

CEREDIGION YOUTH WORK STRATEGIC PLAN 2027–2032

Author: Gethin Jones, Corporate Manager Ceredigion Youth Service

Version: 3

Date: 02/07/2026

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Introduction

Foreword

PHOTO

It is a pleasure to introduce the **Ceredigion Youth Work Strategic Plan 2027–2032** — a plan shaped with, for, and alongside our young people, communities, partners and youth workers.

Ceredigion is a unique county. Our geography, rurality, strong communities and rich Welsh language and culture shape young people's experiences — but they also create challenges around transport, access and isolation that we must respond to with creativity, compassion and ambition.

What we've heard is clear: when young people feel safe, welcome and listened to, they thrive. When youth workers have the time to build trusted relationships, confidence grows. And when communities come together around young people, everyone benefits.

This plan responds to the **Welsh Government's Youth Work Directions (2026)**, setting out how we will meet our statutory duty to deliver a bilingual, accessible and high-quality youth work offer for all young people aged 11–25. It is grounded in a rights-based approach, shaped by the voices of young people and aligned with national expectations on participation, wellbeing and co-production.

Youth work in Ceredigion plays a vital role as a frontline early intervention and prevention service — supporting wellbeing, reducing disengagement, and helping young people move positively into education, training and employment.

Most importantly, this plan places youth voice at its heart. Young people have told us what matters: safe spaces, youth workers and youth support workers themselves, more opportunities, and support that reflects who they are and where they live. This plan is our commitment to act on that.

Delivering it will require strong partnerships, shared responsibility and continued collaboration across services and communities.

Thank you to everyone who has contributed to shaping this vision.

Our ambition is simple: that every young person in Ceredigion, wherever they live; feels confident, connected, valued and hopeful about their future. We will continue to listen, learn and evolve — always keeping young people at the centre of what we do.

Croeso i Geredigion

A warm welcome to our county — our people, our places, and our identity

Ceredigion is a county shaped by its landscape, language, culture and strong sense of community. From coastal towns to rural villages and market towns across the county, young people grow up in places rich in heritage, identity and belonging. These are important strengths that contribute positively to young people's wellbeing, resilience and sense of connection to their communities.

Ceredigion's rural nature presents both opportunities and challenges. Many young people benefit from strong community relationships, access to nature, opportunities for outdoor learning and a close connection to culture, language and place. At the same time, rurality can create barriers linked to transport, access to services, housing affordability, digital connectivity and access to opportunities.

Whilst Ceredigion is often perceived as an affluent rural county, evidence highlights the hidden nature of rural poverty and inequality. Poverty is often less visible in rural communities but can be experienced through a combination of low incomes, increasing living costs, limited public transport, housing pressures and challenges accessing services. These pressures can affect young people and families regardless of where they live.

Youth work therefore has an important role to play in helping young people overcome barriers, access opportunities, strengthen connections and develop the skills, confidence and resilience they need to thrive.

Key Facts About Ceredigion

- Ceredigion has a population of approximately 72,600 people and is one of the most sparsely populated counties in Wales, with communities spread across rural, coastal and upland areas.
- Around 45% of residents are able to speak Welsh, giving the county one of the strongest Welsh-language identities in Wales.
- Ceredigion ranks amongst the most deprived local authorities in Wales for access to services, with almost half of local areas falling within the most deprived 10% nationally for access to services.
- Around 35% of households are estimated to be living in relative income poverty, whilst almost 28% of children are estimated to be living in poverty after housing costs.
- Housing affordability is among the most significant challenges facing local communities, with Ceredigion identified as one of the least affordable areas in Wales for local residents seeking to purchase a home.

- Digital connectivity continues to improve, but broadband coverage, mobile connectivity and digital skills remain uneven across some rural communities.
- Travel times to employment, education, leisure opportunities and essential services are often longer than the Welsh average, creating additional barriers for some young people.
- Many young people told us they feel proud of their communities and value the safety, culture, language and natural environment that Ceredigion offers.
- Ceredigion benefits from strong community networks, active voluntary organisations and a long tradition of youth work, volunteering and community participation.

Why This Matters for Youth Work

Our geography, communities and culture shape what youth work needs to be in Ceredigion.

Youth work must be:

1. Accessible and inclusive.
2. Visible within schools, communities and digital spaces.
3. Flexible in responding to rural challenges.
4. Rooted in trusted relationships.
5. Bilingual and reflective of local identity.
6. Co-produced with young people.
7. Partnership-led and community-focused.
8. Responsive to inequality, poverty and barriers to participation.
9. Creative, innovative and focused on wellbeing.

This strategy builds on the many strengths that exist across Ceredigion whilst recognising the challenges that some young people experience. It sets out how we will use youth work to create opportunities, reduce barriers and help young people feel connected, valued, included and hopeful about their future.

Over the coming months we will be doing a project with young people to map out all youth provision across Ceredigion which we aim to include here.

Executive Summary

The **Ceredigion Youth Work Strategic Plan 2027–2032** sets out a clear, ambitious and evidence-led approach to delivering high-quality youth work across the county, in line with the Welsh Government's **Youth Work Directions (2026)**.

Ceredigion is a distinctive rural county, with dispersed communities, a strong Welsh language identity, and significant variation in access to services and opportunities. While many young people benefit from strong community connections, access to nature, a rich cultural heritage and a strong sense of belonging, others experience barriers linked to transport, cost, digital access and isolation. These challenges are compounded by wider issues including poverty, wellbeing pressures and unequal participation in decision-making.

In this context, youth work plays a critical role as a frontline early intervention and prevention service, supporting young people to build confidence, improve wellbeing, develop skills, and make positive transitions into education, training and employment. It also provides a vital mechanism for strengthening participation, ensuring young people have a voice in shaping services and their communities.

This strategy has been co-produced through extensive engagement with young people, practitioners, communities and partners, ensuring that the priorities, ambitions and actions reflect local needs, lived experiences and aspirations. Young people have been clear about what matters to them: **safe and welcoming spaces, trusted adults, meaningful opportunities, better access to information, and support that reflects their lives and communities**. This strategy responds directly to those priorities.

Over the next five years, Ceredigion will deliver a clear and consistent youth work offer, ensuring that all young people aged 11–25 can access a blended model of provision through:

- Community-based youth work
- School-based youth work
- Outreach and locality-based delivery
- Targeted interventions
- Digital and innovative approaches

The strategy aligns closely with the Council's Corporate Strategy, the Public Services Board Well-being Plan, and wider county priorities, including tackling poverty, improving wellbeing, strengthening communities, promoting the Welsh language, and increasing participation. Youth work contributes directly to these objectives by supporting resilience, reducing inequalities, and building stronger, more connected communities.

Ceredigion's youth work offer is delivered within a wider Through Age model, creating opportunities for earlier intervention, smoother transitions and stronger

connections between young people, families and communities. This approach also provides opportunities for intergenerational learning, volunteering and community action, helping to strengthen relationships across generations and build resilient communities.

The plan is underpinned by a rights-based, bilingual and inclusive approach. It reflects the principles of the United Nations Convention on the Rights of the Child, the National Participation Standards for Wales, the National Youth Work Standards and Welsh Government's vision for a strengthened and sustainable youth work sector. Throughout the plan, particular emphasis is placed on Welsh language provision, digital inclusion, equality of access and meaningful participation, ensuring that all young people can benefit from high-quality youth work opportunities regardless of their background, identity or circumstances.

Delivering this strategy will require strong partnerships, a skilled and sustainable workforce, and ongoing collaboration across sectors. It also requires a continued focus on impact, ensuring that resources are used effectively to support the young people and communities who need it most.

Cross-Cutting Commitments

This strategy is underpinned by several cross-cutting commitments that will influence all aspects of delivery over the next five years.

The Welsh language will be woven throughout all areas of youth work provision, reflecting Ceredigion's linguistic identity and supporting the ambitions of **Cymraeg 2050**, the **Welsh in Education Strategic Plan**, and the Council's **Welsh Language Promotion Strategy**. Whilst not a standalone priority, promoting opportunities for young people to use, experience and develop confidence in Welsh will be integral to every priority within this plan.

Digital youth work and digital inclusion will also be embedded across delivery. Building on the Council's Digital Strategy, we will use digital approaches to enhance participation, engagement, learning and access to support, whilst recognising and addressing barriers created by digital exclusion in some communities.

We are committed to delivering inclusive youth work that actively engages and supports young people who are underrepresented, marginalised or face additional barriers to participation. This includes ensuring that services are accessible, equitable and responsive to the diverse needs, identities and experiences of young people across Ceredigion.

As part of the new statutory framework for youth work in Wales, the National Youth Work Standards will inform the design, delivery and evaluation of all provision. These standards will provide a shared framework for quality, participation, safeguarding, workforce development and continuous improvement.

We will continue to develop an evidence-informed approach to youth work, using data, research, evaluation and the voices of young people to understand need, measure impact and drive continuous improvement. This will support effective decision-making and ensure that resources are targeted where they can make the greatest difference.

Ceredigion's youth work offer is delivered within a wider Through Age model, creating opportunities for stronger collaboration across services and generations. Alongside supporting young people, we will promote opportunities for intergenerational learning, volunteering, mentoring and community action that strengthen connections between young people and the communities in which they live.

What This Plan Will Deliver

Over the next five years, this strategy will:

- Establish a clear, accessible and county-wide youth work offer
- Reduce inequalities in access, particularly those linked to rurality, transport and digital exclusion
- Strengthen youth work's role in prevention and early intervention
- Embed youth voice and co-production in decision-making
- Support a skilled, bilingual and sustainable workforce
- Strengthen partnership working across services and sectors
- Promote greater use and visibility of the Welsh language through youth work
- Encourage digital inclusion and innovation in youth work practice
- Create opportunities for intergenerational learning, volunteering and community participation
- Contribute to wider outcomes including wellbeing, education, employability, community resilience and cultural sustainability

Our ambition is that every young person in Ceredigion, wherever they live and whatever their background, can access high-quality youth work opportunities that help them feel confident, connected, valued, empowered and able to shape their future, their communities and the county they call home.

In delivering this plan, youth work will continue to make a significant contribution to the wellbeing, resilience, prosperity and cultural vitality of Ceredigion for current and future generations.

Part 1 — Strategic Framework

This section establishes the strategic foundations for youth work in Ceredigion and sets the direction that will guide youth work development between 2027 and 2032.

It introduces our vision, mission, values and the principles that underpin our approach to working with young people. Together, these reflect the voices of young people, the strengths of our communities and our commitment to delivering high-quality youth work that is accessible, inclusive and responsive to local need.

The section also explains the national policy, legislative and strategic context within which youth work operates. The introduction of the **Youth Support Services (Provision of Youth Work) (Wales) Directions 2026** marks a significant development for youth work in Wales, placing a statutory responsibility on local authorities to secure access to youth work opportunities for young people aged 11–25. This strategy sets out Ceredigion's long-term response to those responsibilities whilst reflecting the unique opportunities, strengths and challenges of a rural county.

Throughout this strategy, our work will be guided by a number of cross-cutting principles, including rights-based practice, equality and inclusion, Welsh language promotion, digital youth work, partnership working and continuous improvement. These principles underpin every aspect of delivery and support our ambition that every young person in Ceredigion can access high-quality youth work opportunities that help them thrive, participate and achieve their potential.

1.1 Our Vision, Mission and Values

Our Vision

Every young person in Ceredigion will have access to high-quality youth work opportunities that enable them to thrive, fulfil their potential, strengthen their communities and shape their future with confidence.

We want youth work in Ceredigion to be visible, accessible and relevant to the lives of young people. Through trusted relationships, meaningful opportunities and a strong sense of belonging, we will support young people to develop the knowledge, skills and confidence they need to navigate challenges, contribute to their communities and achieve their aspirations.

Our vision has been shaped by the voices of young people, who told us they want opportunities that help them feel safe, connected, heard, respected and hopeful about their future.

Our Mission

Our mission is to work alongside young people, communities and partners to deliver accessible, inclusive and impactful youth work across Ceredigion.

We will provide a broad range of youth work opportunities through schools, communities, outreach, targeted interventions and digital approaches, ensuring that young people can access support and opportunities regardless of where they live or their individual circumstances.

Through a bilingual, rights-based and relationship-centred approach, we will support young people to improve their wellbeing, develop positive relationships, gain new skills, participate in decision-making and make successful transitions into adulthood.

Youth work in Ceredigion forms part of a wider Through Age model, creating opportunities for earlier intervention, stronger partnerships and smoother transitions between services. This approach supports a more joined-up experience for young people and creates opportunities for intergenerational learning, volunteering and community participation.

As a rural county, we recognise both the opportunities and challenges that rurality presents. While transport, distance and access can create barriers for some young people, Ceredigion's communities, culture, Welsh language, coastline, countryside and natural environment provide unique opportunities to promote wellbeing, belonging, environmental awareness, heritage, identity and community connection.

Our mission is to reduce barriers while building on these strengths. Alongside face-to-face delivery, we will embrace digital youth work and digital inclusion to improve participation, communication, learning and access to support.

Our Co-Designed Values

Our values have been formed through our youth workers and their trusted relationships with the young people they meet with weekly and daily. They will play a crucial part in ensuring that our priorities can be achieved and that we meet the overarching national standards for youth work in Wales.

Young Person-Centred

Young people are at the heart of everything we do. We listen to their views, value their experiences and support them to influence decisions that affect their lives.

Inclusive

We believe every young person should have access to high-quality youth work opportunities regardless of their background, identity, language, ability, location or circumstances.

Respectful

We build relationships based on trust, respect, empathy and understanding. Young people consistently told us that feeling listened to, accepted and free from judgement is central to positive youth work experiences.

Empowering

We support young people to recognise their strengths, build confidence, develop skills and take an active role in shaping their futures and communities.

Creative and Fun

Young people told us they want opportunities that are engaging, relevant, fun and meaningful. We will create environments where young people can explore new interests, express themselves and enjoy positive experiences.

Collaborative

We work in partnership with young people, families, schools, communities, voluntary organisations and public services to achieve the best possible outcomes.

Ambitious

We are committed to continuous improvement and to providing high-quality youth work that helps young people thrive and realise their potential.

Rights-Based Youth Work

This strategy is underpinned by a rights-based approach to youth work and is informed by the United Nations Convention on the Rights of the Child (UNCRC), the National Participation Standards for Wales and Welsh Government's statutory guidance for youth work.

We believe that all young people have the right to be safe, respected, listened to and involved in decisions that affect their lives. Youth work plays a vital role in helping young people understand their rights, develop their voice and confidently participate in their communities and wider society.

Our engagement has shown that young people want to be actively involved in shaping services, opportunities and decisions. In response, we will strengthen co-production, participation and youth voice throughout the implementation of this strategy. Young people will help inform priorities, influence service development, contribute to evaluation and play an active role in shaping the future of youth work in Ceredigion.

By adopting a rights-based approach, we aim to ensure that all young people, regardless of background, identity or circumstance, can access opportunities, overcome barriers and achieve their potential.

Cross-Cutting Principles

The following principles will underpin every aspect of youth work delivery in Ceredigion throughout the lifetime of this strategy. They reflect the voices of young people, the strengths of our communities and our commitment to delivering high-quality youth work that is accessible, inclusive and responsive to local need.

Welsh Language and Identity

The Welsh language is central to Ceredigion's identity, culture and communities. Youth work has a unique role in creating opportunities for young people to use Welsh confidently in social, informal and community settings. Throughout this strategy, we will promote bilingual and Welsh-medium opportunities, celebrate local culture and heritage, and support young people to strengthen their sense of belonging, identity and connection to place.

Quality and Continuous Improvement

We are committed to delivering high-quality youth work that is evidence-informed, reflective and continually improving. We will use data, evaluation, research and feedback from young people and partners to understand need, improve practice and demonstrate impact, ensuring that young people continue to receive the best possible support and opportunities.

Digital Youth Work

Digital technology creates important opportunities for communication, participation, learning and engagement. We will continue to develop digital youth work approaches that complement face-to-face provision, whilst also recognising and addressing barriers experienced by young people affected by digital exclusion.

Equality, Diversity and Inclusion

We believe that all young people should have equitable access to high-quality youth work opportunities regardless of their background, identity, language, ability, location or circumstances. We will work to identify and reduce barriers to participation and ensure that services remain inclusive, welcoming and responsive to the diverse needs of young people across Ceredigion.

Partnership and Community Collaboration

Youth work is strongest when delivered through partnership. We will continue to work collaboratively with schools, communities, voluntary organisations, public services, employers, cultural organisations, Welsh language partners and young people themselves to create opportunities and improve outcomes for young people across the county.

1. 2 Statutory Context & National Framework

A New Statutory Duty for Youth Work

What Welsh Government says

From April 2026, local authorities have a statutory duty to secure the delivery of youth work opportunities for young people aged 11–25. The Youth Work Directions establish a strengthened national framework that places youth work within a clear system of planning, delivery, accountability and continuous improvement.

The Directions reinforce the importance of youth work as a voluntary, educational and relationship-based approach that supports young people's personal, social and emotional development, wellbeing, participation and progression.

What this means in Ceredigion

As a local authority, we must ensure that youth work is:

1. Accessible and inclusive.
2. Responsive to local need.
3. Informed by young people's views and experiences.
4. Delivered through a range of approaches and settings.
5. Planned strategically and monitored effectively.
6. Supported by strong partnerships and governance arrangements.

What we are doing in Ceredigion

This strategy provides the framework through which we will fulfil our statutory responsibilities, whilst responding to the unique opportunities and challenges experienced by young people living in Ceredigion.

National Youth Work Standards

What Welsh Government says

The National Youth Work Standards provide a shared framework for quality, consistency and continuous improvement across youth work in Wales.

The standards place young people at the centre of youth work and provide expectations relating to:

- Participation and voice.
- Inclusion and accessibility.
- Safeguarding and wellbeing.
- Learning and development.
- Leadership and governance.
- Workforce development.
- Quality assurance and improvement.

What this means in Ceredigion

The National Youth Work Standards will guide how we plan, deliver, monitor and evaluate youth work across the county.

They will help ensure that young people receive high-quality experiences regardless of where they live or how they access youth work opportunities.

What we are doing in Ceredigion

We will use the National Youth Work Standards to support:

- Continuous improvement.
- Workforce development.
- Self-assessment and evaluation.
- Quality assurance.
- Impact measurement.
- Strategic planning.

Children's Rights and Participation

What Welsh Government says

The statutory framework is underpinned by the United Nations Convention on the Rights of the Child (UNCRC), particularly the right of young people to express their views and influence decisions that affect them.

Participation should be meaningful, inclusive, ongoing and supported by effective feedback mechanisms.

What this means in Ceredigion

Every young person in Ceredigion should be able to access a youth work offer that is voluntary, inclusive, bilingual, relationship-based and responsive to their needs, interests and aspirations. Young people should not simply be consulted. They should be active partners in shaping services, activities, opportunities and decisions.

What we are doing in Ceredigion

We will continue to strengthen participation through:

- Ceredigion Youth Council.
- School-based participation groups.
- Community engagement opportunities.
- Digital engagement platforms.
- Participation within service planning and evaluation.
- Annual "You Said, We Did" reporting.

Welsh Language and Cymraeg 2050

What Welsh Government says

Welsh Government recognises youth work as an important contributor to Cymraeg 2050 and the wider ambition of increasing the use of Welsh within communities and everyday life.

Youth work provides valuable opportunities for young people to use Welsh naturally through friendships, activities, volunteering, culture and community participation.

What this means in Ceredigion

As one of the strongest Welsh-speaking counties in Wales, we recognise the important role that youth work plays in supporting language use, cultural identity and belonging.

What we are doing in Ceredigion

We will:

- Strengthen bilingual and Welsh-medium provision.
- Increase opportunities for young people to use Welsh socially and informally.
- Support workforce confidence and skills.
- Promote local culture, heritage and identity.
- Align delivery with Cymraeg 2050, the Welsh in Education Strategic Plan and Ceredigion's Welsh Language Promotion Strategy.

Digital Youth Work

What Welsh Government says

National youth work policy recognises digital youth work as an important part of modern youth work practice.

Digital approaches can enhance access, communication, participation, learning and support whilst complementing face-to-face youth work relationships.

What this means in Ceredigion

Digital engagement is increasingly important to young people across the county. However, evidence also highlights ongoing challenges relating to digital connectivity, mobile coverage and digital skills, particularly within rural communities. Young people living in rural areas can experience additional barriers caused by poor connectivity and digital exclusion.

What we are doing in Ceredigion

We will:

- Continue developing digital youth work approaches.
- Strengthen digital participation opportunities.
- Improve communication through youth-friendly digital platforms.
- Promote digital skills and online safety.
- Work with partners to reduce digital exclusion where possible.

Five-Year Strategic Planning and Annual Reporting

What Welsh Government says

Local authorities must produce a five-year Youth Work Strategic Plan supported by evidence of need, engagement with young people and partners, and clear priorities for improvement.

Authorities must also review progress regularly and provide appropriate reporting on delivery and impact.

What this means in Ceredigion

Planning must be informed by evidence, shaped by young people and responsive to changing needs.

What we are doing in Ceredigion

This strategy establishes our shared priorities for 2027–2032 and will be supported through:

- Annual review and reporting.
- Ongoing engagement activities.
- Performance monitoring.
- Self-assessment and evaluation.
- Partnership review processes.

Partnership Expectations

What Welsh Government says

The Youth Work Directions are clear that youth work should be delivered through collaboration between statutory services, voluntary organisations, community groups and wider partners.

What this means in Ceredigion

No single organisation can meet all the needs of young people. Partnership working is essential to delivering a broad, accessible and sustainable youth work offer.

What we are doing in Ceredigion

We will continue to strengthen partnership arrangements through:

- The Children and Young People Provider Forum.
- Multi-agency collaboration.
- Community partnerships.
- Regional and national networks.
- Voluntary sector engagement.
- Shared planning, learning and evaluation.

Summary

The Youth Work Directions 2026 establish a clear expectation that all young people should have access to high-quality, inclusive, bilingual and participative youth work opportunities.

This strategy sets out how Ceredigion will respond to that challenge by working with young people, communities and partners to deliver an accessible, evidence-informed and sustainable youth work offer. Through the National Youth Work Standards, rights-based practice, Welsh language promotion, digital innovation and strong partnerships, we will continue strengthening youth work's contribution to the wellbeing, participation and future opportunities of young people across Ceredigion.

DRAFT

Part 2 – Understanding Our Current Youth Work System in Ceredigion

Purpose of This Section

This section sets out the current youth work system in Ceredigion, including what is already being delivered, who is currently engaging, what our data tells us, and what we have learned from recent evaluation, audit activity and engagement.

It provides the evidence base for the six strategic priorities set out in Part 3. Those priorities explain what we will protect, strengthen and develop over the next five years.

Ceredigion's Youth Work System

Youth work in Ceredigion is delivered through a diverse and interconnected system of services, organisations, volunteers and communities that work together to support young people aged 11–25.

At the heart of this system is Ceredigion Youth Service, the County Council's integrated youth service. The service delivers universal, targeted and specialist youth work through schools, community settings, youth centres, outreach, mobile provision, digital engagement, children's rights and participation, early intervention, prevention and youth justice.

Ceredigion's youth work model is embedded within the Council's wider Through Age Wellbeing structure, which brings together youth work, early help, youth engagement and progression, youth justice, family support, housing, education and wider preventative services. This supports smoother transitions, reduces duplication and creates clearer pathways for young people who may need additional support at different stages of their lives.

Youth work is currently delivered through a combination of:

- School-based youth work
- Community youth clubs and open-access provision
- Youth centres and community venues
- Outreach and detached youth work
- Mobile youth work
- Targeted support and early intervention programmes
- Youth justice and prevention services
- Participation, children's rights and youth voice opportunities
- Volunteering, leadership and social action
- Digital youth work and online engagement
- Welsh-medium and bilingual provision

Alongside local authority provision, voluntary and community organisations make a significant contribution to the youth work offer across Ceredigion. These organisations extend the reach, diversity and sustainability of opportunities available to young people, particularly in rural communities and through specialist provision.

Current Reach and Participation

During 2025–26, Ceredigion Youth Service reached **2,141 individual young people** through registered youth work provision. This represented approximately **14.3%** of the estimated 11–25 population recorded within the Welsh Government return.

The service recorded **18,444 individual contacts** with REACH-registered young people during 2025–26, alongside **857 anonymous contacts**. This demonstrates both the scale of regular engagement and the importance of open-access, outreach and informal youth work opportunities.

The age profile of young people reached was:

- **717** young people aged 11–13
- **857** young people aged 14–16
- **334** young people aged 17–19
- **233** young people aged 20–25

Accredited and recognised learning also formed part of the youth work offer. In 2025–26, 36 young people achieved nationally recognised accreditations, and 187 young people achieved locally recognised awards through youth work provision.

The 2025–26 workforce return recorded 28 youth work delivery staff, equivalent to 21.83 full-time equivalent posts. Of these, 23 staff were JNC qualified from Level 2 upwards, with a further 5 staff not yet qualified to Level 2 but in training.

The Welsh Government return also recorded provision across a range of settings, including:

- **4 youth centres**
- **4 youth clubs**
- **7 school-based settings**
- **6 mobile youth and information pop-up settings**
- **3 detached or outreach teams**

What Our Engagement Data Shows

As part of the development of this strategy, a dedicated young people's survey received **195 responses**. The responses provide important insight into current engagement, access, communication, Welsh language, digital preferences and young people's priorities.

Of those responding, **153 young people said they had regular contact with a youth worker**, while **42 said they did not**.

When asked whether they currently attend youth clubs or youth activities, **76 young people selected “Yes”** and **97 selected “No”**, with additional free-text responses showing that some young people access trips, after-school clubs or specific activities rather than regular youth club provision.

The survey also showed the importance of local, flexible and regular provision. When asked how many days per week youth clubs should be open:

- **65** young people said **2 days**
- **56** young people said **3 days**
- **40** young people said **1 day**
- **34** young people said **more**

Access and travel were clear themes. When asked how far they would travel for youth activities:

- **94** young people said **less than 10 minutes**
- **58** said **20 minutes**
- **43** said **30 minutes or more**

The most common barriers to attending youth activities included:

- **52** responses saying they were not interested
- **19** responses saying they did not know what was available
- **18** responses saying it was too far to travel
- **15** responses saying times did not suit them

Young people identified the following as most important in their local area:

- **149** selected safe spaces to hang out
- **80** selected mental health support
- **78** selected sports and fitness
- **77** selected jobs and training opportunities
- **69** selected creative activities such as art, music and drama

Young people also expressed strong interest in activities and experiences:

- **149** young people said they would like more trips and experiences outside Ceredigion
- **187** said youth clubs should have chill-out spaces with Wi-Fi
- **169** said they wanted more outdoor activities such as hiking, beach days or sports tournaments

Digital communication is increasingly important. Young people said information should be shared through:

- **Schools** – 112 responses
- **Social media** – 94 responses

- **Text message** – 87 responses

The social media platforms most commonly used by respondents were:

- **TikTok** – 123 responses
- **Snapchat** – 120 responses
- **Instagram** – 98 responses
- **WhatsApp** – 91 responses
- **YouTube** – 79 responses

This evidence supports the need for a youth work offer that is local, visible, accessible, digitally connected and shaped by young people's views.

Welsh Language, Identity and Bilingual Youth Work

Welsh language and culture remain central to Ceredigion's youth work system. Within the young people's survey, **71 young people said they speak Welsh, 68 said they sometimes speak Welsh, and 56 said they do not speak Welsh.**

When asked how important Welsh language and culture are in youth activities:

- **31** young people said **very important**
- **98** said **quite important**
- **66** said **not important**

This suggests that Welsh language provision should continue to be embedded as a visible and natural part of youth work, while also recognising the importance of choice, confidence and inclusive bilingual environments.

Recent evaluation activity also highlights ongoing investment in Welsh language development, including Welsh language learning opportunities for staff, bilingual digital engagement, participation in Welsh language networks and projects that promote Welsh culture and identity.

Poverty, Inequality and Rural Disadvantage

Whilst Ceredigion is often viewed as an affluent rural county, local evidence highlights the hidden nature of rural poverty and inequality. Poverty in rural communities is frequently less visible than in urban areas and can be experienced through a combination of low incomes, housing pressures, transport costs, digital exclusion and limited access to services.

Recent evidence indicates that approximately 34.8% of households are estimated to be living in relative income poverty, while almost 28% of children are living in poverty after housing costs. Material deprivation has increased and now exceeds the Welsh average.

Access to services remains a significant challenge. Ceredigion ranks amongst the most deprived local authorities in Wales for access to services, reflecting the realities

of a large rural county where transport, distance and connectivity can affect young people's ability to access opportunities and support.

Housing affordability also remains a growing concern for young people and families. Rising house prices, increasing rental costs and lower than average earnings create significant pressures that can influence wellbeing, future aspirations and decisions about remaining in or leaving the county.

These challenges directly influence the priorities identified within this strategy and reinforce the important role youth work plays in reducing barriers, strengthening resilience and supporting young people to access opportunities regardless of where they live.

Key Learning from 2025–26 Delivery

The 2025–26 Youth Support Grant evaluation shows that Ceredigion Youth Service has delivered a broad and increasingly integrated youth work offer across schools, communities, digital platforms and targeted support pathways.

Between January and March 2026, the service engaged with **over 400 young people** on the development of the five-year plan through surveys, youth clubs, schools, community outreach and in-person engagement. The service also received **30 responses** to its in-depth partner survey.

School-based youth work remains a significant part of the local offer. During the reporting period, youth workers in schools were supporting **104 young people**, with **5 after-school clubs** and **8 lunchtime clubs** operating across different activities. Around **30 young people** were attending these school-based clubs weekly.

Community youth work also continued to provide regular opportunities across the county, with an average of **60 young people attending weekly youth clubs across 4 locations**. The evaluation also noted the addition of an extra youth club in the Lampeter area and the development of new community-based opportunities.

Targeted and prevention work remained central to the service. During the reporting period, **154 young people aged 16–25** were supported by the Community Youth Work and Prevention Team, and Project Inspire recorded **276 contacts** since October.

Mobile and holiday provision also extended the reach of the service. Mobile provision engaged **126 young people**, while structured holiday provision was delivered across **17 days** for **197 young people aged 11–25**. A further **216 young people** took part in half-term activities, including mountain biking, educational trips, bowling, laser tag, youth club openings and residential opportunities.

The service also supported wider complementary provision, including Food and Fun, which engaged **231 children** and **over 200 families** during summer 2025.

Wellbeing and prevention activity included **108 wellbeing packs** distributed over Christmas, **10 preventative sessions** engaging **52 young people** at risk of anti-social behaviour, and **59 young people aged 11–16** taking part in intervention projects focused on exploitation, county lines, healthy relationships, online safety, arson prevention and virtual reality-based learning.

Early Intervention, Youth Engagement and Progression Framework (YEPF) and Prevention

Ceredigion's youth work system plays an important role in early identification, prevention and progression support. This work aligns closely with the Welsh Government Youth Justice Blueprint and Child First principles, recognising youth work as a key contributor to prevention, diversion and positive outcomes for children and young people.

The Youth Support Grant evaluation shows that **340 young people** were referred to weekly referral and allocation meetings during 2025–26, with young people allocated to youth workers or mentors for support.

For young people aged 11–16, the evaluation identified transport to employment, secure contracts and mental and physical health barriers as key factors influencing risk of becoming NEET. It also reported that **57 young people identified as at risk of becoming NEET were supported** through early identification and wider YEPF partnership arrangements.

For young people aged 16–18, the evaluation identified transport access and availability, appropriate employment opportunities, full-time and permanent progression routes, work experience and training opportunities as key influencing factors. Careers Wales snapshot data showed young people in Tier 1, Tier 2 and Tier 3 categories across the year, reinforcing the importance of continued prevention, tracking and progression support.

The evaluation also shows that between October 2025 and March 2026, **32 young people were supported to return to education, employment or training** by the service.

Youth homelessness prevention is also part of the wider youth work and Through Age model. The evaluation reported that the local authority has an early identification system for homelessness risk, with youth work contributing through preventative workshops, assessment panels, life skills, money management, employment support and VAP processes. Presentations recorded in the report increased from **37** in the first reporting period to **72** in the second reporting period, demonstrating the importance of early help and coordinated prevention.

Digital Youth Work and Communication

The 2025–26 evaluation shows that digital youth work has become an increasingly important part of Ceredigion's youth work offer.

The service has appointed a digital and marketing officer through UKSPF support, developed a dedicated youth-led website, launched a TikTok account and strengthened online communication to improve young people's awareness of services, activities and opportunities. Early evidence demonstrates that youth-led digital engagement is already helping the service reach young people in new and meaningful ways.

Between February and May 2026, the Ceredigion Youth TikTok platform generated more than 47,500 views, reached almost 39,500 accounts, and attracted a growing audience of 172 followers. Audience insights show particularly strong engagement from younger age groups, with over 26% of followers aged 18–24.

Performance data suggests that digital content is often reaching significantly larger audiences than traditional social media channels. Some videos generated between 3,200 and 4,000 views, compared to an average of around 500 views for similar Facebook content.

The most successful content has included young people's participation in community events, wellbeing activities, democratic engagement and local campaigns. This demonstrates that young people are engaging with authentic, locally relevant and youth-led content that reflects their interests, experiences and communities.

As digital engagement continues to develop, we will work alongside young people and partners to strengthen bilingual content, increase opportunities for youth-led content creation and ensure that digital youth work complements, rather than replaces, face-to-face youth work relationships.

The 2025-2026 evaluation also highlights continued partnership with ProMo Cymru, including digital youth work initiatives, Life Online work across the Dyfed-Powys region, and training to strengthen professional confidence in digital youth work. More than **40 stakeholders** took part in TikTok 101 training focused on engagement, TikTok myths and how TikTok can be used to reach young people.

The young people's survey supports this direction, with TikTok, Snapchat, Instagram, WhatsApp and YouTube identified as the most commonly used platforms by respondents.

Whilst digital engagement creates significant opportunities for participation, communication and access to support, evidence highlights continued digital inequalities within parts of Ceredigion. Full-fibre broadband coverage remains below the Welsh average, mobile not-spots remain amongst the highest in Wales and around one-third of residents lack the digital skills needed to fully participate in an increasingly digital society. These challenges can have a disproportionate impact on young people and families living within rural communities.

This evidence reinforces the need for digital youth work to enhance, rather than replace, face-to-face youth work relationships.

Partnership and Voluntary Sector Contribution

Partnership working is already a major strength within Ceredigion's youth work system. The voluntary youth work sector is a vital contributor to the delivery of youth work in Ceredigion and beyond, bringing additional capacity, specialist expertise, innovation and community connections. Through its role as the representative body for voluntary youth work in Wales, the Council for Wales of Voluntary Youth Services (CWVYS) acts as an important honest broker, supporting collaboration between statutory and voluntary organisations, promoting knowledge exchange, workforce development and advocacy, and helping to ensure that the collective voice of the sector informs policy, planning and service delivery. The Youth Support Grant workplan states that Ceredigion Youth Service leads the Children and Young People Provider Forum, which brings together **over 80 organisations** to coordinate best practice, share local intelligence and identify emerging needs.

The 2025–26 evaluation highlights strong collaboration with voluntary youth organisations, schools, community groups, CAVO, ProMo Cymru, EYST, Youth Cymru, Area 43, Welsh language networks, Dyfodol Ni Partnership and other local and regional partners.

The evaluation also notes the development of a Youth Work Grants Framework, through which **£50,000** was allocated to **six local voluntary organisations** to increase and strengthen opportunities for young people. Midline evidence showed strong engagement, youth-led delivery, inclusive practice and early impact, while also identifying sustainability, transport, volunteer capacity and funding as ongoing challenges.

This partnership evidence directly supports Priority 6, which focuses on governance, shared ownership, partnership networks and collective action.

Workforce, Quality and Sustainability

The current workforce is a significant strength, but sustainability remains a key risk.

The Welsh Government workforce return recorded **28 youth work delivery staff**, with **21.83 full-time equivalent posts**. It also recorded that **23 staff were JNC qualified from Level 2 upwards**, with **5 staff in training**.

The Youth Support Grant evaluation shows continued investment in workforce development, including staff completing Level 2 youth work qualifications, staff undertaking Level 2 and Level 3 qualifications, and staff progressing through youth work degree pathways.

The 2026–27 business plan identifies workforce development, quality assurance, supervision, safeguarding, digital safety, recruitment, retention, volunteering, placements and work experience as key priorities for the year ahead.

The business plan also identifies important risks, including over-reliance on external grant funding, insufficient qualified youth workers, digital exclusion, inconsistent prevention and early help pathways, and sustainability pressures linked to buildings, spaces and core funding.

This evidence directly supports Priority 5, which focuses on a skilled, sustainable, bilingual workforce and volunteer network.

Current Strengths to Build On

The evidence from 2025–26 shows that Ceredigion has a strong foundation for the next five years. Current strengths include:

- A bilingual, county-wide Youth Service working with young people aged 11–25.
- Strong community networks, cultural identity, Welsh language communities and natural assets that support wellbeing, belonging and participation.
- A Through Age model that supports early intervention, prevention and smoother transitions.
- Youth work provision across schools, communities, outreach, mobile, digital and targeted settings.
- Strong REACH engagement, with **2,141 individual young people reached** and **18,444 registered contacts** recorded during 2025–26.
- Regular school-based youth work across all secondary schools.
- Community youth clubs and open-access provision across the county.
- Increasing digital engagement through the youth-led website, TikTok and social media development.
- Strong youth voice structures including Youth Council, participation groups and youth-led panels.
- A growing evidence base through surveys, partner engagement, evaluation, audit and performance reporting.
- A committed workforce with strong levels of youth work qualification and ongoing training.
- Annual Rhoi dy Farn campaign engaging over 2,250 young people.
- Strong relationships with town and community councils and community organisations.
- Established youth work facilities, youth centres and community spaces across the county.
- Strong voluntary and community sector contribution, including over **80 organisations** involved through the Children and Young People Provider Forum.

What This Means for the Strategy

The evidence set out in this section shows that Ceredigion has a strong youth work foundation, but also clear areas for development.

The current system reaches a significant number of young people and provides a wide range of school-based, community-based, targeted, digital, Welsh-medium, participation and prevention opportunities. However, feedback and data also show that access is not always consistent, transport remains a barrier, rural communities need flexible approaches, digital communication needs to continue improving, and workforce and funding sustainability must be addressed.

The evidence also highlights the importance of recognising the realities of rural poverty and inequality within Ceredigion. Whilst challenges linked to transport, housing affordability, access to services and digital exclusion affect many young people across the county, Ceredigion's communities, culture, Welsh language and strong partnership networks also provide significant strengths upon which future youth work development can build.

The evidence also highlighted the importance of protecting youth facilities, community spaces and local opportunities that support participation, wellbeing and community connection, particularly within rural communities.

This evidence has directly shaped the six strategic priorities in Part 3:

1. **Access to High-Quality Youth Work**
2. **Thriving Rural Communities**
3. **Wellbeing, Belonging and Trusted Relationships**
4. **Youth Voice, Participation and Leadership**
5. **A Skilled, Sustainable, Bilingual Workforce and Volunteer Network**
6. **Partnerships, Communities and Collective Action**

Part 3 explains how we will respond to this evidence over the next five years, including what we will protect and strengthen in Years 1–2 and what we will develop, expand and innovate in Years 3–5.

Together, these services form Ceredigion's local Youth Work Offer and represent the opportunities that young people can expect to access through the county's youth work system.

Part 3 – Strategic Priorities & Collective Action

Introduction

This section sets out the six strategic priorities that will guide the development of youth work across Ceredigion between 2027 and 2032.

The priorities have been shaped by engagement with young people, communities, staff, volunteers and partners, together with evidence gathered through service evaluation, performance data, participation activity and wider local and national policy developments. They provide a shared framework for protecting what works well, responding to local need and improving outcomes for young people over the next five years.

Whilst this strategy is led by Ceredigion Youth Service, successful delivery will depend on the contribution of the wider youth work system, including schools, voluntary organisations, community groups, town and community councils, public services, volunteers and young people themselves. Youth work is most effective when it is delivered through partnership, shared ownership and collective action.

This section is organised around three key questions:

Why? Why these priorities have been chosen and what the evidence tells us.
What? What we will do collectively over the next five years to strengthen youth work across Ceredigion.
How? How we will monitor progress, measure impact and drive continuous improvement.

For each priority, we outline:

- Why this matters.
- What young people told us.
- What partners told us.
- Current strengths to build on.

The section concludes with a county-wide Collective Action Plan and Performance and Impact Framework, bringing together the key actions, measures and accountability arrangements that will underpin delivery of this strategy.

Why These Priorities?

The six priorities within this strategy have been shaped by what young people, partners, communities and practitioners told us, alongside evidence gathered through engagement activities, performance information, evaluation findings, the Youth Work Audit, the Play Sufficiency Assessment and wider local and national policy developments. Together, this evidence provides a clear picture of the opportunities, challenges and aspirations that should shape the future of youth work in Ceredigion.

Whilst every young person's experience is different, several common themes emerged consistently throughout the engagement process. Young people told us they value safe spaces, trusted adults, opportunities to take part in activities, stronger connections to their communities and meaningful opportunities to influence decisions that affect their lives. They also highlighted barriers relating to transport, awareness of opportunities, access to local provision and the challenges experienced by some rural communities.

Partners recognised the important contribution youth work makes to prevention, wellbeing, participation, education, employability and community resilience. They highlighted the importance of strong partnerships, investment in the workforce, sustainable community provision, effective governance and continued collaboration to meet the changing needs of young people.

These themes have been translated into six interconnected priorities that will guide the development of youth work across Ceredigion between 2027 and 2032.

What We Heard → Our Strategic Priorities

Priority	What We Heard
● Priority 1 – Access to High-Quality Youth Work	Young people want more opportunities, better information, safe spaces and easier access to youth work activities, services and support.
● Priority 2 – Thriving Rural Communities	Young people want more opportunities closer to home and better responses to transport, distance and rural barriers.

● Priority 3 – Wellbeing, Belonging and Trusted Relationships	Young people value trusted adults, positive relationships, safe spaces and opportunities that support wellbeing and belonging.
● Priority 4 – Youth Voice, Participation and Leadership	Young people want to be heard, involved in decisions and supported to lead change within their schools, communities and wider society.
● Priority 5 – A Skilled, Sustainable, Bilingual Workforce and Volunteer Network	Youth workers and volunteers make a difference. Maintaining a skilled, confident and sustainable workforce is essential to future success.
● Priority 6 – Partnerships, Communities and Collective Action	Stronger communication, collaboration and shared ownership are needed to create a joined-up youth work offer across Ceredigion.

Although presented as separate priorities, they are closely connected. Progress in one area will often contribute to progress in another. Together, they provide a shared framework for protecting what works well, responding to local need and ensuring that young people remain at the centre of youth work development across Ceredigion over the next five years.

● Priority 1 – Access to High-Quality Youth Work

““Make sure all children have the option of speaking to a youth worker even if there is no obvious reason to, no child should suffer in silence.”

Why This Matters

Every young person should be able to access high-quality youth work opportunities regardless of where they live, their background, circumstances or level of need. Access is about more than simply providing services. It is about whether young people know what opportunities are available, whether they can get to them, whether they feel welcome and included, and whether provision reflects their interests, needs and aspirations.

Throughout our engagement, young people spoke about the importance of safe spaces, activities, trusted adults and opportunities to spend time with friends. However, they also highlighted barriers including transport, distance, awareness of opportunities and access to local provision. These challenges can be particularly significant within a rural county such as Ceredigion and can influence who participates, how often they engage and what opportunities are available to them.

Access is also dependent on the availability of safe and welcoming spaces. Youth centres, youth service buildings, community facilities and partner venues play an important role in supporting participation, wellbeing and prevention. These facilities are valuable community assets and any future changes or pressures affecting them should be carefully considered alongside their potential impact on young people and local communities.

What Young People Told Us

Young people consistently told us that they want more opportunities to participate in youth work closer to where they live. They want safe places to spend time with friends, more activities, trips and experiences, better information about opportunities and easier ways to get involved. Young people spoke positively about the relationships they have with youth workers and the role youth work plays in helping them feel supported, connected and involved within their communities.

At the same time, they highlighted practical barriers including travel, transport, limited awareness of available opportunities and provision that is not always available at the right time or in the right location. These findings reinforce the need for a youth work offer that is visible, accessible and shaped around the realities of young people's lives.

Young people also told us that perceptions and stigma can act as barriers to participation, with some young people believing that youth clubs are primarily attended by young people who get into trouble, making others reluctant or anxious to attend. Young people suggested that greater visibility and advertising by youth

workers within schools could help build familiarity, challenge misconceptions, reduce anxiety and encourage more young people to access local youth work opportunities.

What Partners Told Us

Partners recognised youth work as an important educational, preventative and community-based service that supports young people's wellbeing, participation and progression.

They highlighted the importance of maintaining a strong county-wide youth work offer, protecting youth facilities and community spaces, strengthening pathways between school, community and targeted provision, improving communication and ensuring opportunities remain accessible across both urban and rural communities.

Partners also emphasised the need for clear, inclusive and accessible pathways into youth work, particularly for young people who may face additional barriers to participation.

Current Strengths to Build On

Ceredigion already benefits from a diverse youth work offer delivered through schools, communities, youth centres, outreach settings, digital platforms and targeted programmes. During 2025–26, Ceredigion Youth Service engaged with **2,141 individual young people** and recorded more than **18,000 registered contacts** across its provision.

Young people currently access youth work through community youth clubs, school-based youth work, outreach and mobile provision, youth centres, participation opportunities, prevention programmes and targeted support. These opportunities are complemented by a growing digital offer, including the youth-led website and social media platforms.

The service has established targeted interventions and support pathways for young people who may require additional help. Through intervention planning, young people are supported to identify goals, address barriers, build on their strengths and access the support they need to improve wellbeing, participation, progression and future opportunities.

Recent developments in digital youth work have increased awareness of opportunities and strengthened communication with young people. During its early development phase, the Youth Service TikTok platform generated more than **47,500 views**, demonstrating the potential of youth-friendly digital engagement to increase visibility and reach. Alongside this, a strong network of community venues, youth facilities and partner organisations continues to provide safe, accessible and welcoming environments for young people across the county. These foundations provide a strong platform for future development and improvement.

● Priority 2 – Thriving Rural Communities

“More youth clubs in smaller villages.”

Why This Matters

Ceredigion's rurality is one of the county's greatest strengths. Young people benefit from strong communities, access to nature, a rich Welsh language and cultural heritage, and a strong sense of identity and belonging. These assets provide valuable opportunities for youth work to support wellbeing, participation, learning and community connection.

At the same time, young people consistently identified rurality as one of the biggest factors affecting their ability to access activities, opportunities and support. Transport, distance, affordability and the availability of local provision can all influence whether young people are able to participate in youth work and wider community life. These challenges are also reflected within Ceredigion's Play Sufficiency Assessment, which highlights ongoing issues relating to access, rural provision and transport.

This priority is not simply about overcoming barriers. It is about building on the strengths that already exist within rural communities, supporting young people to access opportunities closer to home, and ensuring that where a young person lives does not determine the opportunities available to them.

What Young People Told Us

Young people consistently raised transport and distance as barriers to participation. Many told us they would like more opportunities available within their own communities and easier access to activities elsewhere in the county.

They spoke positively about their local communities, outdoor spaces, friendships and connection to place, but also highlighted a desire for:

- More opportunities closer to home.
- More youth activities within villages and rural communities.
- Better transport and connections.
- Greater access to trips, experiences and county-wide activities.
- More outdoor, recreational and community-based opportunities.

Young people also told us that they value the safety, culture, language and natural environment that Ceredigion offers, and want these strengths to continue shaping youth work opportunities in the future.

What Partners Told Us

Partners consistently identified rurality as both a challenge and an opportunity.

They highlighted the impact of transport, geography and access to services, whilst also recognising the strengths of community networks, local facilities, volunteers and community organisations that help sustain opportunities for young people across the county.

Partners identified town and community councils as important contributors to local youth work opportunities, community events, facilities and spaces. There is strong potential to strengthen collaboration with local councils to support youth activities, community initiatives and opportunities for young people within rural communities.

Partners emphasised the importance of:

- Strengthening community-based youth work.
- Making better use of local facilities and community assets.
- Supporting local organisations and volunteers.
- Increasing opportunities within rural communities.
- Improving connections between local and county-wide opportunities.
- Working more closely with town and community councils.

The Play Sufficiency Assessment similarly identified the importance of improving rural provision, supporting local facilities and working collaboratively with communities to increase access to opportunities for children and young people.

Current Strengths to Build On

Ceredigion already benefits from strong community networks, active voluntary organisations, town and community councils, local events and community facilities that provide important opportunities for young people. Youth work is delivered through a combination of school-based provision, community youth clubs, outreach, mobile youth work, holiday activities and partnership projects across North, Mid and South Ceredigion.

The Play Sufficiency Assessment identified 73 parks and play areas across the county, alongside a wide range of community assets that support children's and young people's opportunities to play, participate and connect with others. Many of these facilities are managed and supported by town and community councils, community groups and volunteers.

Strong partnerships already exist with community organisations, sports clubs, Welsh language organisations, community hubs and local groups that help extend the reach of youth work beyond traditional settings. These partnerships provide a strong foundation for increasing local opportunities, strengthening community connections and ensuring that young people can thrive within the communities they call home.

● Priority 3 – Wellbeing, Belonging and Trusted Relationships

“Safe spaces to hang out.”

Why This Matters

Young people consistently told us that one of the most important aspects of youth work is having trusted adults, positive relationships and safe places where they feel welcomed, valued and able to be themselves. Whilst mental health and wellbeing were frequently discussed during engagement activities, young people often spoke more broadly about the importance of friendship, belonging, confidence, participation and feeling connected to others.

Youth work has a unique role in supporting wellbeing through voluntary participation, trusted relationships and positive experiences. By providing safe spaces, opportunities to connect with others and access to trusted adults, youth work helps young people build confidence, resilience and a stronger sense of belonging within their communities.

This priority also reflects the important contribution youth work makes to prevention and early intervention. As an integrated service, youth work works alongside Youth Justice, the Youth Engagement and Progression Framework (YEPF), youth homelessness prevention and wider early help services to identify needs early, build strengths and provide support before challenges escalate. Through a Child First approach, youth work supports young people to develop positive identities, make informed choices and access the right support at the right time.

What Young People Told Us

Wellbeing was one of the strongest themes emerging from our engagement.

Young people told us they value:

- Safe and welcoming places to spend time.
- Trusted adults who listen and understand them.
- Opportunities to socialise and make friends.
- Activities that help them feel confident and connected.
- Support that is available before problems reach crisis point.

Young people frequently spoke about the importance of being understood, having someone to talk to and feeling part of a community. They also highlighted feelings of loneliness, anxiety and isolation, particularly where opportunities to connect with others are limited. Importantly, young people described wellbeing as more than mental health alone. For many, wellbeing was linked to relationships, participation, belonging, feeling safe and having access to positive opportunities.

They highlighted the importance of ensuring that support and guidance are available to everyone, not just those who are already identified as needing help. They emphasised the value of being able to access informal advice and information without barriers and felt that all young people should know how to access support when they need it.

Respondents also stressed the importance of making youth work opportunities inclusive and accessible, particularly for vulnerable and neurodiverse young people. In addition, concerns were raised about the social wellbeing of home-educated young people, with suggestions that greater opportunities for engagement and regular wellbeing check-ins could help ensure they remain connected, supported and able to participate in their communities.

What Partners Told Us

Partners consistently identified wellbeing as a significant issue affecting young people across Ceredigion and highlighted the importance of prevention, early intervention and relationship-based support.

Partners emphasised:

- The importance of trusted relationships.
- Supporting wellbeing before difficulties escalate.
- Increasing opportunities for social connection and belonging.
- Strengthening pathways between universal and specialist services.
- Reducing isolation, particularly in rural communities.
- Maintaining a strong emphasis on prevention and resilience.

Partners also recognised the unique contribution youth work makes through its voluntary, informal and relationship-based approach, helping young people engage with support in environments where they feel comfortable, respected and valued.

Current Strengths to Build On

Ceredigion already benefits from a strong culture of prevention, early intervention and relationship-based practice. Young people have access to wellbeing support through schools, youth clubs, community settings, outreach provision, targeted programmes and specialist services, supported by strong partnerships across the county.

Youth work plays an important role within Ceredigion's wider Through Age model, supporting smoother transitions between services and creating opportunities for earlier intervention. The service also contributes directly to Youth Justice prevention activity, YEPF arrangements and youth homelessness prevention through mentoring, life skills development, progression support and trusted adult relationships.

One of the greatest strengths identified through our engagement was the value of youth workers themselves. Young people consistently highlighted the importance of

trusted adults who take time to listen, understand their experiences and provide support without judgement. These relationships remain at the heart of effective youth work and provide a strong foundation for improving wellbeing, strengthening belonging and helping young people thrive.

● **Priority 4 – Youth Voice, Participation and Leadership**

“Things change when we suggest them.”

Why This Matters

Young people told us clearly that they want to have a genuine say in decisions that affect their lives, their communities and the services they use. They want to be listened to, involved in decision-making and able to see how their views lead to meaningful change. Youth work plays an important role in creating opportunities for young people to influence decisions, develop leadership skills and become active contributors within their communities.

Participation is about more than consultation. Young people engage in different ways and through different settings. Some choose formal structures such as the Youth Council, whilst others contribute through youth clubs, schools, digital platforms, community activities or one-off campaigns. Creating a range of accessible opportunities helps ensure that a broader and more representative range of young people can influence services and decision-making.

This priority focuses on strengthening youth voice, increasing participation opportunities and supporting young people to become leaders, volunteers, advocates and changemakers within their communities.

What Young People Told Us

Young people consistently told us that they want their views to influence decisions and lead to tangible action.

They told us they want:

- More opportunities to influence local decisions.
- Greater involvement in planning activities and services.
- More volunteering and leadership opportunities.
- Better feedback about what has changed because of their views.
- More opportunities to shape their schools, communities and future services.

Young people also highlighted the importance of participation being accessible and inclusive, ensuring that all voices are heard and represented, not just those who

engage in formal consultation processes. They value participation when it feels meaningful and when they can see the impact of their involvement.

Young people we spoke to felt that young people and families experiencing financial hardship would benefit from greater support, advice and guidance to help them navigate challenges, access opportunities and make informed decisions. They recognised the role that youth workers can play in providing practical support, signposting and early intervention to help reduce the negative effects of financial insecurity on young people's lives.

What Partners Told Us

Partners strongly supported the need to strengthen participation and youth voice across Ceredigion.

They highlighted the importance of:

- Embedding participation throughout services.
- Involving young people earlier in decision-making.
- Increasing leadership and volunteering opportunities.
- Engaging underrepresented groups.
- Strengthening links between participation and service development.
- Demonstrating how young people's views influence outcomes.

Partners also recognised the important role that youth work plays in helping young people develop confidence, leadership skills, advocacy skills and active citizenship.

Current Strengths to Build On

Ceredigion already has a strong foundation of participation and youth voice activity. Young people contribute through schools, youth clubs, consultation activities, participation groups, digital engagement, youth-led projects and community initiatives. The Youth Council provides an established mechanism for representation and engagement with decision-makers, whilst wider participation opportunities ensure that young people can engage through a range of formal and informal routes.

The annual **Rhoi dy Farn (Have Your Say)** campaign has become one of the county's largest youth engagement exercises. In 2025, 2,252 young people participated, helping identify the issues that matter most to them and shaping the annual work programme of the Youth Council. The campaign also provides an important mechanism for identifying emerging themes and priorities that may influence future youth work activity throughout the lifetime of this strategy.

Recent developments in digital engagement, youth-led communications and social media have also created new opportunities for young people to share their views, influence services and participate in ways that feel relevant and accessible to them. Together, these provide a strong foundation for strengthening youth voice, leadership and participation over the lifetime of this strategy.

● **Priority 5 – A Skilled, Sustainable, Bilingual Workforce and Volunteer Network**

“Youth workers actually listen.”

Why This Matters

Young people consistently told us that youth workers are one of the most important aspects of effective youth work. Across our engagement, young people spoke positively about the trusted relationships they have developed with youth workers and the difference these relationships make to their confidence, wellbeing, participation and sense of belonging.

Delivering high-quality youth work depends on having a skilled, confident and supported workforce. This includes professionally qualified youth workers, youth support workers, volunteers, community youth leaders and partner organisations who all contribute to the wider youth work system. As expectations of youth work continue to evolve, the workforce must be equipped to respond to a wide range of needs, opportunities and challenges facing young people.

Volunteers also play a vital role in supporting opportunities for young people across Ceredigion. Through youth clubs, sports organisations, community groups, cultural activities, Welsh language initiatives and local projects, volunteers help create opportunities that would not be possible through statutory provision alone. Supporting, recognising and developing volunteers will therefore be essential to the long-term sustainability of youth work across the county.

This priority is also about ensuring greater consistency and accountability across the service. Through workforce development, supervision, individual workplans and schemes of work, we want to ensure that day-to-day youth work delivery reflects the priorities, values and outcomes contained within this strategy.

What Young People Told Us

Whilst young people rarely spoke directly about workforce development, they consistently highlighted the qualities they value in youth workers and trusted adults.

Young people also expressed a desire for a greater understanding of the role of youth workers, the support they provide, and the positive impact youth work can have on young people's lives. They suggested that raising awareness of youth work careers and responsibilities could help improve understanding of the profession and encourage greater engagement with services.

Young people told us they value:

- Youth workers who listen.
- Trusted adults who understand their experiences.
- Consistent relationships.

- Safe and welcoming environments.
- People who make activities engaging and enjoyable.
- Staff who are available when they need support.

Young people repeatedly emphasised the importance of being listened to, understood and supported by adults they trust. Their feedback reinforces the importance of maintaining a visible, accessible and well-supported workforce with the time and capacity to build meaningful relationships.

What Partners Told Us

Partners consistently recognised the strength and commitment of the youth work workforce across Ceredigion. They highlighted the importance of:

- Workforce wellbeing and resilience.
- Professional learning and development.
- Recruitment, retention and succession planning.
- Maintaining a skilled bilingual workforce.
- Volunteer recruitment and support.
- Developing future youth work leaders.
- Creating clearer pathways into youth work and volunteering.
- Sharing expertise across organisations and sectors.

Partners also highlighted the need to continue recognising youth work as a professional educational practice and to invest in the workforce and volunteer network needed to sustain high-quality provision into the future.

Current Strengths to Build On

Ceredigion benefits from a committed, experienced and qualified workforce that is highly valued by young people, communities and partners. The 2025–26 workforce return recorded 28 youth work delivery staff, with 23 staff qualified to JNC Level 2 or above and a further five staff in training. The service already has a strong culture of professional learning, reflective practice, safeguarding, supervision and workforce development. Staff contribute across schools, communities, outreach settings, digital platforms, youth justice, participation, prevention and targeted support, providing young people with a broad and flexible youth work offer.

Ceredigion also benefits from a strong network of volunteers, community organisations and partner agencies that make a significant contribution to supporting young people. Existing partnerships with organisations such as the Urdd, Young Farmers Clubs, community groups and voluntary sector organisations provide valuable opportunities for volunteering, leadership and progression.

These strengths provide a solid foundation for developing a skilled, sustainable and bilingual workforce that is aligned to the priorities of this strategy and equipped to meet the changing needs of young people over the next five years.

● Priority 6 – Partnerships, Communities and Collective Action

“Know who is who. Know what they do and where.”

Why This Matters

Youth work does not happen in isolation. Young people, communities, volunteers, schools, public services and voluntary organisations all play an important role in creating opportunities and improving outcomes for young people across Ceredigion. Strong partnerships help ensure that young people experience services as connected, accessible and responsive rather than a collection of separate organisations and activities.

Throughout the development of this strategy, young people highlighted the importance of knowing what opportunities are available, understanding where to access support and seeing organisations work together more effectively. Partners also recognised that no single organisation can meet all the needs of young people alone and that collaboration, shared learning and collective action are essential to addressing current and future challenges.

This priority is also about strengthening the role of communities in supporting young people. Community facilities, youth centres, village halls, recreation spaces and local events all form part of the wider youth work infrastructure that helps young people connect, participate and contribute within their communities. By working together more effectively, we can create stronger local opportunities, improve communication and ensure that young people remain connected to their communities.

What Young People Told Us

Young people consistently told us that they want better information about activities, services and opportunities available to them.

They spoke about:

- Wanting to know what is available locally.
- Easier access to information and support.
- Better communication about activities and events.
- More joined-up opportunities.
- Continued opportunities to influence decisions and shape future provision.

Young people also stressed the importance of seeing the results of their involvement and understanding how organisations are responding to the issues they raise.

What Partners Told Us

Partners highlighted the strength of existing relationships across Ceredigion, whilst identifying opportunities to strengthen collaboration further.

They emphasised the importance of:

- Stronger communication between organisations.
- Shared learning and networking opportunities.
- Better referral pathways.
- Joint planning and problem solving.
- Stronger links between statutory, voluntary and community organisations.
- Increasing awareness of services and opportunities.
- Ensuring that smaller community organisations can contribute to strategic discussions.

Partners also highlighted the role that community organisations, volunteers and local councils play in sustaining opportunities for young people, particularly within rural communities.

Current Strengths to Build On

Ceredigion already benefits from a strong culture of partnership working. A wide range of organisations contribute to supporting young people's wellbeing, participation, development and progression through schools, community-based services, voluntary organisations, youth justice, early intervention services and regional partnerships.

The Children and Young People Provider Forum provides an established mechanism for collaboration, bringing together over **80 organisations and services** to share information, identify emerging needs and strengthen partnership working across the county.

Strong relationships already exist with organisations including Area 43, RAY Ceredigion, Urdd Gobaith Cymru, Young Farmers Clubs, EYST, CAVO, ProMo Cymru, schools and a range of community and voluntary groups. These existing partnerships and those that will be created in coming years will help extend opportunities for young people and strengthen support within local communities.

The Play Sufficiency Assessment also highlighted the significant contribution made by town and community councils, community associations and local volunteers in maintaining facilities, supporting activities and improving opportunities for children and young people. These community assets provide an important foundation for future collaboration and community-led development.

Together, these strengths provide a solid platform for creating a more connected, collaborative and sustainable youth work system that is shaped by communities and centred around the needs of young people.

The strategy will continue to benefit from collaboration with national bodies such as CWVYS, to bolster strategic leadership, partnership development and a collective voice for the youth work sector in Wales.

What Success Will Look Like by 2032

By 2032, we want youth work to be increasingly visible, accessible and valued across Ceredigion. Young people will have greater access to opportunities, stronger relationships with trusted adults and more opportunities to influence decisions, contribute to their communities and achieve their aspirations.

Success will mean:

● Access to High-Quality Youth Work	• More young people participating in youth work opportunities across Ceredigion. • Greater awareness of what opportunities are available and how to access them. • More consistent access to youth work regardless of where a young person lives. • Simpler and more accessible pathways into youth work, participation and support services.
● Thriving Rural Communities	• More opportunities available within rural communities. • Increased participation from young people living in villages and rural areas. • Stronger relationships between young people and their local communities. • Greater use of local community facilities, assets and outdoor spaces.
● Wellbeing, Belonging and Trusted Relationships	• More young people reporting positive wellbeing, confidence and resilience. • More young people accessing trusted adults and supportive relationships. • Reduced feelings of isolation and disconnection. • Stronger community connections and sense of belonging.

● Youth Voice, Participation and Leadership	• More young people influencing decisions that affect their lives. • Increased participation in volunteering, leadership and community action. • Greater representation of diverse and underrepresented groups. • Stronger evidence that young people's views are shaping services and decisions.
● A Skilled, Sustainable, Bilingual Workforce and Volunteer Network	• A skilled, confident and resilient workforce. • Increased bilingual workforce capacity. • Greater volunteer recruitment, retention and progression. • Clear pathways into youth work, volunteering and community leadership.
● Partnerships, Communities and Collective Action	• Stronger collaboration across the youth work system. • Improved communication and awareness of opportunities. • More joint projects and shared initiatives. • Greater involvement of communities, partners and local organisations in supporting young people.

Collective Action Plan 2027–2032

The priorities described in this strategy provide the strategic direction for youth work over the next five years. This Collective Action Plan brings those priorities together into a shared programme of activity for young people, communities, partners and practitioners.

Actions have been grouped into two phases:

- Years 1–2: Protect, Strengthen and Improve.
- Years 3–5: Develop, Expand and Innovate.

Whilst actions are grouped under individual priorities, many will contribute to multiple areas of the strategy and should be viewed as part of a connected youth work system rather than separate workstreams.

Years 1–2: Protect, Strengthen and Improve	Years 3–5: Develop, Expand and Innovate
● Priority 1 – Access to High-Quality Youth Work 1. Protect existing youth work provision, facilities, youth centres and community venues. 2. Review and improve how young people access opportunities and support. 3. Simplify membership, registration and communication processes. 4. Improve awareness of opportunities through digital and face-to-face engagement. 5. Strengthen pathways between school-based, community-based and targeted provision. 6. Ensure equality, diversity and accessibility considerations are embedded within youth work access arrangements.	● Priority 1 – Access to High-Quality Youth Work 1. Explore community youth hubs and shared use facilities. 2. Expand digital youth work opportunities. 3. Increase access to accreditation, leadership and progression pathways. 4. Review long-term sustainability of youth work facilities and infrastructure.
● Priority 2 – Thriving Rural Communities 1. Map youth work provision, community assets and gaps in opportunities across the county. 2. Strengthen relationships with town and community councils.	● Priority 2 – Thriving Rural Communities 1. Develop innovative rural delivery models. 2. Increase opportunities within underserved communities. 3. Strengthen community-led and place-based youth work approaches.

3. Increase youth work involvement in local events, agricultural shows and community initiatives. 4. Improve local opportunities for young people within rural communities. 5. Strengthen outreach, mobile and place-based approaches.	4. Increase outdoor, cultural and environmental learning opportunities.
● Priority 3 – Wellbeing, Belonging and Trusted Relationships 1. Protect safe spaces and relationship-based youth work. 2. Strengthen early intervention and prevention approaches. 3. Improve connections between youth work, wellbeing and support services. 4. Strengthen youth work contributions to YEPF, youth homelessness prevention and Youth Justice prevention activity. 5. Promote opportunities that support belonging, connection and positive wellbeing.	● Priority 3 – Wellbeing, Belonging and Trusted Relationships 1. Develop peer mentoring and peer support opportunities. 2. Strengthen community wellbeing initiatives. 3. Expand approaches that promote resilience, belonging and social connection. 4. Develop stronger community-based preventative support.
● Priority 4 – Youth Voice, Participation and Leadership 1. Strengthen Youth Council arrangements. 2. Continue annual Rhoi dy Farn / Have Your Say campaigns. 3. Improve "You Said, We Did" reporting and feedback.	● Priority 4 – Youth Voice, Participation and Leadership 1. Develop Young Inspectors and youth-led evaluation approaches. 2. Establish a Youth Service Forum or Junior Committee structure.

4. Increase opportunities for volunteering, leadership and community action. 5. Develop more inclusive participation opportunities for underrepresented groups.	3. Increase young people's involvement in governance and decision-making. 4. Develop leadership opportunities linked to Anti-Racist Wales and wider participation agendas.
● Priority 5 – A Skilled, Sustainable, Bilingual Workforce and Volunteer Network 1. Develop individual workforce development plans and supervision arrangements. 2. Introduce youth worker schemes of work linked to strategic priorities. 3. Strengthen workforce planning and succession planning. 4. Increase Welsh language confidence and bilingual delivery. 5. Improve volunteer recruitment, support and recognition.	● Priority 5 – A Skilled, Sustainable, Bilingual Workforce and Volunteer Network 1. Develop apprenticeships, placements and workforce pathways. 2. Create stronger volunteer-to-career pathways. 3. Strengthen specialist skills in digital youth work, inclusion, participation and prevention. 4. Develop leadership opportunities for future practitioners.
● Priority 6 – Partnerships, Communities and Collective Action 1. Strengthen the Children and Young People Provider Forum. 2. Establish the Annual Youth Work Network event. 3. Improve referral pathways and partnership communication. 4. Increase community and voluntary sector involvement. 5. Strengthen engagement with local councils, community groups and youth organisations.	● Priority 6 – Partnerships, Communities and Collective Action 1. Increase collaborative projects and shared initiatives. 2. Strengthen regional and national partnerships. 3. Develop shared approaches to evaluation and impact measurement. 4. Explore opportunities for collaborative funding and commissioning.

Measuring Success and Impact

Tools and Evidence Sources: Progress will be monitored using a range of quantitative and qualitative evidence sources, including:		
• REACH participation data. • Young people's surveys and feedback. • Rhoi dy Farn / Have Your Say engagement. • Partner and stakeholder surveys. • Welsh Government Youth Work returns. • Play Sufficiency Assessment findings. • Youth Justice performance information.	• Youth Engagement and Progression Framework (YEPF) data. • Youth homelessness prevention and progression data. • Digital engagement analytics, including website and social media performance. • Workforce development and volunteer information. • Service evaluations, audits, satisfaction surveys and self-assessments.	
Performance Measures: We will monitor progress through six key outcome areas:		
Access and Participation 1. Number of young people accessing youth work. 2. Geographic spread of provision. 3. Participation from different communities and groups. 4. Access to facilities and opportunities.	Wellbeing and Belonging 1. Young people's wellbeing, confidence and resilience. 2. Levels of repeat engagement. 3. Feedback on safety, belonging and inclusion.	Youth Voice and Influence 1. Participation in consultations and leadership opportunities. 2. Youth-led projects and initiatives. 3. Evidence of young people's influence on decisions.
Progression and Achievement 1. Accredited outcomes and achievements. 2. Volunteering and leadership participation. 3. Progression into education, employment and training.	Workforce and Volunteers 1. Workforce capacity and qualifications. 2. Volunteer recruitment and retention. 3. Welsh language skills and bilingual capacity. 4. Workforce wellbeing and development.	Partnerships and Communities 1. Partner engagement and participation. 2. Community involvement. 3. Collaborative projects and shared initiatives. 4. Referral and partnership activity.

Quality Assurance and Continuous Improvement

Continuous improvement will be supported through:

- Outcomes achieved through youth work intervention plans.
- Percentage of planned outcomes achieved through targeted youth work interventions, supported by young people's feedback, case reviews and progress monitoring.
- Individual workforce development plans.
- Youth worker schemes of work aligned to the strategic priorities.
- Supervision, appraisal and reflective practice.
- Annual self-assessment against the National Youth Work Standards.
- Partner feedback and review processes.
- Youth-led evaluation and participation activity.
- Annual performance reporting and strategic review.

The six priorities set out in this section provide a shared framework for strengthening youth work across Ceredigion over the next five years. Together, they reflect what young people, communities, practitioners and partners told us matters most, alongside the evidence gathered.

Whilst each priority focuses on a distinct area of development, they are closely connected. Improving access to youth work supports wellbeing and participation. Stronger rural communities create greater opportunities for connection and belonging. A skilled workforce strengthens relationships and outcomes. Effective partnership working helps ensure that young people experience a coordinated and accessible network of support. Together, these priorities represent our collective ambition for young people in Ceredigion and the contribution that youth work can make to stronger communities, improved wellbeing and positive futures.

The priorities are supported by a clear action plan, a shared approach to measuring success and a commitment to continuous improvement. The final part of this strategy sets out how we will turn these priorities into action. It explains how the strategy will be delivered, how progress will be monitored, how young people and partners will continue to influence decision-making, and how we will ensure that youth work in Ceredigion remains relevant, responsive and accountable throughout the lifetime of this plan.

Part 4 – Delivering, Monitoring and Improving the Strategy

Delivering the Strategy

The Ceredigion Youth Work Strategic Plan 2027–2032 is a shared commitment to young people, communities and partners across the county.

Whilst Ceredigion Youth Service will lead the delivery and coordination of the strategy, achieving its ambitions will rely on collective action across the wider youth work system. Schools, voluntary organisations, community groups, health services, youth justice, Welsh language organisations, sports clubs, cultural organisations, employers, local communities and young people themselves all have an important role to play in supporting the successful delivery of this plan.

The six strategic priorities within Part 3 set out the areas where we will focus our efforts over the next five years. Delivery will be phased across the lifetime of the strategy, recognising the importance of protecting and strengthening existing provision, whilst also developing new opportunities and responding to emerging needs.

Throughout implementation, the Welsh language, digital inclusion, equality, participation, partnership working, the National Youth Work Standards and our Through Age approach will remain cross-cutting principles underpinning all areas of delivery.

Delivering this strategy will require collective leadership and shared responsibility. Whilst Ceredigion Youth Service will act as the lead coordinating organisation, successful implementation will depend upon the continued contribution of schools, voluntary organisations, community groups, town and community councils, Welsh language organisations, employers, public services, volunteers and young people themselves. The success of this strategy will be determined not by the actions of a single organisation, but by the strength of the wider youth work system working together.

Youth centres, community venues and partner facilities are important assets within the local youth work system. Where significant changes are proposed, consideration should be given to the potential impact on young people's access to opportunities, participation and support.

Governance and Accountability

The strategy has been developed and will be delivered in collaboration with voluntary organisations, community groups and statutory partners. Strong governance arrangements will be essential to ensuring that the strategy remains relevant, accountable and responsive throughout the five-year period.

Responsibility for strategic oversight of the plan will sit with Ceredigion Youth Service through established management and governance arrangements. Progress will be reviewed regularly through existing reporting structures and wider corporate governance mechanisms.

A key principle of this strategy is that young people, partners and communities continue to influence implementation, review progress and shape future developments. Governance therefore extends beyond formal management structures and includes ongoing participation and partnership arrangements.

The strategy will be supported through three interconnected governance routes:

Strategic Oversight

Strategic oversight will be provided through:

- Ceredigion Youth Service leadership and management arrangements.
- Through Age governance arrangements.
- Corporate planning and performance management processes.
- Relevant Council reporting and scrutiny structures.
- Annual self-assessment and improvement activity.

Young People's Oversight and Influence

We recognise that not all young people wish to participate through formal structures. We will therefore maintain a range of participation routes, enabling young people to influence decisions through youth clubs, schools, digital engagement, community activities, targeted programmes and representative structures such as the Youth Council. Young people will continue to play an active role in monitoring and shaping delivery through a range of formal and informal engagement opportunities, including:

- The establishment of a dedicated youth service forum.
- School and community-based participation groups.
- Children's Rights and Participation programmes.
- Digital engagement and social media platforms.
- Young people's surveys, focus groups and consultation activities.
- Youth forums operated by partner and voluntary sector organisations.

These mechanisms will help ensure that young people remain active partners in decision-making rather than simply recipients of services.

Partnership Oversight and Collaboration

Partnership working will continue through:

- The Children and Young People Provider Forum.
- Quarterly Youth Work Network meeting open to partners, practitioners, volunteers and community organisations.
- Existing operational and strategic partnership networks.

- Multi-agency working groups.
- Youth work partnership events and workshops.
- Regional and national youth work networks.

These arrangements will support collaboration, information sharing, collective problem solving and shared accountability for improving outcomes for young people.

Listening, Learning and Reporting Back

Young people told us that participation only feels meaningful when they can see what has changed as a result of their involvement.

Throughout the lifetime of this strategy, we will maintain a strong focus on feedback, communication and transparency. We want young people, partners and communities to understand not only what we are doing, but also how their views continue to influence the direction of youth work across Ceredigion.

We will do this through:

Young People

- Annual "You Said, We Did" updates.
- Youth-friendly progress reports.
- Youth Council updates and discussions.
- Participation sessions within schools, youth clubs and communities.
- Social media engagement and digital feedback opportunities.
- Youth-led communication through the youth website and digital platforms.

Partners

- Regular updates through the Children and Young People Provider Forum.
- Annual Youth Work Network events.
- Partnership workshops and thematic discussions.
- Sharing of learning, research and evaluation findings.
- Opportunities for collaborative planning and review.

Communities and Stakeholders

- Annual progress reporting.
- Public engagement opportunities.
- Community-based events and discussions.
- Case studies, impact stories and examples of good practice.

Public Reporting

- Youth-friendly annual progress summary.
- Public annual strategy update.
- Case studies and partnership spotlights.
- Digital updates shared throughout the year.

- Opportunities for communities and partners to provide feedback on progress.

These approaches will help ensure that the strategy remains a live document that continues to evolve in response to changing needs and opportunities.

Measuring Success

Success will be measured through a combination of quantitative data, qualitative feedback, evaluation activity and continuous engagement with young people and partners.

Rather than relying on a single measure of success, we will use a balanced approach that considers reach, quality, outcomes and impact.

We will monitor:

Reach and Participation

- Numbers of young people accessing youth work opportunities.
- Participation across different communities and age groups.
- Participation from underrepresented and priority groups.
- Levels of engagement within schools, communities, outreach and digital provision.

Quality and Experience

- Young people's satisfaction and feedback.
- Young people's sense of belonging, confidence and wellbeing.
- Accessibility and inclusiveness of provision.
- Delivery against the National Youth Work Standards.

Outcomes and Impact

- Personal and social development outcomes.
- Accredited and recognised achievements.
- Progression into education, employment, training, volunteering and leadership opportunities.
- Wellbeing and participation outcomes.
- Early intervention and prevention outcomes.

Partnerships and System Development

- Levels of partner engagement.
- Collaborative projects and initiatives.
- Participation within partnership networks and forums.
- Shared learning and improvement activity.

Workforce Development

- Workforce qualifications and development plans completed.
- Volunteer recruitment and retention.
- Welsh language capacity and confidence.
- Availability of bilingual and Welsh-medium opportunities.
- Workforce wellbeing and resilience.
- Uptake and completion of youth worker schemes of work.

Performance information will be drawn from Welsh Government returns, Youth Support Grant reporting, service performance data, evaluation activity, business plans, audit findings and ongoing engagement.

Annual Review and Reporting

Progress against this strategy will be reviewed annually through performance information, engagement findings, self-assessment activity and partnership feedback.

An annual update will be shared with young people, partners and stakeholders, highlighting achievements, challenges and priorities for the year ahead.

The strategy will remain a live document and may be adapted in response to emerging needs, opportunities, evidence and feedback throughout its lifetime.

Continuous Improvement

We are committed to developing a culture of learning, reflection and continuous improvement. Improvement will not be viewed solely through performance measures. Equal value will be placed on the experiences, stories and feedback of young people, volunteers, practitioners and partners.

The National Youth Work Standards for Wales will provide the framework for reviewing quality, identifying strengths and prioritising areas for development. Alongside this, we will continue to use service data, evaluations, audit activity, research findings and feedback from young people and partners to inform improvement.

Importantly, we will not wait until 2032 to review progress.

The strategy will be reviewed annually to ensure that:

- Emerging needs are identified and understood.
- Young people's views continue to shape delivery.
- Partners have opportunities to influence priorities.
- Resources remain focused on areas of greatest need.
- New opportunities and innovations can be incorporated.
- Progress can be celebrated and challenges addressed.

This approach will enable the strategy to remain responsive, relevant and reflective of the experiences of young people throughout its lifetime.

Looking Forward

Young people have been clear about what matters to them: trusted relationships, safe spaces, meaningful opportunities, strong communities and a genuine voice in decisions that affect their lives.

This strategy sets out how we will respond to those messages through partnership, participation and collective action.

By working together, listening to young people and building on the strengths of our communities, culture, language and partners, we will continue to create opportunities that help young people feel connected, valued, supported and hopeful about their future.

Over the next five years, we want youth work to be increasingly visible, accessible and valued within communities across Ceredigion. By working together, listening to young people and building on the strengths of our communities, culture, language and partnerships, we will create more opportunities for young people to connect, contribute, belong and thrive. Young people have helped shape this strategy and will continue to shape its future. Together, we will ensure that youth work remains a powerful force for positive change across Ceredigion.

Endorsement and Commitment

This strategy has been developed in partnership with young people, communities, practitioners and partners across Ceredigion. It reflects a shared commitment to ensuring that all young people have access to high-quality youth work opportunities that support their wellbeing, development and future aspirations.

We are committed to working together to deliver the priorities set out within this strategy and to ensuring that young people remain at the heart of implementation, monitoring and review throughout its lifetime.

Name	Position	Signature	Date
Chief Executive	Ceredigion County Council		
Leader of the Council	Ceredigion County Council		
Cabinet Member for Schools, Lifelong Learning and Skills	Ceredigion County Council		
Corporate Lead Officer	Ceredigion County Council		

Corporate Manager	Ceredigion Youth Service		
Chair	Ceredigion Youth Council		
Chair	Children and Young People Provider Forum		
Voluntary Sector Representative			

Appendix A – How We Developed This Strategy

Our Approach

This strategy has been developed through a comprehensive programme of engagement, consultation, evaluation and evidence gathering undertaken between 2025 and 2026.

The process was designed to ensure that the voices of young people were at the heart of the strategy, while also drawing upon the knowledge, experience and expertise of youth workers, volunteers, partners, community organisations and stakeholders.

The strategy has been informed by:

- Extensive engagement with young people across Ceredigion.
- Partner and stakeholder consultation.
- Youth Service staff engagement.
- Analysis of local youth work data and performance information.
- Findings from the Welsh Government Youth Support Grant evaluation.
- Findings from the Welsh Government Youth Work Audit.
- Service business planning and improvement activity.
- Existing local, regional and national strategies and priorities.
- Ongoing participation and feedback gathered through youth work delivery.

Young People's Engagement

Young people's voices have shaped every stage of the strategy.

Between January and June 2026, engagement activities took place in schools, youth clubs, outreach settings, community venues and digital platforms across Ceredigion.

Engagement included:

- County-wide youth survey.
- School-based engagement activities.
- Community youth clubs.
- Outreach and detached youth work.
- Youth Council discussions.
- Participation groups.
- Inspire Project engagement.
- Home educated young people engagement.
- Digital consultation and social media engagement.
- Informal conversations through everyday youth work practice.

In total:

- Over **400 young people** directly contributed to the development of the strategy.
- **195 young people** completed the dedicated strategy survey.
- Young people participated through both structured consultation and informal youth work conversations.

Young people consistently highlighted:

- The importance of trusted relationships.
- Safe and welcoming spaces.
- More opportunities closer to home.
- Improved transport and accessibility.
- Better communication and information.
- More trips, experiences and activities.
- Support for wellbeing.
- Opportunities to influence decisions.

Partner and Stakeholder Engagement

We engaged with a wide range of partners and stakeholders from across Ceredigion's youth work system.

This included representatives from:

- Education.
- Health.
- Youth Justice.
- Voluntary organisations.
- Community groups.
- Welsh language organisations.
- Faith organisations.
- Sports and leisure providers.
- Regional and national youth work organisations.
- Early intervention and prevention services.

Engagement included:

- Partner surveys.
- Provider Forum discussions.
- Partnership workshops.
- Strategic meetings.
- One-to-one conversations.
- Ongoing collaborative planning.

In total:

- **30 partner organisations** contributed directly through the partner survey and consultation process.

Partners consistently highlighted:

- The importance of partnerships.
- Rural challenges and opportunities.
- Workforce sustainability.
- Wellbeing and prevention.
- Youth voice and participation.
- Communication and referral pathways.

Workforce Engagement

The views of staff and volunteers have also played an important role in shaping the strategy.

Engagement included:

- Staff surveys.
- Team discussions.
- Service development sessions.
- Management workshops.
- Strategic planning events.

Staff highlighted:

- The importance of relationship-based practice.
- Rurality and equality of access.
- Workforce development.
- Partnership working.
- Prevention and early intervention.
- Welsh language provision.
- Digital youth work.

Evidence and Evaluation

Alongside engagement activity, the strategy has been informed by a range of evidence sources including:

- Welsh Government Youth Work Statistics.
- Youth Support Grant evaluation findings.

- Youth Work Audit findings.
- Youth Service Business Plan.
- Performance and participation data.
- Digital engagement analytics.
- National Youth Work Standards.
- Local and national policy developments.

This has ensured that the strategy reflects both lived experience and robust evidence.

Our Commitment to Co-Production

The development of this strategy is not the end of the conversation.

Young people, communities, partners, volunteers and staff will continue to shape implementation, monitoring and review throughout the lifetime of the strategy.

Through the Youth Council, youth forums, participation groups, Children and Young People Provider Forum, annual Youth Work Network and ongoing engagement activities, we will continue to listen, learn and adapt.

This strategy has been shaped by young people and will continue to be shaped by young people throughout its delivery.

Appendix B – Young People's Voice

Listening to Young People

Young people have been at the centre of the development of this strategy. Through surveys, workshops, youth clubs, school-based sessions, outreach activities, participation groups, digital engagement and informal conversations, young people shared their experiences, ideas and aspirations for the future of youth work in Ceredigion. The priorities within this strategy have been directly influenced by what young people told us matters most. Whilst every young person's experience is different, several key themes emerged consistently throughout the engagement process.

Access to Opportunities

Young people told us they want more opportunities available closer to where they live and easier access to activities across the county.

- "Youth club closer to my house."
- "More youth clubs in smaller villages."
- "No youth club in Tregaron."
- "The forgotten villages."
- "Too far to travel."
- "Can't get there."
- "Don't live on the bus route."
- "Activities and opportunities are usually very expensive for families. The trips offered are upwards of £800 and there are no other trips they could attend. Many children don't get the chance to go on a school trip."
- "Youth workers should also work with under financial families more often to ensure they aren't making decisions that could harm them".
- "More bus stops for rural living. Some children cant even get public transport without a lift to the bus stop first."

Young people wanted more youth clubs, activities, trips and opportunities that are accessible regardless of where they live.

Safe Spaces and Trusted Relationships

Young people consistently highlighted the importance of safe spaces and trusted adults.

- "Safe spaces to hang out."
- "Someone to talk to."
- "Being understood."
- "Youth workers actually listen."
- "More time with my youth worker."
- "Not very well noticed or advertised so unsure how many would attend."
- "What is putting people off is they think all the misbehaving kids go there and are too scared to attend – maybe have club leaders go around schools so they know who goes, lesson anxiety."

- “Homeschooled children need to be checked more than 1 time a year and ensure they are doing okay socially an happy.”

Many young people described youth work as one of the few places where they feel comfortable, accepted and free from judgement.

Wellbeing and Belonging

Young people described wellbeing as much more than mental health alone. They spoke about friendships, connections, activities, confidence, physical activity and feeling part of their community.

- "Food and it's warm."
- "I struggle to leave the house."
- "Anxious about meeting new people."
- “Access to these spaces for vulnerable, neurodiverse young people must be prioritised.”
- “No strings attached advice.”
- “Make sure all children have the option of speaking to a youth worker even if there is no obvious reason to, no child should suffer in silence.”

Young people highlighted the importance of opportunities that help reduce isolation and strengthen their sense of belonging.

Activities, Experiences and Skills

Young people told us they want more opportunities to learn, explore and experience new things.

- "More trips."
- "More opportunities on trips."
- "Sports coaching."
- "Coding."
- "Money management."
- “Work experience that isn’t just teaching and healthcare, young people need to experience the career they want and to help their CV.” “Not all children can get to youth clubs where they live with buses. Most only come every hour meaning children living further wanting to go to youth club would be home very late after school. The clubs should finish at a reasonable time.”

Young people wanted activities that are enjoyable, practical, creative and help prepare them for adult life.

Youth Voice and Participation

Young people were clear that they want their views to influence decisions and lead to visible change.

- "Things change when we suggest them."

- "Have our voices heard."
- "Ask us what we want."
- "Listen to young people."

Young people told us they want to be involved throughout the life of the strategy and see evidence that their participation makes a difference.

Information and Communication

Many young people told us they are unaware of opportunities available to them.

- "I don't know what's available."
- "Know who is who. Know what they do and where."
- "How to get involved."
- "Better publicity of events."

Young people highlighted the importance of digital communication, social media and youth-friendly information.

Welsh Language, Identity and Community

Young people recognised the importance of Welsh language, culture, community and local identity. They highlighted the value of opportunities that celebrate local culture whilst ensuring choice, inclusion and accessibility. Young people also spoke positively about their communities, friendships, local environments and opportunities to connect with nature.

What Young People Want for the Future

Across all engagement activities, young people consistently wanted:

- Safe and welcoming spaces.
- Trusted adults and positive relationships.
- More local opportunities.
- Better transport and accessibility.
- More trips and experiences.
- Opportunities to learn new skills.
- Support for wellbeing.
- Stronger communication.
- Meaningful participation.
- More influence over decisions.
- Inclusive opportunities for all young people.
- A visible and accessible youth work offer across Ceredigion.

The six strategic priorities within this strategy have been developed directly in response to these messages and will continue to be shaped by young people throughout implementation.

Appendix C – Partner Organisations and Acknowledgements

The development of this strategy has been supported by young people, youth workers, volunteers, community organisations, schools, elected members, public services and partners from across Ceredigion and beyond.

We would like to thank everyone who contributed their time, experience, ideas and expertise throughout the development of this strategy. Their contributions have helped ensure that the priorities and ambitions set out within this plan reflect the needs, aspirations and experiences of young people and communities across Ceredigion.

Engagement took place through surveys, workshops, school visits, youth clubs, participation groups, partnership meetings, focus groups, online engagement and strategic discussions. Particular thanks are extended to the hundreds of young people who shared their views and experiences, helping shape the future direction of youth work in Ceredigion.

Organisations, Groups and Settings Engaged

The following organisations, groups, services and settings contributed to the development of this strategy through surveys, consultation activity, workshops, meetings, focus groups and engagement events.

A–C

- Aberaeron Youth Club
- Aberystwyth Community Ambassadors
- Arad Goch
- Boys' and Girls' Clubs Wales
- Careers Wales
- Cardigan Youth Club
- Cered
- Ceredigion Actif
- Ceredigion Children and Young People Provider Forum
- Ceredigion Community Safety Partnership
- Ceredigion Councillors and Cabinet Members
- Ceredigion Girlguiding
- Ceredigion Schools Wellbeing and Behaviour Forum
- Ceredigion Young Farmers Clubs (YFC)
- Council for Wales of Voluntary Youth Services (CWVYS)

D–G

- Dyfed-Powys Police

- Equalities and Inclusion Service, Ceredigion County Council
- EYST
- Ffynnon
- Girlguiding
- Inspire (Post-16 Support Group)

J–N

- Jobcentre Plus
- Mid and West Wales Fire and Rescue Service
- National Health Service (NHS Wales)
- National Trust

P–T

- Penparcau Youth Club
- RAY Ceredigion
- ScoutsCymru (Scouts Wales)
- Scouts Ceredigion
- Tysul Youth

U–Y

- Urdd Gobaith Cymru
- Youth Council
- Youth Work Leadership Lab
- Ysgol Bro Teifi
- Ysgol Gyfun Aberaeron
- Ysgol Henry Richard
- Ysgol Penglais
- Ysgol Penweddig
- Ysgol Plascrug
- Ysgol Uwchradd Aberteifi

Partnership Spotlights

The following case studies highlight the diverse range of organisations, projects and partnerships that contribute to youth work across Ceredigion. They demonstrate the collective effort required to support young people's wellbeing, participation, personal development and community involvement. Whilst each example aligns strongly with one of the strategic priorities, many contribute across multiple priorities and showcase the strength of Ceredigion's wider youth work system.

● Priority 1 – Access to High-Quality Youth Work

Partnership Spotlight – Young People Creating Change: Tackling Period Poverty

Young people identified period poverty as an issue affecting their peers and worked alongside schools, youth workers and community partners to improve access to support, information and resources. Through participation and youth-led engagement, young people helped influence practical changes that have resulted in period dignity initiatives becoming embedded across all secondary schools and a growing network of community organisations throughout Ceredigion.

The project demonstrates how youth voice can identify barriers that affect participation and wellbeing, whilst creating practical solutions that improve access to support. By reducing stigma, increasing awareness and improving access to products, the initiative has helped ensure more young people can participate confidently in school, youth work and community life.

This work highlights the importance of listening to young people, responding to their experiences and creating youth-led solutions that make a lasting difference.

Priority 2 – Thriving Rural Communities

Partnership Spotlight – Ceredigion Young Farmers Clubs (YFC)

Ceredigion YFC is one of the county's largest youth-led voluntary movements and plays a significant role in supporting young people across rural communities.

Through local clubs, county activities, competitions, volunteering opportunities and leadership roles, young people develop confidence, skills, friendships and a strong sense of belonging.

For many young people, YFC provides opportunities that might otherwise be difficult to access due to geography and rural isolation. It helps young people build connections, contribute to their communities and develop practical leadership experience while celebrating Welsh culture, local identity and community spirit.

The work of YFC demonstrates the important role that community-based organisations play in helping young people thrive within rural communities and ensuring that opportunities exist beyond larger population centres.

Priority 3 – Wellbeing, Belonging and Trusted Relationships

Partnership Spotlight – Area 43

For more than 25 years, Area 43 has supported young people's wellbeing through trusted relationships, safe spaces and youth-led practice. Working across

Ceredigion, the organisation provides counselling, support services, wellbeing initiatives and opportunities for young people to influence the services they receive.

At the heart of Area 43's work is a belief that every young person should have somewhere to turn, someone to talk to and opportunities to shape their future. Through a flexible and relationship-based approach, young people are supported to build confidence, improve wellbeing and strengthen their sense of belonging.

Area 43 demonstrates the powerful role youth work and youth support services can play in providing early intervention, reducing isolation and helping young people feel valued, connected and supported.

Priority 4 – Youth Voice, Participation and Leadership

Partnership Spotlight – Ceredigion Youth Council

Ceredigion Youth Council provides young people with opportunities to represent their peers, influence decisions and contribute to discussions that affect young people's lives locally, regionally and nationally.

Through campaigns, consultations and initiatives such as the annual *Rhoi dy Farn* (*Have Your Say*) ballot, young people identify the issues that matter most to them and work directly with decision-makers to drive change. In 2025, more than 2,250 young people took part in the ballot, helping shape the Youth Council's annual priorities.

The Youth Council demonstrates how meaningful participation can move beyond consultation and create opportunities for young people to become leaders, advocates and active citizens who influence the future of their communities.

Priority 5 – A Skilled, Sustainable, Bilingual Workforce and Volunteer Network

Partnership Spotlight – Urdd Gobaith Cymru

Urdd Gobaith Cymru provides young people with opportunities to participate, volunteer, lead and develop through the medium of Welsh. Through sport, arts, residential experiences, volunteering and community projects, young people gain valuable skills, experiences and confidence whilst strengthening their connection to Welsh language and culture.

A particular strength of the Urdd is its ability to create progression pathways, enabling young people to move from participation into volunteering, leadership and community contribution. Many young people gain their first experience of organising events, supporting others or leading activities through Urdd programmes.

The organisation demonstrates how investing in young people today helps create the future volunteers, leaders and youth work workforce that communities will rely upon tomorrow.

Priority 6 – Partnerships, Communities and Collective Action

Partnership Spotlight – HCT and Cered Young Reporters

HCT and Cered Young Reporters demonstrate the value of partnership working in creating opportunities for young people to develop skills, build confidence and contribute positively to their communities.

Through creative media, journalism, interviewing, content creation and storytelling, young people are supported to share their experiences, celebrate achievements and highlight issues that matter to them and their peers. The project provides practical opportunities to develop communication, teamwork, digital and leadership skills while amplifying young people's voices.

By bringing together young people, communities and organisations, the initiative helps challenge negative perceptions, improve awareness of local opportunities and strengthen connections between services and the young people they support.

The project reflects the power of collective action, demonstrating how organisations can work together to create innovative opportunities that benefit young people and communities across Ceredigion.

Partnership Spotlight – Cered's Young Sports Reporters Scheme

Cered's Young Sports Reporters Scheme demonstrates how innovative, Welsh-medium youth work can create unique opportunities for young people to develop confidence, communication skills and a stronger connection to their communities. Through sports journalism, commentary and digital media, young people are supported to use Welsh in authentic, real-world settings whilst developing skills that can support future education, employment and volunteering opportunities.

The project provides young people with opportunities to commentate on local football matches, conduct interviews, create media content and explore the rich sporting heritage of Wales. By combining sport, language, media and community engagement, the scheme creates a distinctive platform for young people to develop their voice and share the stories that matter to their communities.

A particular strength of the project is its ability to engage young people who may not traditionally participate in Welsh-language activities outside the classroom. Through a shared interest in sport and digital media, participants develop confidence in using Welsh socially and publicly, strengthening both language skills and community

connections. The scheme also helps young people develop transferable skills in communication, journalism, interviewing, presenting and digital content creation.

By reporting on local teams and events, young people become active contributors to community life, helping to celebrate local achievements, strengthen community pride and challenge negative perceptions of young people through positive storytelling. The project provides opportunities for young people to remain connected to their local communities whilst developing skills and experiences that can support future progression into higher education, media, communications and creative industries.

Cered's Young Sports Reporters Scheme showcases how partnership working, digital innovation and community-based opportunities can create meaningful experiences for young people whilst strengthening Welsh language use, confidence, participation and belonging across Ceredigion.

Appendix D – Ceredigion's Youth Work System Map

Simple diagram to be created:

Young Person in centre and with partners surrounding:

- *Schools*
- *Community Youth Work*
- *Participation*
- *Digital Youth Work*
- *Voluntary Sector*
- *Youth Justice*
- *Early Intervention*
- *Wellbeing Support*
- *Training & Employability*
- *Community Partnerships*

Appendix E – Alignment with National, Regional and Local Strategies

Strategy	Contribution
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Youth Work Directions 2026	Statutory framework
National Youth Work Standards	Quality framework
Cymraeg 2050	Welsh language
Corporate Strategy	Prevention & wellbeing
PSB Wellbeing Plan	Community wellbeing
Through Age Model	Early intervention
Strategic Equality Plan	Inclusion
Digital Strategy	Digital participation
Through Age Wellbeing Model	Integrated prevention and early intervention
Youth Engagement and Progression Framework (YEPF)	Progression and NEET prevention
Welsh in Education Strategic Plan	Welsh language development
Play Sufficiency Assessment 2025	Community play, access, participation and rural provision
Youth Justice Blueprint	Prevention, diversion and Child First practice
Anti-Racist Wales Action Plan	Participation, inclusion and leadership

Appendix F – Evidence Base and References

National Documents

- Youth Work Directions
- National Youth Work Standards
- Participation Standards

Local Evidence

- Youth Survey
- Partner Survey
- Staff Engagement
- Youth Support Grant Evaluation
- Youth Work Audit
- Play Sufficiency Assessment 2025
- Rhoi dy Farn 2025
- TikTok and Digital Engagement Analytics
- Rural Poverty Report
- BASS Evaluation
- Youth Service Business Plan

Appendix G – Statutory Requirements Compliance Checklist

Requirement	Covered In
Vision	1.1
Mission	1.1
Evidence of Need	Part 2
Young People's Participation	Part 2 / Priority 4
Welsh Language	1.2 and Throughout
National Standards	1.2
Partnerships	Priority 6
Workforce	Priority 5
Monitoring & Evaluation	Part 4
Governance	Part 4
Local Youth Work Offer	Part 2 – Ceredigion's Youth Work System / What This Means for the Strategy
Five-Year Objectives & Priorities	Part 3 – Strategic Priorities and Collective Action