's with the Urdd and Yout Farmers for 2010-11	Negotiate and agree SLA's with the Urdd and Yout Farmers for 2010-11	Negotiate and agree SLA's with the Urdd and Yout Farmers for 2012-13	Negotiate and agree SLA's with the Urdd and Yout Farmers for 2013-14	Negotiate and agree SLA's with the Urdd and Yout Farmers for 2014-15
			Monitor achievement against the Service Level Agreements	Monitor achievement against the Service Level Agreements	Monitor achievement against the Service Level Agreements	Monitor achievement against the Service Level Agreements
Rec 4	Co-ordinating individual aspects of youth work	Map arrangements for reporting on individual elements of youth work to the Children and Young People Partnership	Agree and establish arrangements for reporting to the Children and Young People Partnership on any field not included as a result of mapping	Respond to changes in the arrangements of Strategic Partnerships		
		Co-ordinate across Council departments by ensuring regular meetings with leisure/education, strategic and improvement departments regularly	Co-ordinate across the Council's departments by ensuring meetings with the skills and enterprise / community regeneration department	Respond to changes in the arrangements of Strategic Partnerships		
Rec 5	Co-ordinate training in the youth work field	Hold a discussion with older members	Hold a discussion with older members	Hold a discussion with older members	Hold a discussion with older members	
		Co-operate with the Urdd's Reaching the Heights officers to provide accredited courses in the arts and outdoor pursuits	Agree on the targets of clubs and areas and activity fields based on the needs of the Urdd's Reach the Heights scheme	Agree on the targets of clubs and areas and activity fields based on the needs of the Urdd's Reach the Heights scheme	Agree on the targets of clubs and areas and activity fields based on the needs of the Urdd's Reach the Heights scheme	

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			Offer outdoor and arts accreditation to clubs	Offer outdoor and arts accreditation to clubs	Offer outdoor and arts accreditation to clubs.	
		Co-operate with Reaching the Heights Community Music officers to provide accredited courses in music	Agree on club targets and areas and activity fields based on the needs of the Urdd's Reach the Heights scheme in the field of Community Music	Agree on club targets and areas and activity fields based on the needs of the Urdd's Reach the Heights scheme in the field of Community Music	Agree on club targets and areas and activity fields based on the needs of the Urdd's Reach the Heights scheme in the field of Community Music	
		Offer accredited courses in Music to a NEET group in Maesgeirchen	Offer music accreditations to the Maesgeirchen NEET group			
		School Youth Workers in Bangor to deliver various Agored Cymru accreditations	Extend the Agored Cymru accreditations by the means of the Schools Workers, to Pwllheli	Extend the Agored Cymru accreditations by the means of the Schools Workers, to Tywyn and Gader	Continue with Agored Cymru accreditations in Bangor, Pwllheli and Tywyn / Dolgellau.	
			Identify the need for Agored Cymru accreditations in the Tywyn and Dolgellau catchment areas	Continue with Agored Cymru accreditation in Bangor, Meirionnydd and Pwllheli		
			Continue with the Agored Cymru accreditations in Bangor			
		Ensure resources to appoint a Youth Accreditation Officer in Gwynedd	Review the performance of the post and identify long-term resources for the post to continue			
		Research into establishing Youth Achievement Awards in Gwynedd	Ensure resources for the Youth Achievement Award Scheme	Establish a Youth Achievement Award Scheme		
		Establish and offer Duke of Edinburgh award	Offer the Duke of Edinburgh Award			
			Consider collaboration opportunities with Anglesey for the Duke of Edinburgh Award Scheme	Hold a discussion to discuss the provider options for cross-county Duke of Edinburgh Awards		
		Establish and offer John Muir Award	Offer the John Muir Award			
		Celebrate the Success of Young People during Wythnos Ni.	Celebrate the Success of Young People during Wythnos Ni.	Celebrate the Success of Young People during Wythnos Ni.	Celebrate the Success of Young People during Wythnos Ni.	Celebrate the Success of Young People during Wythnos Ni.
	Restructuring Gwynedd Council's Youth Service					
Rec 6	Restructuring the Youth Service		Appraise Clubs and individuals and map who is able to offer youth services in communities	Introduce and discuss options with Elected Members	Confirm proposals and establish an action and managing change plan	5 area Club Network established

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			Research to see whether there are other providers / any duplication in areas.	Introduce and discuss options with young people		
			A detailed investigation of provision based on the options for the five areas.	Discuss the favoured option with partners		
			Draw up Options and Costs for providing a Youth Service based on five years	Discuss options with staff members		
Rec 7	The Youth Service in Schools	Sustain the provision of School Youth Workers in Bangor / Pwllheli / Tywyn and Gader catchment areas	Identify and ensure the provision of a Schools Worker for the Arfon / Eifionydd catchment area (by means of the ENGAGE scheme)	Youth Worker service available throughout the county	Interlink the work of the Youth workers with other youth services on a 5 area level	School Youth Work is part of youth provision in each of the 5 provision areas
Rec 8	Areas of Need	Discuss with Communities First to appoint youth workers in areas of need	Establish a Project Group for the Outcomes Fund	The Assembly's Outcomes Fund has ended		
		Co-operate with CIP and Dwyfor Communities First areas to ensure a broad provision of activities in areas of need	Identify additional activities jointly with CIP in Pwllheli, e.g. Duke of Edinburgh Award.	Identify new areas of need as a result of publishing MALLIC 2011.		
		Experiment with the NEET project in the Maesgeirchen area	Extend the gardening project in Maesgeirchen.	Collaborate with Communities First's New Programme to identify opportunities		
		Use the Youth Bus to target Barmouth community of need	Arrange an event in Barmouth Town in partnership with Communities First			
		Use the Youth Bus to target B.Ffestiniog community of need	Use the bus to identify the needs of young people from a youth club.			
		Co-operate with Communities First in Talysarn to identify the trends of Young People	Plan a programme of activities for the Talysarn club.			
Rec 8	Areas of Need (continued)	Co-operate with Ty'r Ysgol in Caernarfon to try and gain access to Peblig ward	Establish regular meetings for the service's youth workers and Peblig workers.			
		Set a baseline for measuring the number of young people accessing youth services in the areas of need	Identify arrangements to monitor attendees in communities of need.	Gather data of users and annual monitoring	Gather data of users and annual monitoring	Gather data of users and annual monitoring
		Arrange an evening to celebrate the achievements during Wythnos NI	Arrange an evening to celebrate young people's successes during Wythnos Ni	Arrange an evening to celebrate the achievements during Wythnos NI	Arrange an evening to celebrate the achievements during Wythnos NI	Arrange an evening to celebrate the achievements during Wythnos NI

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Rec 9	Summer and outdoor activities	Identify funding to introduce the Outdoor Activity Cards and run a project during the summer of 2010 - LAPA funding	Identify funding from the Community Chest and Community Councils to hold seven week projects during the summer 2011.	Target resources for providing the Summer Programme	Establish a Summer Programme for the Youth Service	Establish a Summer Programme for the Youth Service
			Consult with young people on their needs during the summer.	Identify a programme to introduce the outdoor and sport sector to young people during the summer	Negotiate the use of Rhyd-Ddu Centre for the Youth Service	
			Discuss with the Outdoor Partnership about holding summer taster sessions			
			Contact local Adventure Clubs to consider collaboration.			
Rec 10	Information Bus Scheme	Secure funding to employ a youth bus worker and run the bus	Marketing of the youth bus – pamphlets prepared by young people to market.	Secure funding to employ a youth bus worker and run the bus	Secure funding to employ a youth bus worker and run the bus	Secure funding to employ a youth bus worker and run the bus
		Prepare a visits work programme for the Information Bus	Prepare a visits work programme for the Information Bus	Prepare a visits work programme for the Information Bus	Prepare a visits work programme for the Information Bus	Prepare a visits work programme for the Information Bus
		Target Barmouth and Blaenau Ffestiniog areas of need with the Information Bus	Target the areas of Pwllheli and Pen Llŷn.			
		Set a baseline for measuring the number of young people we reach. 10+ for each visit	Identify the arrangements for monitoring and collecting the information of users.	Gather data of users and annual monitoring	Gather data of users and annual monitoring	Gather data of users and annual monitoring
Rec 11	Discuss Changes		Draw up a restructuring Consultation Programme in order to include elected members and report back to them	Consultation Period on the options for the Network of 5 areas	Confirm the Proposal to restructure and introduce an action plan	Report on the progress of the restructuring action plan
	Better Use of Property by the Youth Service					
Rec 12	The Youth Service Properties	Identify a staff member to work on disposing / selling / transferring buildings	Discuss the Assets Plan with the Property Service every quarter.	Conduct training on risk assessments and site management for officers	Completion of risk assessments by each site manager	Completion of risk assessments by each site manager
		Identify clubs to close but ensure that provision is available in the community, by forming a Property Disposal List	Review the income sources in Bethesda and Caernarfon (and management arrangements)	Plan a risk assessments programme for the sites of the service		
		Discuss youth provision with the relevant elected members and young people	Review the energy costs of the main centres.	Completion of risk assessments by each site manager		

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		Improve the efficiency of buildings retained within the Youth Service	Identify the training needs of site managers of each building.			
Rec 13	Disposal of Properties	Implement the Asset Management Plan	Draw up a Business Plan and Applications for community grants and architect plans for the Maesgeirchen Club.	Submit CAT application for realising the transfer of Maesgeirchen Club	Legal agreements for the use of the youth building in Maesgeirchen - Boxing club and Maesgeirchen Partnership	
		Establish a Project Steering Group to work on transferring Maesgeirchen Youth Centre to the Maesgeirchen Partnership	Start on the process of transferring Llanllechid to the community.	Complete the transfer and disposal of Llanllechid / Dinorwig.	Complete the transfer and disposal of Llanllechid / Dinorwig	
		Hold initial discussions with officers and members of Llanllechid and Dinorwig	Start on the process of transferring / disposing of Dinorwig.	Review the Assets Plan		
			Start on the process of discussing the transfer of Coed Mawr, Penrhosgarnedd, Bro Tegid and Tregarth to the community or community / city council			
			Sell Glasinfryn to Pentir community council.			
			Start on the process of transferring Garth, Morfa Bychan, Pentrefelin and Sarnau to the community.			
			Collaborate with the Property Service to dispose of Drill Hall, Dolgellau and the Old Youth Centre, Barmouth.			
Monitoring the Service						
Rec 14	System for Collating Information	Maintain the Assembly's Inspection Database on an annual basis.	Maintain the Assembly's Inspection Database on an annual basis.	Maintain the Assembly's Inspection Database on an annual basis.	Adapt the data-base to hold personnel details only	Adapt the data-base to hold personnel details only
		Adopt the QES system for the Youth Service	Ensure that the data protection procedure is accurate.	Review Performance Indicators to complement the outputs of the QES system	The Assembly's Audit requirements to be produced from the QES	
		Allocate a Project Officer for implementing the system	Produce reports and share information with the team.	Train leader to use the system for recording individual club sessions		
		Provide training for the system users	Raise awareness of the system at the Leader Societies.			

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		Implement the QES system for collating information	Ensure sufficient resources to maintain, input and manage the system's data.			
Rec 15	Performance Indicators	Performance Indicators adopted and included in the Business Plan	Continue to use the same performance indicators in order to compare.	Review the Performance Indicators to include relevance to the QES system and the Council's new indicators framework	Review the Performance Indicators to include relevance to the QES system and the Council's new indicators framework	Review the Performance Indicators to include relevance to the QES system and the Council's new indicators framework
		Report on performance against the indicators annually	Report on Performance against the indicators on an annual basis.	Report on Performance against the indicators on an annual basis.	Report on Performance against the indicators on an annual basis.	Report on Performance against the indicators on an annual basis.
Rec 16	Quality of the youth services	Agree on a definition for 'quality' in youth service - training / proposal / information / opportunities / sessions / accessibility	Establish a baseline for the Quality of Youth Services.	Collecting data and monitoring quality	Collecting Data via the QES system on some elements of quality	Collecting Data via the QES system on some elements of quality
		Identify a Quality Indicator for the youth service jointly with the Children and Young People Strategic Group				
Rec 17	Progress E-files	Research into electronic systems for recording achievements	Agree on the content of individuals' Achievement Files.	Ensure the QES system can collect the information for Individuals' Achievement Files	The QES system to produce an Electronic Record of individuals' achievements	A Personal E-Files system available via QES
			Consult with young people on the achievement recording system.			
	Rebranding and including young people					
Rec 18	Creating change					
			Draw up a Consultation Programme to ensure young people's input into the proposed re-structuring.	Consultation period with young people on youth club provision options	Confirm the proposal to restructure and create an action plan	Implement the change and establish a 5 area network for Youth Clubs
		Discuss with Partners, via the Young People's Voice Strategic Group the need to establish youth forum arrangements	Consult with young people on establishing youth forums.	Identify options for holding local forums	Draw up terms of reference for the joint forums with the young people.	Adopt youth forums arrangements based on 5 provision areas as a medium to engage
Rec 19	New Image	Design a logo for the Service's Youth Bus	Produce a Young People Magazine to promote the Youth Service's activities.	Bring together all the materials and image of the youth service to establish the 'Brand', synchronise, identify gaps and identify different vehicles (twitter / facebook).	Draw up a Publicity Plan for the Youth Service that will meet the needs of young people	A Publicity Plan in place for the Youth Service in each of the provision areas

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		Produce an Information Leaflet on the Youth Service's Youth Clubs	Draw up marketing material for the Youth Service.			
		Implementing the changes				
Rec 20	Action Plan	Adopt a 5 Year Plan	Draw up an annual Work Programme for the Action Plan.	Draw up an annual Work Programme for the Action Plan.	Draw up an annual Work Programme for the Action Plan.	Draw up an annual Work Programme for the Action Plan.
		Create an annual work programme for the Action Plan	Monitor progress and review the Action Plan on an annual basis.	Monitor progress and review the Action Plan on an annual basis.	Monitor progress and review the Action Plan on an annual basis.	Monitor progress and review the Action Plan on an annual basis.
		Identify specific actions/ measures that need to be funded	Ensure that applications are submitted for money from various available grants.			
		Identify financial sources				
Rec 21	Progress Reports	Submit an Annual Progress Report to the Children and Young People Scrutiny Committee (September)	Submit an Annual Progress Report to the Children and Young People Scrutiny Committee (September)	Submit an Annual Progress Report to the Children and Young People Scrutiny Committee (September)	Submit an Annual Progress Report to the Children and Young People Scrutiny Committee (September)	Submit an Annual Progress Report to the Children and Young People Scrutiny Committee (September)