CDYS Strategic Plan 2024-2028

Our Aim:

Our aim is to assist young people in developing the skills needed to address their distinct life challenges and to foster independence and decision-making capacity within a safe and supportive environment dedicated to empowerment and self-empowerment.

Our Goals:

- To develop and promote integrated and inclusive youth services.
- To ensure that young people are encouraged to participate and become actively involved in decisions that impact their lives, their community and wider society.
- To empower and support young people to develop personally and socially to meet their needs and to foster independence and decision-making capacity.
- To attract, support and maintain staff and volunteers so they can positively support young people to improve their lives.
- To implement best practice in relation to leadership, management and governance.

Our Values:

The core values of CDYS are:

- Meeting young people 'where they are at' with human relationships at the core of our work.
- Respecting and valuing all young people regardless of social, economic or religious background, ethnicity, gender, sexuality or ability.
- Inclusion of all young people, while respecting differences and individuality, is central to our work.
- Valuing partnership and collaboration with stakeholders and the community is vital in ensuring best outcomes for young people.
- Supporting our qualified and committed staff and volunteers in their vital work with young people.

CLOYNE DIOCESAN YOUTH SERVICES CLG.

YOUTH WORK IRELAND

STRATEGIC GOAL	STRATEGIC ACTIONS	KPIs
1. **INCLUSIVITY** To develop and promote integrated and inclusive youth services.	• Any young person who wishes to attend CDYS has access to services. • Young people have access to safe and supportive youth and community facilities that meet their needs. • Monitor national trends and develop services for young people with diverse or additional needs. • To provide inclusive access and appropriate services for young people from minority groups. • Continue to develop and promote programmes and services that help young people develop communication, positive relationships, physical and mental wellbeing and personal development.	• Number of young people accessing CDYS services. • Number of young people from minority groups accessing services. • Develop rubric to rate accessibility of CDYS youth and community facilities. • Develop tracker of programmes delivered to capture number and scope of programmes delivered.
2. **PATRICIPATION** To ensure that young people are encouraged to participate and become actively involved in decisions that impact their lives, their community and wider society.	• Continue to promote the ethos of Global Youth Work. • Expand and encourage participation of young people in Youth Councils. • Consult with young people around the development, planning and evaluation of projects and services. • Encourage young people to be active members of their community and to engage in political, social and civic life. • To provide young people with European opportunities to enhance their understanding of Global Citizenship.	• Establish meaningful feedback process for young people. • Number of European opportunities made available to young people. • Number of young people and their backgrounds who sit on youth councils. • Develop tracker to assess the impact of training of staff on young people and their understanding of community and civic engagement as evidenced by training, initiatives undertaken within projects and promotion of initiatives.
3. **SUPPORTING YOUNG PEOPLE** To empower and support young people to develop personally and socially to meet their needs and to foster independence and decision-making capacity.	• Commitment to develop opportunities for young people to develop social and life skills. • Encourage participation of young people in creating new educational and developmental opportunities. • Encourage young people to engage in formal, informal and non-formal learning. • Ensure that young people have access to relevant knowledge and information in order to make informed decisions. • Continue to monitor the changing needs of young people and simultaneously develop services that meet those needs.	• Hold a minimum of three consultations with young people per year. • Data gathered from consulations is used to inform changes and developments in the organisation and advocacy to funders. • Delivery of initiatives to engage young people in formal, informal and non-formal learning. • Mapping information, events and initiatives offered to young people.

STRATEGIC GOAL	STRATEGIC ACTIONS	KPIs
4. **Staff and Volunteers** To attract, support and maintain staff and volunteers so they can positively support young people to improve their lives.	• Promote the value of volunteering in CDYS and the wider community through the promotion of volunteering opportunities. • Ensure that volunteers have opportunities for appropriate training and development. • To develop a volunteer recruitment and retention strategy. • Ensure that the voices of staff and volunteers are heard within CDYS. • Develop robust policies and procedures that support staff to fulfil their roles to a high practice standard. • Support staff in continuing to build knowledge, skills and capacity and to engage in opportunities for continuing professional development.	• Develop new volunteering programmes within CDYS. • Data gather from employee feedback is used to inform changes and developments in the organisation. • Number and scope of Volunteer Trainings. • New induction training process for staff implemented for all new staff members. • Number of trainings to staff and volunteers on Global Youth Work approaches and methodologies.
5. **Leadership and Governance** To implement best practice in relation to leadership, management and governance.	• Develop a collective identity across all CDYS services, locations, staff and volunteers. • Ensure a common focus across all CDYS services. • To build on, engage in and promote collaborative partnerships and activities with statutory and non-statutory organisations and stakeholders. • Ensure effective management infrastructure in CDYS. • Continue to develop communications and transparency across the organisation.	• Development of Communications Strategy for CDYS internally and externally. • Increase communication outputs from CDYS externally. • Each project and centre to have and meet their performance targets. • CDYS Board members receive the required training to take on their role as Charity Trustees. • Board members have the skill set required to manage the governance of the organisation.

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Youth Work Ireland
CDYS Co. Cork